TAI-TECH

西北臺慶科技股份有限公司

TAI-TECH Advanced Electronics Co.,Ltd.

2025 TAI-TECH Sustainability Report



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About this Report

We sincerely welcome you to read the 2025 Sustainability Report of TAI-TECH Advanced Electronics Co., Ltd. This is the sixth sustainability report issued by TAI-TECH. It provides a comprehensive account of our practices and performance in the environmental (E), social (S), and governance (G) aspects throughout 2025. To enhance information transparency, the electronic versions of this Report in both Chinese and English have been published simultaneously on the Company's ESG website. We are committed to continuing to publish sustainability reports to communicate Tai-Tech's sustainability progress to our stakeholders, respond to their expectations, and realize our vision of shared prosperity and growth.

Disclosure of ESG Information

Disclosure Category	Scope of Coverage
Period	● 2025 ● To ensure the completeness of the information disclosed, any content relating to operating activities spanning different years is explained separately in the relevant sections of this Report.
Restatements of Information	1. Section 3.2.2 Greenhouse Gas Inventory: For the previous two years, Scope 3 data included only emissions from "Waste generated in operations." In 2025, the Scope 3 inventory boundary was expanded to include "Employee commuting." 2. Section 4.2.2 Data on New and Resigned Employees: Previously, the ratios were calculated using the number of employees in each category by age, gender, or education level at year-end as the denominator. In this Report, the total number of employees at year-end is used as the denominator. 3. Appendix V: Correction of the 2024 data in 1-1-1 Greenhouse Gas Inventory Information.
Operating Locations	● Taiwan (Taoyuan Headquarters) ● China (TAIPAQ Plant and Kunshan Plant)
Financial Performance	TAI-TECH's consolidated financial statements
ESH and Employee Performance	● Taiwan (Taoyuan Headquarters) ● China (TAIPAQ Plant and Kunshan Plant)
Public Welfare Performance	● Taiwan (Taoyuan Headquarters) ● China (TAIPAQ Plant and Kunshan Plant)
Differences from the Boundary of the Consolidated Financial Statements	The following subsidiaries included in the consolidated financial statements are not covered by this Report: ● NORTH STAR INTERNATIONAL LIMITED ● BEST BLISS INVESTMENTS LIMITED ● TECHWORLD ELECTRONICS SINGAPORE PTE. LTD. ● JDX Technology Co., Ltd.

Basis for Preparation

This Report has been prepared in accordance with the GRI Standards: 2021 issued by the Global Reporting Initiative (GRI) and complies with the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies. It discloses the climate-related information specified in Attachment 2 to the Rules and voluntarily discloses the sustainability disclosure indicators specified in Attachment 1, as well as information in accordance with the Sustainability Accounting Standards Board (SASB) Standards. This Report describes TAI-TECH's management approaches and implementation performance with respect to material topics relating to the environment, people, including their human rights, and the economy. For stakeholders' reference, the appendixes to this Report include Appendix I: GRI Content Index, Appendix II: Sustainability Disclosure Indicators of the Electronic Component Industry, Appendix IV: SASB Content Index, and Appendix V: Climate-related Information of TPEx Listed Companies.

Information Confirmation

To clearly present the sustainability performance of the TAI-TECH Group, the financial information disclosed in this Report is based on consolidated financial data audited by PricewaterhouseCoopers Taiwan (PwC Taiwan) in accordance with International Financial Reporting Standards (IFRS). All financial information is presented in NT$ thousands, except for NT$ millions used as the denominators for energy intensity and greenhouse gas emissions intensity. ESH and employee data are presented by operating location. The data are compiled by each operating location, calculated using internationally accepted indicators, and confirmed by the respective department heads. TAI-TECH has established the "Sustainability Report Preparation and Assurance Procedures." The responsible departments first review the accuracy of the contents of this Report before submitting it to the ESG Committee to confirm that the Report fully covers all material topics.

To enhance the quality of sustainability information disclosure, Tai-Tech appointed a third-party institution, PricewaterhouseCoopers Taiwan, to conduct assurance in accordance with the Accounting Research and Development Foundation's Standard No. 3000 "Assurance Engagements Other Than Audits or Reviews of Historical Financial Information" for certain ESG information and obtained a limited assurance report. For details, please refer to the CPA's Assurance Report in Appendix III of this Report.

Release Frequency

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Tai-Tech ESG Website

TAI-TECH has always regarded meeting the needs and expectations of its internal and external stakeholders as a core principle of its operations. To better address customer needs, safeguard employee well-being, and promote environmental sustainability, we have actively implemented various internationally recognized management systems across our operating locations. By integrating risk management concepts with systematic improvement and optimization mechanisms, we continuously enhance and maintain the effectiveness of our management systems, striving to provide excellent products and services, maintain a safe and healthy workplace, and minimize the environmental impact of our operations. While pursuing business growth, we remain committed to fulfilling our responsibilities toward environmental protection and social well-being, with the goal of achieving sustainable operation.

Management System

Taoyuan Headquarters	Certification Body
ISO 9001:2015	TÜV SÜD
ISO 14001:2015	TÜV SÜD
IATF 16949	TÜV SÜD
ISO 45001:2018	TÜV SÜD
ISO/IEC 27001：2022	ARES
ISO 14064-1	ARES
ISO 14067	TÜV SÜD

TAIPAQ Plant	Certification Body
ISO 9001:2015	BellCERT
ISO 14001:2015	Amtivo China
IATF 16949	BellCERT
ISO 45001:2018	Amtivo China
ISO 14064-1	Bureau Veritas Certification (Beijing) Co., Ltd.
ISO 14067	Bureau Veritas Certification (Beijing) Co., Ltd.

Kunshan Plant	Certification Body
ISO 9001:2015	AFAQ
ISO 14001:2015	AFAQ
IATF 16949	AFAQ
ISO 45001:2018	AFAQ

Management system certificates

Message from the Chairman

To Our Partners and Stakeholders Who Care About Tai-Tech's Sustainable Development:

In 2025, the global economic and industrial environment remained fraught with uncertainty. Geopolitical developments, tariff policies, supply chain restructuring, inflation, and exchange rate fluctuations continued to test corporate resilience. Meanwhile, the rapid development of applications such as generative AI, AI servers, data centers, automotive electronics, high-speed computing, and 5G/6G communications drove growing demand for high-end passive components, bringing a new wave of opportunities to the industry.

In response to these changes, Tai-Tech continued to uphold the principles of sound management, R&D innovation, and sustainable development. We further advanced our technologies for high-end magnetic components, optimized our product portfolio, strengthened our global production capacity deployment, and embedded ESG principles into environmental protection, social well-being, and corporate governance. We believe that sustainable development provides an essential foundation for long-term corporate competitiveness and enduring business success.

I. Stable Operations: Strengthening Corporate Resilience and Growth Momentum

In 2025, the passive component industry gradually emerged from the pressure of inventory adjustments, while market demand returned to steady growth. Benefiting from increased demand for automotive electronics, AI servers, data centers, and high-speed computing applications, we continued to deliver solid operating results through flexible production capacity allocation, product upgrades, and optimization of our customer mix.

2025 Operational Performance

- Net operating revenue for the year reached NT$6.624 billion, representing an increase of 20.3% from the previous year.
- Gross profit reached NT$1.744 billion, representing a year-on-year increase of 31.0%.
- The gross profit margin reached 26.3%, an increase of 2.1 percentage points from the previous year.
- Operating profit reached NT$794 million, representing a year-on-year increase of 40.2%.
- Net income after tax reached NT$1.042 billion, representing a year-on-year increase of 39.5%.
- Earnings per share reached NT$10.26, a significant increase from NT$7.33 in the previous year.
- The total sales volume for the year reached 29.67 billion products, with a year-on-year growth rate of 14.9%

From the perspective of application markets, Tai-Tech's operating momentum is increasingly being driven by the dual engines of automotive electronics and AI applications. In 2025, automotive electronics accounted for 39% of sales revenue by application market, followed by computer-related applications at 24%, communications electronics at 15%, consumer electronics at 11%, AI applications at 10%, and other applications at 1%. Among these application markets, the automotive electronics business benefited from a recovery in demand from OEM customers in Europe and the United States, as well as increased volume in the Chinese new energy vehicle market. AI applications grew rapidly, driving demand for servers and high-speed computing, which resulted in a significant increase in revenue.

In terms of product mix, multilayer products accounted for 18.3% of revenue, coil products accounted for 80.5%, and other products accounted for 1.2%. Molded power inductors delivered particularly strong performance, benefiting from growing demand in automotive and PC applications. Profitability of LAN transformers improved through cost optimization, while multilayer products, common-mode filters, and wire-wound inductors continued to expand into high-end applications and the automotive market.

To diversify geopolitical risks and enhance supply chain resilience, we continued to optimize the division of responsibilities among our manufacturing bases in Taiwan, mainland China, and Malaysia. The Taiwan headquarters focuses primarily on high-margin products and products with technological advantages, while the subsidiaries in mainland China support stable, high-volume production. The Malaysian subsidiary continued to enhance its operating efficiency and has become an important strategic production base supporting customers' diversified supply chain deployment.

II. Environmental Sustainability: Supporting the Low-Carbon Transition through Concrete Action

In response to the global trend toward net-zero emissions and the green supply chain requirements of international customers and the Carbon Border Adjustment Mechanism (CBAM), Tai-Tech continued to strengthen its environmental management systems and integrate energy conservation, carbon reduction, resource circularity, and green manufacturing into its daily operations.

2025 Environmental Aspect Highlights

- The overall waste recycling and reuse rate reached 81.42%.
- One hundred percent of high-concentration electroplating waste liquid was treated in-house.
- No material violations of environmental laws or regulations were recorded during the year.
- The annual electricity savings rate reached 2.58%, with total electricity savings of 449,014.52 kWh.
- We continued to improve equipment efficiency and energy efficiency to reduce energy consumption per unit of product.
- In accordance with the principles of ISO 14064 and ISO 14067, we continued to conduct organizational greenhouse gas inventories and manage product carbon footprints.
- We were recognized as an outstanding green procurement organization by the Environmental Protection Administration for the ninth consecutive year.
- All suppliers were required to provide declarations of compliance with the RoHS Directive and REACH Regulation, together with certificates confirming the absence of hazardous substances.

In product design, Tai-Tech focused on developing high-frequency, high-power, low-loss, low-energy-consumption, and highly reliable products, particularly magnetic components used in AI servers, electric vehicles, high-speed communications, and high-performance computing. By increasing current-carrying capacity, reducing DC resistance, and improving power efficiency, we help customers enhance the performance of their end products while reducing energy losses. In the future, we will continue to strengthen our carbon management system and progressively establish carbon reduction targets and implementation plans, making environmental sustainability an integral part of our manufacturing competitiveness.

III. Social Care: Putting People First and Implementing Responsible Supply Chain Management

Talent is an essential foundation for sustainable corporate development. Tai-Tech places great importance on employees' career development, health and safety, the working environment, diversity, and inclusion, and is committed to creating a safe, supportive, and learning-oriented workplace.

2025 Social Aspect Highlights

- Total employee training hours reached 7,657.18 hours, averaging approximately 17.05 hours per employee.
- Female employees accounted for 54.79% of all employees, while the proportion of female managers continued to increase steadily.
- Overall satisfaction in the employee satisfaction survey reached 95.72%.
- Zero cases of major occupational accidents
- Implemented 6 workplace safety improvement projects
- We continued to conduct occupational safety and health education and training, on-site inspections, and risk improvement initiatives.
- We strengthened professional training in R&D, quality, manufacturing, information security, legal compliance, and sustainability to enhance employees' ability to respond to industry transformation.
- We promoted diverse and inclusive talent development mechanisms to advance gender equality and intergenerational collaboration.

In occupational safety and health, we reduced workplace risks through risk identification, education and training, on-site inspections, equipment improvements, and the promotion of a strong safety culture. In talent development, we continued to strengthen training related to R&D, quality, smart manufacturing, legal compliance, information security, and ESG topics to help employees respond to industry transformation.

In terms of social engagement, Tai-Tech continued to support charitable initiatives and local communities:

2025 Charitable Contributions

- A total of NT$1,647,500 was contributed during the year to support charitable activities.
- Of this amount, NT$720,000 was provided to support the development of school sports.
- A total of 1,941 juvenile fish were donated to support the Keelung City Government's marine ecosystem restoration efforts.
- In addition, NT$580,000 was contributed to support disadvantaged families and help alleviate hunger and food insecurity.

In addition, Tai-Tech strictly implements its "Conflict-Free Minerals Policy." We use internationally recognized supply chain management tools to monitor the sources of upstream minerals and require suppliers to sign compliance declarations, ensuring that procured materials are not associated with armed conflict or human rights risks and continuing to build a responsible and trustworthy supply chain.

IV. Strengthening Governance to Enhance Transparency and the Quality of Sustainability Decision-Making

Sound corporate governance is the foundation of long-term sustainable development. Tai-Tech continued to enhance the functions of the Board of Directors, internal controls, risk management, legal compliance systems, information security, and sustainability management mechanisms to improve decision-making quality and operational transparency.

2025 Governance Aspect Highlights

- The Company remained ranked in the 6%–20% tier among TPEx listed companies in the Corporate Governance Evaluation.
- The attendance rate of the Board of Directors reached 100%.
- The Board of Directors reviewed corporate governance and the implementation of major operating activities on a quarterly basis.
- All directors completed annual training on internal controls and ethical business practices
- The Corporate Sustainable Development Committee monitored the implementation results of the corporate greenhouse gas inventory on a quarterly basis.
- The achievement rates of ESG key performance indicators (KPIs) were reviewed regularly.
- We continued to strengthen corporate governance, legal compliance management, and risk controls to reduce operational and regulatory risks.
- We continued to enhance the transparency of sustainability information disclosure and progressively strengthened alignment with international frameworks such as the GRI Standards and the TCFD recommendations.

In information security governance, Tai-Tech has established information security policies and systems that clearly define organizational responsibilities, risk management procedures, information security incident reporting processes, and response plans. We have also implemented information risk assessment and audit follow-up mechanisms. In 2025, we continued to provide information security education and training covering information security awareness, social engineering prevention, personal data protection, and business continuity management to enhance employees' information security awareness and organizational resilience.

V. Looking Ahead: Advancing Sustainable Growth through Innovation, Low-Carbon Development, and Governance Resilience

Looking ahead, the continued development of AI servers, electric vehicles, 5G/6G communications, high-speed computing, and data center infrastructure will further drive demand for high-frequency, high-power, miniaturized, low-loss, and highly reliable passive components. At the same time, global requirements relating to net-zero emissions, ESG information disclosure, and supply chain sustainability will continue to intensify. We will continue to enhance our long-term competitive advantages through technological innovation, operational resilience, and sustainable governance capabilities.

Looking ahead, Tai-Tech will remain focused on the following five core actions:

1. R&D innovation: We will continue to advance the research and development of magnetic components for high-end applications such as AI servers, automotive electronics, high-speed communications, and high-performance computing to enhance product added value and market competitiveness.
2. Product upgrades: We will focus on technological upgrades to high-performance trans-inductor voltage regulators, high-end molded power inductors, power beads, high-current common mode filters, and multilayer products to capture opportunities in high-growth application markets.
3. Enhanced carbon management: In accordance with the principles of ISO 14064 and ISO 14067, we will conduct organizational greenhouse gas emissions inventories and product carbon footprint assessments and progressively establish a systematic carbon reduction management framework.
4. Optimization of global operations: We will strengthen the division of responsibilities among our manufacturing bases in Taiwan, mainland China, and Malaysia to enhance supply chain resilience, production capacity flexibility, and customer service capabilities.
5. Enhanced governance and shared well-being with employees: We will continue to improve the quality of sustainability information disclosure; strengthen legal compliance, risk management, information security, and the Board's oversight functions; and promote diversity and inclusion, talent development, and a safe workplace.

Tai-Tech's vision is to become a competitive, trusted, and sustainable supplier in the global magnetic components market. In the future, we will continue to respond to the expectations of shareholders, customers, employees, suppliers, and society through sound management, technological innovation, green manufacturing, shared well-being with employees, and transparent governance, while taking concrete action to fulfill our commitment to "Innovation, Sustainability, and Shared Prosperity."

We sincerely thank all stakeholders for their long-standing support and trust. Tai-Tech will continue to work together with you to create lasting and sustainable value for the Company, society, and the environment.

Tai-Tech Advanced Electronics Co., Ltd.



About Tai-Tech Advanced Electronics

Company Profile



Taoyuan Headquarters



TAIPAQ Plant



Kunshan Plant

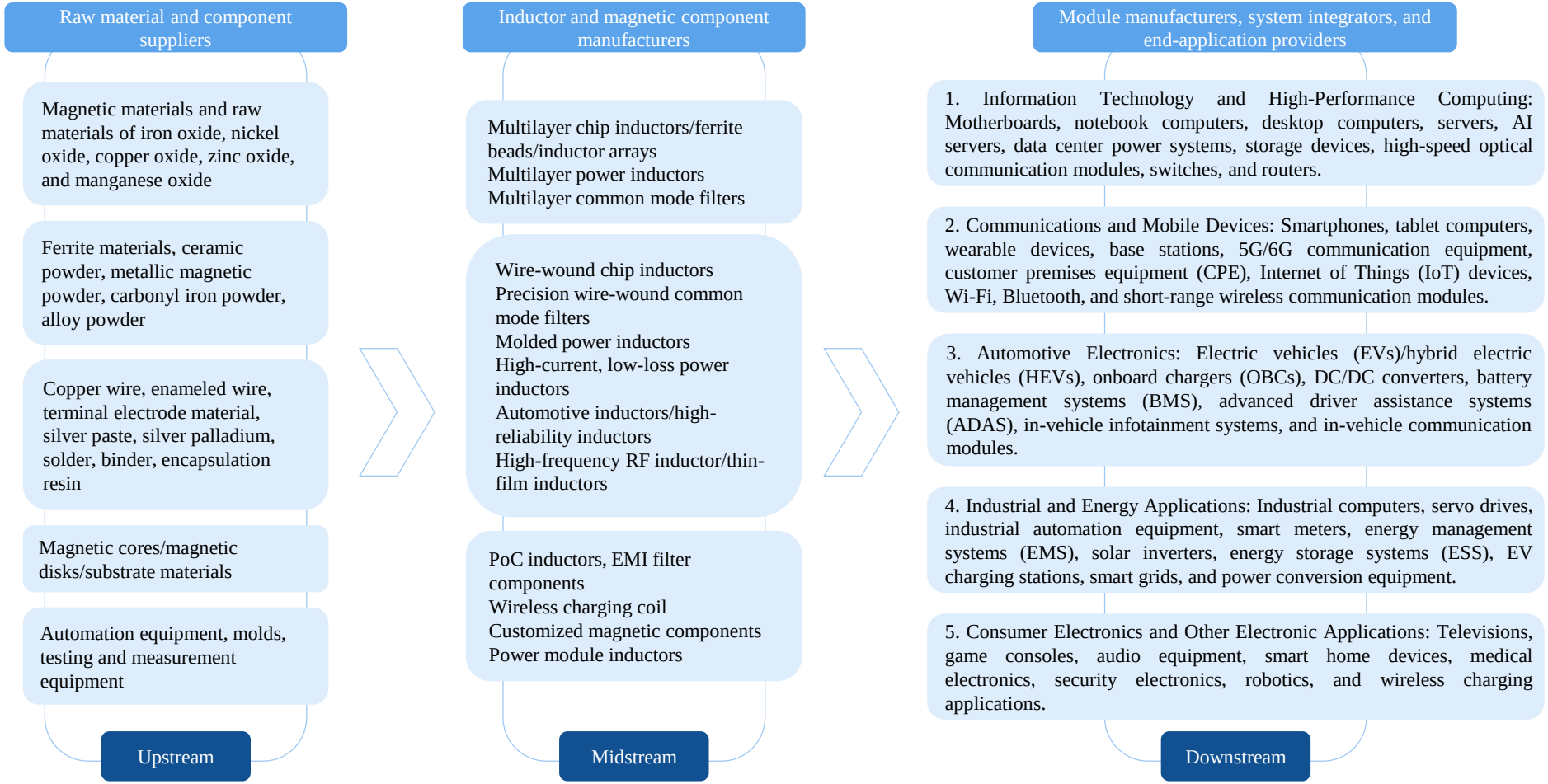


Techworld(M) Plant

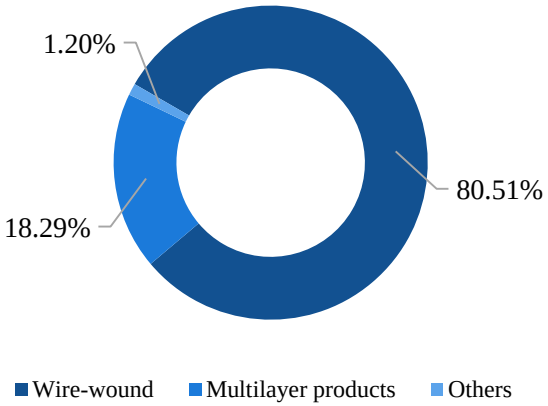
Company Name	Tai-Tech Advanced Electronics Co., Ltd.	Location of Headquarters	No.1 You 4th Rd., Yangmei Dist., Taoyuan City, Taiwan
Industry Category	OTC Electronic Components	SASB Industry Classification	Resource transformation / appliance and electronic equipment
Main Sites of Operations	Taiwan (Taoyuan Headquarters) China (Sihong TAIPAQ Plant, Kunshan Plant) Malaysia (Johor Bahru Techworld(M) Plant)	Proportion of Operating Revenue by Region	Taiwan: 25.07% China: 59.23% Others: 15.70%
Capital	NT$1,149,370 thousand	Revenue of Current Year	NT$6,623,818 thousand
Total Number of Employees	2,461 persons	Major Products	Production and sale of magnetic materials and power inductors
Shareholding Structure Ratio Note: Data are current as of the end of March 2026.	Domestic corporate shareholders: 33.1% Domestic individual shareholders: 55.6% Foreign institution and individual shareholders: 11.3%	Major Products Production Volume	Wire-wound products: 6,803,334 thousand pieces Multilayer products: 22,557,608 thousand pieces Others: 311,385 thousand pieces

Tai-Tech Advanced Electronics Co., Ltd., formerly known as North West Electric Engineering Industry Co., Ltd., has entered its 50th year since its establishment. As a key manufacturer in the midstream segment of the industry value chain, we have established outstanding competitive advantages in the inductive and magnetic components sector through our vertically integrated manufacturing capabilities and highly automated production model. Our product portfolio comprises three core categories: multilayer products, wire-wound products, and LAN transformers. These products are widely used in the computer, communications, and consumer electronics markets. At the same time, as technologies continue to evolve, Tai-Tech has successfully expanded into high-end fields such as automotive electronics and AI applications, demonstrating extensive technical expertise and a strong ability to adapt to market developments.

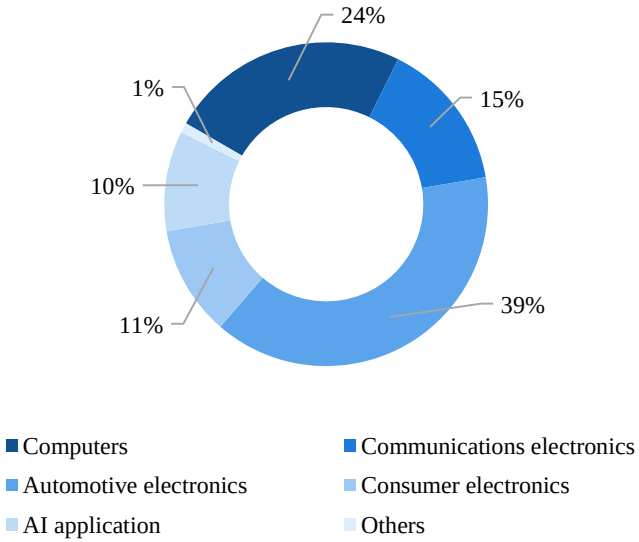
Tai-Tech Is at the Midstream of the Industry Chain



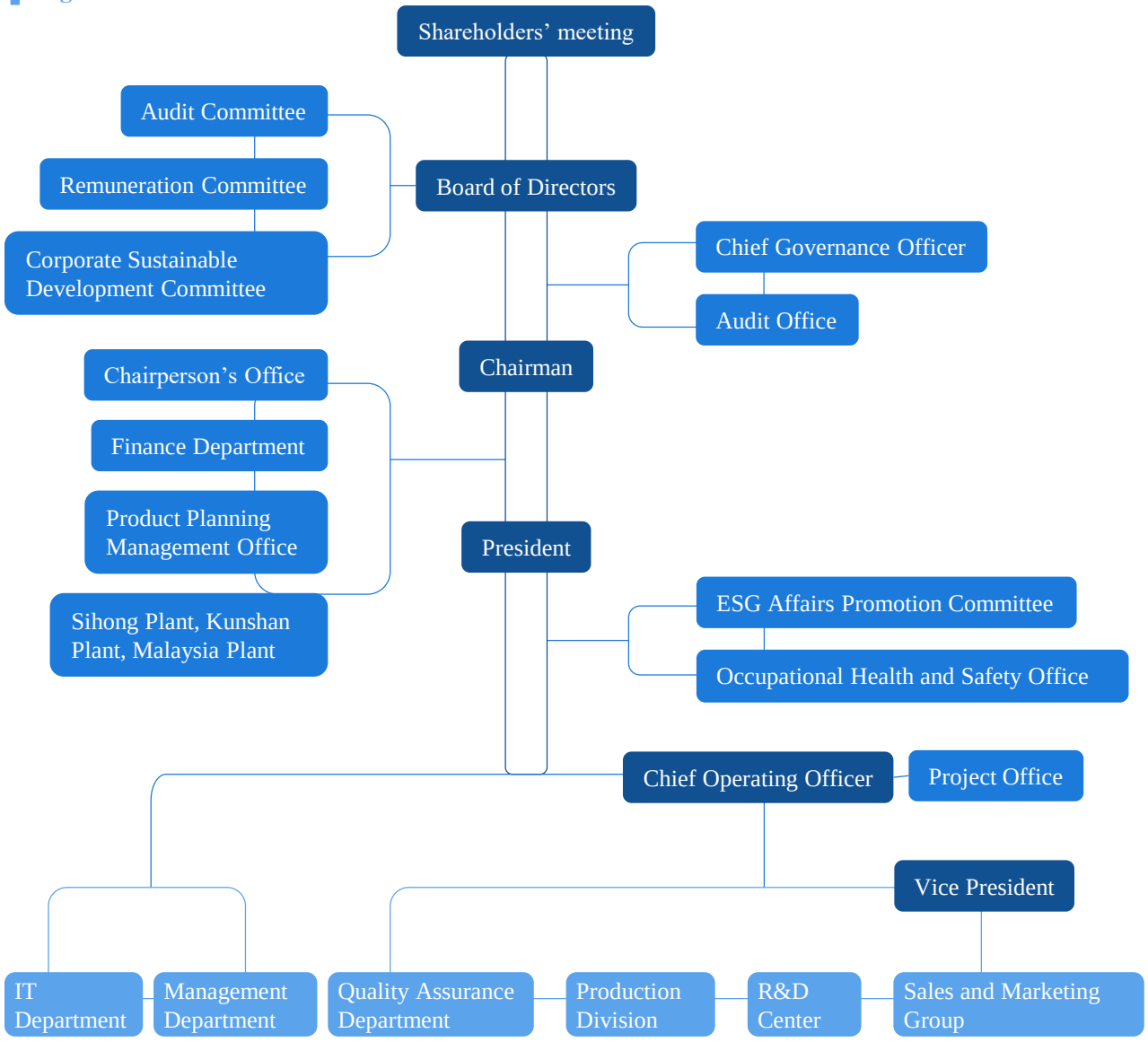
Main Product Revenue Ratio



Percentage of Product Application Areas



Organizational Chart



Operational Approach

In response to the industry trends toward higher-speed, lighter, and more compact electronic products, Tai-Tech continues to drive the transformation of electronic components. Our product development is focused on higher frequencies, thinner profiles, lower losses, higher power, and greater current-handling capabilities. We incorporate automated production design as a core consideration from the initial stages of product development to ensure production efficiency and consistent quality at the source. At the same time, we actively respond to global demand for green supply chains by integrating environmental indicators into product development, enabling us to maintain technological leadership while fulfilling our sustainability responsibilities.

In response to the growing emphasis on smart manufacturing and environmentally friendly practices, Tai-Tech has continued to implement annual management targets for energy conservation, water conservation, and waste reduction over the years. Looking ahead, we will continue to invest in pollution prevention and resource recycling technologies and strive to reduce the environmental impacts of our operations. Leveraging our strong R&D capabilities, we develop leading products characterized by low energy consumption and high durability. These products not only extend product life cycles but also provide customers worldwide with competitive, forward-looking solutions that meet ESG standards.

We are committed to building a flexible, innovative, and sound business organization. By shortening lead times, exercising rigorous cost control, and pursuing excellence in quality, we respond precisely to rapidly changing market demands. Furthermore, Tai-Tech recognizes that talent is fundamental to corporate development. We actively cultivate professional teams with creativity and strong execution capabilities while fully fulfilling our corporate social responsibilities. We have established business growth and sustainable operations as our long-term development vision. As we pursue corporate growth, we will continue to maximize value for shareholders, employees, and society.

Core Values

Focus on our core business

Pragmatic management

Corporate Mission

Provide customers with high-quality magnetic component products and services

Create value for stakeholders

Operational Goals	
Short-term	Looking ahead to 2026, driven by continuous innovation in artificial intelligence, automotive electronics, and other technologies, the demand for electronic components and their specifications will inevitably rise, bringing simultaneous growth in industry output value and added value. Tai-Tech expects the information and electronics industry to build on the solid foundation established over the years and encounter both greater opportunities and new challenges. In view of the positive outlook, the Company will leverage its core capabilities through more advanced technologies and superior products, focusing on the aforementioned growth markets with the aim of achieving a more ambitious revenue growth target than in 2025.
Mid-term	In the upcoming years, TAI-TECH will actively plan and develop automotive grade electronics, network communication, high-speed digital computation, and AI. For product development, the Company will focus on satisfying the demands of the aforementioned application fields and will aim to develop miniaturized products, as well as products with high frequency, high speed, high current resistance, increased working temperature, enhanced performance, and reduced current loss. The Company will also continue to increase product added value and optimize the sales mix of EMI, signal inductors, and power inductors, thereby increasing the shipment proportion of niche products, further boosting gross margin performance and supporting profitability. In the next five years, the goal will be higher than the average growth rate of sales and profits of industry peers.
Long-term	Future production line planning will also take into consideration the risks arising from changes in the international political and economic landscape. The Company will expand the production capacity of its Taoyuan headquarters plant while continuing to uphold its business philosophy of focusing on its core business and practicing pragmatic management. The Company will further strengthen ESG implementation, continue pursuing sustainable operations, and strive to achieve its vision of becoming a world-class power inductor supplier.

Business Development Plan	
Short-term	Tai-Tech follows the guiding principle of "focusing on competitive advantage markets, enhancing innovation capabilities and operational resilience, prudently responding to industry risks, and achieving sustainable growth." ● Risk Management Strategies 1. Stabilization of the diversified production base layout: Arrange the production capacity of the company's 3+1 production bases, and clearly define the products produced by each factory, production capacity, customer arrangements, and the positioning of each factory within the Group. 2. Competitive response: Improve production efficiency and reduce manufacturing and operating costs to counter pricing pressure; strengthen market brand influence, enhance brand value and customer loyalty, and reinforce non-price competitiveness; strengthen patent portfolio and actively pursue patent applications; conduct in-depth analysis and early warning on competitors' patents to avoid risks of passive defense or potential infringement. 3. Market early warning: Adopt the project management model, we establish dynamic analysis systems for key markets, predict terminal market fluctuations in advance, and adjust sales and production plans as soon as possible. ● Strategy to Seize Business Opportunities 1. Product innovation: Develop differentiated and high value-added products; continue to develop and upgrade specifications of EMI application components; continue to develop and upgrade specifications of power inductor components; in terms of automotive electronics, continue to develop high-reliability products that meet automotive standards; continue to develop related components required by the AI application market; increase the resources of the development and technical support teams to speed up the introduction of the Company's new products to customers. 2. Market focus: Focus on EMI applications, automotive electronics and network communication applications, and AI application markets. 3. Sales expansion: Strengthen regional market layout, including emerging markets in the Indo-Pacific and European and American markets. 4. Production line expansion: The capacity expansion of some product lines shall be timely and meet customer order requirements. 5. Strengthen product quality: Continuously improve the manufacturing mindset of colleagues with the goal of "zero defect" or "0ppm" to provide customers with high-quality products. ● Strategies to Improve Operational Efficiency 1. Digital transformation: Continue to strengthen the deployment of digital management systems (such as MES, IoT, Power BI, combat information systems, etc.); introduce AI technology to optimize production processes, improve production efficiency and yield; increase the layout of the Company's product line automation lines; strengthen intelligent warehousing and logistics systems, and improve the transparency, efficiency and accuracy of the Company's warehousing and shipment management. 2. Cost optimization: Improve process, yield, and efficiency to reduce unit cost; continue to reduce the cost of raw materials, cores, consumables, and other materials, and continue to develop alternative material solutions. ● Strategies to enhance operational resilience 1. Strengthen team capabilities and establish a connection between performance appraisal and company strategy execution results. 2. Internal training: Continuously strengthen internal education and training to enhance the competitiveness of colleagues. 3. Promotion of ESG-related affairs: Dedicated staff will track regulatory changes and customer requirements to ensure that the Company responds quickly; promote related projects based on the annual key performance indicators set in the annual ESG report. 4. Enhance information security protection mechanism.
Long-term	Tai-Tech sets its core objective as "becoming the preferred global supplier of magnetic components," with the following strategic directions: ● We will continue to enhance the added value of our products and increase the shipment share of niche products through continuous optimization of our product portfolio, thereby effectively increasing the overall gross profit margin and further consolidating the Company's profitability. ● In response to the uncertainty of the international political and economic environment, the Company's future production line layout will focus on expanding the production capacity of its main plant in Taiwan, and strategically strengthen the production capacity layout in third places outside Taiwan and mainland China based on customer demand to mitigate geopolitical risks and maintain operational flexibility. ● Adhering to the business philosophy of focusing on core business and pragmatic management, we actively strengthen the execution of various environmental, social and governance (ESG) principles, pursue sustainable management, and strive to realize the corporate vision of becoming a world-class inductor supplier.

Participation in External Associations

While continuously strengthening our core technologies, Tai-Tech actively participates in major domestic and international industry associations. Through frequent exchanges with industry leaders and the integration of shared resources, we leverage the value and strengths of the industry value chain. We believe in the power of shared prosperity. Through collaboration among industry, government, and academia, as well as the collective exchange of ideas, we align our corporate influence with societal needs. Together with our partners, we not only promote industrial upgrading but also broaden our social engagement, fulfilling our commitment to creating shared value for both business and society.

Taoyuan Headquarters	Identity
Taiwan Electrical and Electronic Manufacturers' Association	Members
Association of Cubs Industry, Taoyuan City	Members
Taoyuan City Industrial Association	Members
Taiwan Passive Component Industry Association	Director

TAIPAQ Plant	Identity
Jiangsu Province Environment Federation	Members
Suqian City High-Tech Enterprises Association	Members
Taiwan Compatriot Investment Enterprises Association of Suqian City	Director
Suqian City Work Safety Association	Members
Si-Hong County Charity Federation	Members

Kunshan Plant	Identity
Environmental, Safety and Health Association of Kunshan City, Jiangsu Province	Members
Taiwanese Chambers of Commerce of Kunshan City, Jiangsu Province	Members

Sign onto External Initiatives

The E.SUN ESG Sustainability Initiative, jointly launched by E.SUN Bank and like-minded corporate partners, promotes the implementation of ESG principles and actions while actively supporting the United Nations Sustainable Development Goals (SDGs). In 2023, Tai-Tech signed the ESG Sustainability Initiative Declaration in support of the initiative, aspiring to create a greater positive impact and contribute to a better society.





ESG Awards and Honors



2025 Green Procurement Excellence Award received by the Taoyuan Headquarters (for illustrative purposes only)



Taoyuan Headquarters supports marine ecosystem restoration



TAIPAQ Plant recognized as a Giving Enterprise

Corporate Sustainable Development

Corporate Sustainable Development Committee

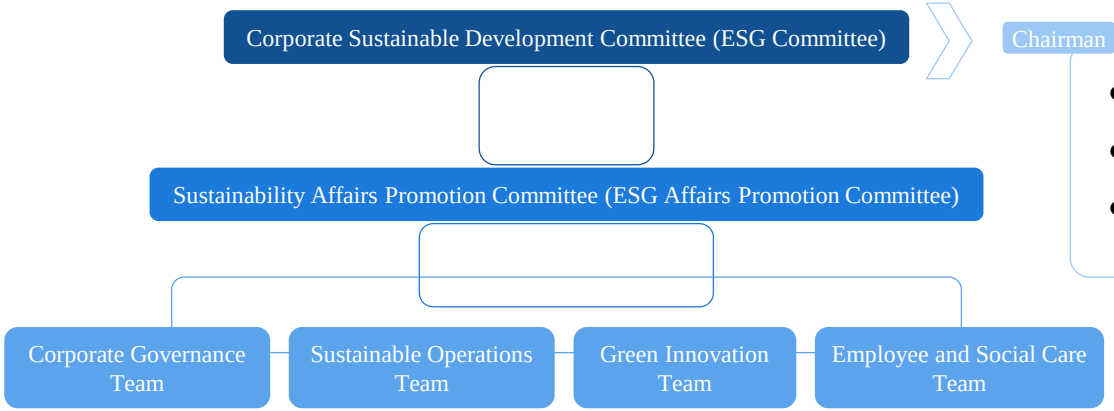
To strengthen corporate sustainability governance and implement its sustainable development goals, Tai-Tech's Board of Directors approved the "Sustainable Development Best Practice Principles" and the "Organizational Regulations of the Corporate Sustainable Development Committee," and authorized the establishment of the Corporate Sustainable Development Committee (ESG Committee), which serves as the Company's highest decision-making body for sustainable development matters. The ESG Committee comprises the Chairman, three independent directors, and the President, with the Chairman serving as Committee Chair. All members possess a strong commitment to sustainable development and relevant professional expertise, and continue to attend external courses related to corporate sustainable development. The ESG Committee is primarily responsible for establishing the Company's sustainable development direction and goals, formulating management policies and implementation plans, promoting ethical corporate management and risk management, and overseeing ESG performance.

The Company has also established the Sustainability Affairs Promotion Committee (ESG Affairs Promotion Committee) under the President's Office, with the President serving as Committee Chair. Relevant department heads are appointed to lead the functional teams for corporate governance, sustainable operations, green innovation, and employee and social care. These teams are responsible for managing their respective issues, responding promptly to stakeholder expectations, and actively promoting cross-departmental collaboration. The ESG Affairs Promotion Committee convenes at least twice a year and is responsible for formulating sustainable development strategies, implementing sustainable development initiatives, collecting sustainability information, and preparing the Sustainability Report.

To embed sustainability governance throughout the organization under the leadership of senior management, the President reports to the Board of Directors on the progress of ESG initiatives at least once a year. The Board monitors the sustainability indicators implemented by the ESG Affairs Promotion Committee, provides guidance as appropriate, and, where necessary, urges the management team to make adjustments in pursuit of the Company's vision of sustainable operations.

In addition, to strengthen accountability for the preparation of the Sustainability Report, the Company submits each completed annual Sustainability Report to the Board of Directors for review. Following approval by the Board, the Report is officially published on the Company's website. This process not only strengthens the Board's substantive participation in sustainability governance but also reinforces the highest decision-making body's commitment to ESG implementation. At the same time, the Company actively communicates with stakeholders through the regular, timely, and comprehensive disclosure of its sustainability performance, thereby ensuring the openness and transparency of sustainability information.

Organizational Structure



Chairman | Independent Director | Independent Director | Independent Director | President

- Set out the direction of the sustainable development and its goals, and develop appropriate management policies, and specific plans for promotion.
- Disseminate information on the Company's ethical management and risk management policy and implement it.
- Track, inspect and revise the implementation status and effectiveness of corporate sustainable development.

Sustainable Development Implementation Outcomes

Sustainability Topics		Achievements in 2025	Future Goals
Green Innovation	Energy Management	● Effectively reduce electricity consumption through the air compressor load monitoring system ● In 2025, the electricity saving was 449,014.52 kWh ● Electricity savings rate of 2.58% in 2025	● Introduce ISO 50001 energy management system and obtain certification ● Complete average annual electricity saving rate of 1% specified by the Bureau of Energy of the government. ● Review renewable energy construction plan to effectively reduce energy consumption ● Install an energy storage system to ensure a stable electricity supply
	Water Resources Management	● Reduce the proportion of water used in core processes. In 2025, water used in core processes accounted for 51.01% of total water consumption, reducing tap water consumption by 11,881 metric tons ● In 2025, the recycling rate of ROR wastewater was 15.17%, reducing 9,495 tons of tap water.	● Reduce the proportion of water used in core processes to 65% ● Maintain the ROR wastewater recycling and reuse rate at 10% or above ● Verify goal achievement rate with ISO 14001
	Green Product	● Expand the use of high-efficiency, high-inductance power inductors and MOSFETs with lower on-resistance RDS(on). Currently, 6% of the total R&D projects have been completed. ● TLVR power inductors have completed the most major specifications in the market	● By selecting components, we use high-efficiency power inductors to reduce the temperature of the hottest part of the motherboard by about 10%, and lower on-resistance RDS(on) to reduce the temperature of MOSFETs. ● Continue to introduce high-efficiency power management active ICs, MOSFETs with low-loss power inductors and low R-ds(on) on new models, and investigate circuit optimization and the latest parts selection. Improve product energy efficiency to achieve the goal of energy saving through research and development of software and hardware. ● Cooperate with upstream manufacturers to develop active and passive materials for green design and accumulate green design resources.
	Sustainable Supply Chain	● No suppliers were involved in incidents that caused significant adverse environmental or social impacts during the period of cooperation ● Adoption of the GRI Environmental and Social Topic Guidelines, screening 75% of new suppliers. ● Local procurement ratio of goods was 52.12% ● The local procurement ratio of raw materials was 59% ● The amount of green procurement reached NT$14,948 thousand	● During the annual supplier audit, suppliers must fill out the supplier audit checklist and return it. If any records of serious adverse impact on the environment or society are found during the transaction or collaboration period, business dealings with such suppliers will be terminated immediately ● All suppliers are required to provide certificates confirming the non-use of hazardous substances. The responsible internal departments also submit products for independent third-party testing, thereby applying a dual-control mechanism to ensure that all products fully comply with the applicable standards.

Sustainability Topics		Achievements in 2025	Future Goals
Employee and Social Care	Occupational Safety and Health	● No major deficiencies from the audit results ● Passed the audit for ISO45001 occupational safety and health management system certification ● Install a total of 13 electronic access control systems across the plant ● Install surveillance cameras in blind spots throughout the plant ● Renovate restrooms throughout the plant ● Eliminate odors in the workplace ● Obtain certification for 1.5 million accident-free work hours	● Continue to maintain ISO 45001 system certification ● Perform inspection periodically with all department heads once monthly ● Report safety and health matters and internal compliance assessment during monthly meeting ● Number of accident-free working hours reaches 2.4 million hours ● Implement safety observation on internal operations, and perform safety improvement
	Human Rights Protection	● The total number of hours of human rights training for employees reach 1,749 hours, with an average of 2.38 hours per new hire and 0.91 hours per existing employee ● No human rights violations occurred ● Implement human rights policies: The migrant worker contract renewal mechanism	● Continue to implement at least one initiative to strengthen human rights management
	Employee Care	● The average annual salary increase rate for employees reached 3.2%. ● External institutions were commissioned to conduct employee satisfaction surveys, achieving a satisfaction rate of 95.72% and a questionnaire response rate of 59.40%. ● Employee retention subsidy amounted to NT$9,334 thousand for the year ● No work reduction or unpaid leave throughout the year ● Implement employee welfare initiatives, including upgrading the materials used for employee uniforms and providing winter jackets.	● No work reduction or unpaid leave in 2026 ● Promote at least one new/optimized employee benefits policy each year
	Talent Cultivation	● Education and training program implementation rate 100% for the year ● Overall training satisfaction scored 4.62 ● Implement a talent development initiative to optimize the compensation system.	● The number of major deficiencies or related penalties from various audits in 2026 is set to be 0 case ● Continue to implement at least one talent development project ● In 2027, the Company received the Silver Medal for the Talent Quality-management System (TTQS) presented by the Workforce Development Agency, Ministry of Labor

Sustainability Topics		Achievements in 2025	Future Goals
Sustainable Governance	Customer Service	● Distribute questionnaires to the top 20 customers by transaction value, including alternate customers, and achieve customer satisfaction scores of 93.39 at the Taoyuan Headquarters, 99.44 at the TAIPAQ Plant, and 94.95 at the Kunshan Plant. ● Maintain an overall average customer satisfaction score of at least 92 over the past three years.	● Customer satisfaction survey average score above 90 points
	Ethics and Integrity	● Provide ethics and integrity training to 43 new employees for a total of 81 person-hours and to 531 existing employees for a total of 529 person-hours. ● All employees sign the Code of Ethics ● Obtain signed Integrity Commitment Letters from 56 new suppliers of the Taoyuan Headquarters and five new suppliers of the TAIPAQ Plant. ● The number of integrity violation cases accepted was 0. ● The General Manager reported to the Board of Directors on the implementation of ethical conduct	● All new and current employees must undergo integrity training ● Employee Code of Integrity signing rate to reach 100% ● Each site requires 100% of new suppliers to sign the Integrity Commitment Letter ● Enhance suppliers' ethical commitment requirements, and implement supplier ESG evaluation ● No integrity violation cases received ● The General Manager reports to the Board of Directors on the implementation of ethical conduct at least once per year
	Innovation and R&D	● Invest NT$127,664 thousand in R&D at the Taoyuan Headquarters ● Obtain a total of 19 patents across all operating locations ● Accumulate a total of 159 valid patents across all operating locations ● Achieve a 7.31% share of total revenue from new product sales at the Taoyuan Headquarters	● Establish systematic development process and R&D database, develop high-end products satisfying market demands, improve market visibility and competitiveness, enhance computer aided design capability ● Obtain early design-in opportunities from high-end and overseas customers to develop more advanced and high-specification products
	Product Liability	● All products comply with the EU's product safety requirements (approximately NT$392 thousand invested in REACH compliance and approximately NT$193 thousand invested in RoHS compliance). ● No major deficiencies were found during internal audit/customer audit	● Internal product hazard substance tests, submit each product to SGS to test hazardous substances annually ● All raw materials are sourced from green materials ● All products comply with EU REACH/RoHS requirements
	Information Security Protection	● Implemented upgrades to information security software and hardware, with a total investment of approximately NT$4.779 million. ● Conducted information security training for 44 new employees, with an average of 0.5 training hours per person and a 100% completion rate. ● External professional training for IT personnel for 3 people, 19 hours per person ● Completed core system vulnerability scans, penetration tests, and disaster recovery drills, and improved high-risk items. ● No major information security incidents affecting the Company's operations ● Completed the ISO 27001 audit and successfully obtained the certification	● New recruits, information and communication system operators, information security personnel, and mail service users should complete the information security training courses required by the company. ● Conduct annual vulnerability scans, penetration tests, and disaster recovery drills for core information and communications systems, and implement follow-up improvements ● Major information security incidents: ≤2 incidents per year ● Implement ISO 27001 information security management system in all factories, obtain certificates, and continue to maintain the effectiveness of the system

Stakeholder Engagement

We attach great importance to engaging with stakeholders. Regardless of whether they affect Tai-Tech's operations or are affected by them, all organizations, groups, and individuals are considered Tai-Tech's stakeholders. To focus on communication, we have identified seven categories of stakeholders with reference to the five main principles of dependency, responsibility, influence, diverse perspectives, and tension under the AA1000 Stakeholder Engagement Standard (SES): government agencies, shareholders, banks, customers, employees, suppliers/contractors, and media. For these seven categories of major stakeholders, with respect to the special topics of concerns, Tai-Tech reviews the risks and opportunities in our operations to develop feasible responses and action policies for their main issues of concern. The Company considers the opinions of stakeholders to formulate its corporate sustainability management policy and vision. The General Manager arranges to report the two-way communication between stakeholders and Tai-Tech to the Board of Directors once a year.

Major Stakeholders		Concerned Topic	Communication Channel/Frequency	2025 Communication Statistics
Government Agencies	Significance to Tai-Tech Government agencies' supervision and audits on the Company's compliance practices Responsible Department/Contact Information Ms. Fan-Chiang, Management Department adminis@tai-tech.com.tw	Energy Management Water Resources Management Waste Management Greenhouse Gas Management Occupational Safety Compliance with Laws and Regulations	Competent Authority Policy Advocacy Meetings / Irregular Telephone, Email, Official Documents / Irregular On-site Audits / Irregular	● Participate in government-organized labor and human rights seminars: one in-person session and two online sessions ● ESG Briefings: 2 in-person meetings ● Occupational Safety and Health Labor Inspections: 3 times ● Number of official letters with government agencies: 155 documents received, 15 documents issued
Shareholders	Significance to Tai-Tech Shareholders are the Company's supporters. The Company shall protect their rights and interests, treat all investors fairly, and they have the right to be fully informed of material matters. Responsible Department/Contact Information Ms. Lee, Shareholder Affairs invest@tai-tech.com.tw	Operational Performance Ethical Management Compliance with Laws and Regulations Information Security Protection Climate Change	Email / Irregular General Shareholders' Meeting / Annually Investor Conference / Irregular Financial Statements / Quarterly Annual Report / Annually Investor Section on Official Website / Monthly Market Observation Post System of TWSE / Irregularly	● Shareholders present at the General Shareholders' Meeting represented 62.20% of total shares ● Investor hotline received 50 calls ● Organized 3 investor conferences ● 22 emails
Banks	Significance to Tai-Tech The bank loan allows the Company to continue investing in energy-saving equipment, maintain product competitiveness, and create more revenue for the Company. Responsible Department/Contact Information Ms. Ho from Accounting Department acc@tai-tech.com.tw	Compliance with Laws and Regulations Waste Management Product Safety Ethics and Integrity Operational Performance Climate Change	Email / Irregular Visits / From time to time Communication software / Irregularly	● Approximately 20 to 30 visits per year

Major Stakeholders		Concerned Topic	Communication Channel/Frequency	2025 Communication Statistics
Customer	Significance to Tai-Tech We emphasize the importance of customer needs. When customers put forward requirements, we are committed to providing the best solutions and high-quality products to meet customer expectations. Responsible Department/Contact Information Mr. Hsieh, Sales and Marketing Business Group sales@tai-tech.com.tw	Ethical Management Compliance with Laws and Regulations Operational Performance Innovation and R&D Product Safety Customer Service Information Security Protection Greenhouse Gas Management	Client video conference / Irregularly Business Visits / Irregular Customer Satisfaction Survey / Annually Telephone, Email / Irregular Communication Software / Weekly	● Customer satisfaction questionnaires; the recovery rate of the questionnaires was 100% with an average score of 93.39 points Note: The survey and assessment covers four aspects, namely, quality, order fulfillment, technology research and development, and price and sales services ● Participate in customer-organized ESG seminars: three in-person sessions and five online sessions
Employees	Significance to Tai-Tech The growth of Tai-Tech is due to the efforts of employees. Therefore, establishing good labor-management relations and smooth communication channels is an important factor for maintaining stable operations of the Company. Responsible Department/Contact Information President g110@tai-tech.com.tw	Compliance with Laws and Regulations Ethical Management Operational Performance Remuneration and Benefits Human Rights Protection Occupational health and safety Labor-Management Communication Talent Cultivation	General Manager's Email, Employee Suggestion Box / Irregular Labor-Management Meetings / Quarterly Employee Welfare Committee / Quarterly Occupational Safety and Health Committee / Quarterly Anonymous employee satisfaction surveys and stakeholder communication records / As needed	● Number of cases received via General Manager's email: 0 ● Number of cases received via Employee Suggestion Box: 0 ● Labor-Management Meetings held: 4 times ● Held four Employee Welfare Committee meetings ● Occupational Safety and Health Committee Meetings: 4 times ● Conducted one anonymous employee satisfaction survey ● Employee satisfaction survey averaged 95.72% ● Number of employee-reported occupational safety and health issues: 3 cases
Supplier/ Contractor	Significance to Tai-Tech Tai-Tech is committed to working with suppliers and distributors under the collaborative structure to jointly create a complete sustainable value chain. Responsible Department/Contact Information Ms. Ko from the Procurement Section procurement@tai-tech.com.tw	Sustainable Supply Chain Green Product Raw Material Management Human Rights Protection Ethical Management Waste Management Climate Change	Telephone, email, communication software / Irregular Supplier audit checklist / Annually External audit operations of business waste cleaning contractors / from time to time	● ESG Assessment Forms signed by 25 suppliers ● Supplier audit checklists: 32 suppliers in total, including 4 product suppliers ● New suppliers signing anti-corruption commitment letters: 56 suppliers in total, including 3 product suppliers ● A total of 89 contractors signed safety undertaking ● External audit on 3 industrial waste contractors
Media	Significance to Tai-Tech Maintain good communication channels with the media to convey complete corporate information and brand image. Responsible Department/Contact Information Spokesperson Mr. Tseng james-t@tai-tech.com.tw	Compliance with Laws and Regulations Public Welfare Participation	Email / Irregular Media Interviews / Irregular Press Releases / Irregular	● Approximately 6 media interviews conducted each quarter ● Conducted irregular telephone interviews with 8 suppliers ● 5 investors attended each investor conference ● Approximately 2 press releases issued each quarter

Identification of Material Topics

To accurately identify the sustainability issues of concern to major stakeholders and understand the extent of the impacts associated with each issue, Tai-Tech collects sustainability issues raised by major stakeholders through each department's routine business interactions. The ESG Affairs Promotion Committee evaluates and consolidates these issues and, with reference to the GRI Standards 2021 and the ESG reports of industry peers, identifies 20 sustainability issues covering the economy, environment, and people (including human rights). This process ensures that the sustainability information disclosed by Tai-Tech meets the GRI Standards' requirements for completeness and diversity.

ESG Sustainability Issues

E – Environment

- Water Resources Management
- Energy Management
- Greenhouse Gas Management
- Waste Management
- Sustainable Supply Chain
- Raw Material Management
- Green Product
- Climate Change

S – People (Human Rights)

- Remuneration and Benefits
- Labor-Management Communication
- Occupational Safety
- Talent Cultivation
- Human Rights Protection
- Public Welfare Participation

G – Economic Aspect

- Ethics and Integrity
- Operational Performance
- Innovation and R&D
- Information Security Protection
- Product Liability
- Customer Service

Note: Corporate governance, risk management, and legal compliance fall within the scope of required disclosures in the GRI Standards: 2021. Therefore, although they are not included in the list of sustainability issues, they will still be disclosed in this report.

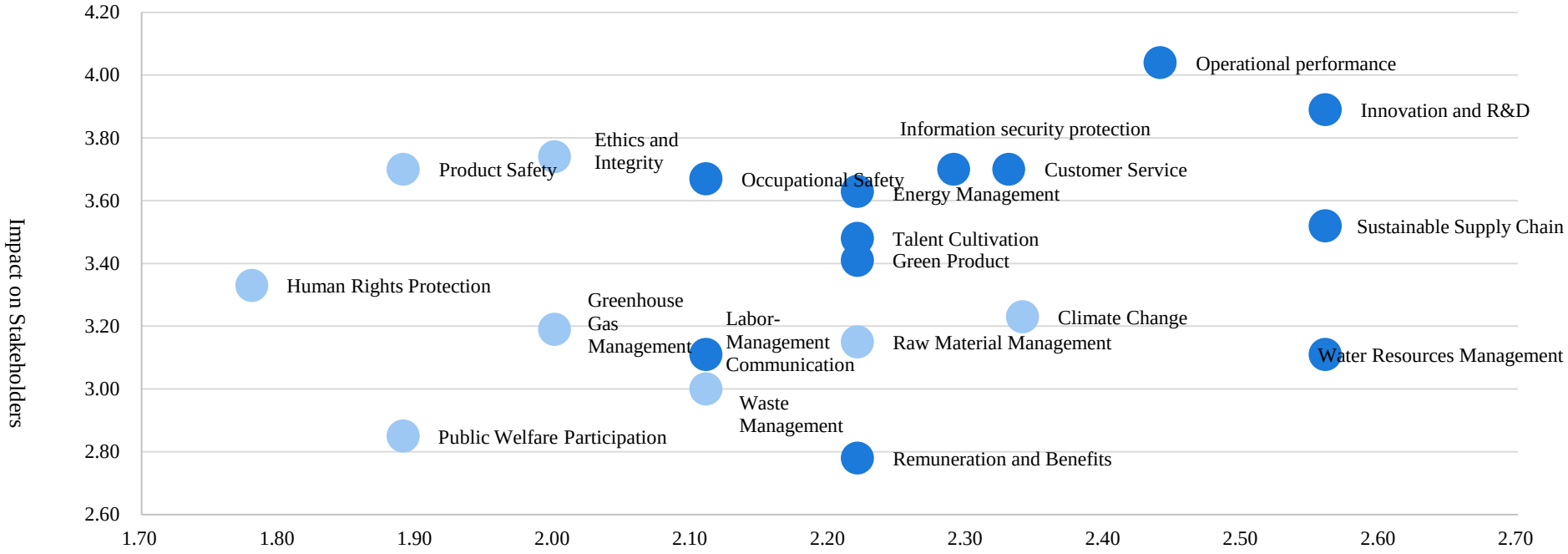
In 2024, we invited major stakeholders to complete an online questionnaire and received a total of 35 responses, including 11 from shareholders, four from employees, nine from customers, 10 from suppliers/contractors, and one from other stakeholders. The questionnaire was used to assess the extent of the impact of each sustainability issue on major stakeholders. Nine senior executives of Tai-Tech then assessed the significance of the economic, environmental, and people-related impacts, including human rights impacts, that each issue may have within or outside Tai-Tech. Based on the principle of double materiality, the scores for the significance of impacts on major stakeholders and the significance of impacts within and outside Tai-Tech were consolidated to develop the material topic matrix. Following discussions by the Sustainability Affairs Promotion Committee, the four highest-ranked issues in each of the economic, environmental, and people-related dimensions, including human rights, were prioritized.

In 2025, in accordance with the internally established "Sustainability Report Preparation and Assurance Procedures," we used the results of the previous year's stakeholder engagement and material topic identification as the basis for determining the material topics of this year's Sustainability Report through an internal review meeting convened by the ESG Affairs Promotion Committee. This Report presents the management approaches and performance indicators for each material topic.

Material Topics Identification Process



Material Topic Matrix Diagram



Impact on the economy, environment, and human rights.

Sorting	2024 Material Topics	2025 Material Topics
1	Innovation and R&D	Innovation and R&D
2	Operational Performance	Operational Performance
3	Sustainable Supply Chain	Sustainable Supply Chain
4	Customer Service	Customer Service
5	Information Security Protection	Information Security Protection
6	Energy Management	Energy Management

Sorting	2024 Material Topics	2025 Material Topics
7	Water Resources Management	Water Resources Management
8	Occupational Safety	Occupational Safety
9	Talent Cultivation	Talent Cultivation
10	Green Product	Green Product
11	Labor-Management Communication	Labor-Management Communication
12	Remuneration and Benefits	Remuneration and Benefits

Chapters Corresponding to Material Topics

Material Topics	Internal	External				Corresponding GRI Topic Guidelines	Disclosure Chapter
	Significance to Tai-Tech ★ Positive Impact / ▲ Negative Impact	Shareholders	Customer	Supplier/ Contractor	Banks		
Innovation and R&D	★ R&D expertise and innovation capabilities are the driving forces behind the Company's continued growth. We accurately identify market needs, expand into diverse product application fields, and focus on breakthroughs in core technologies. Amid constant industry transformation, we continue to widen our lead over competitors and consolidate our position at the forefront of the market.	●	●		●	Custom Topics (Innovation-1)	2.1.2
Operational Performance	★ Strong operating performance is not merely reflected in the achievement of financial targets, but also serves as tangible evidence of the Company's steady growth. We translate our strong profitability into meaningful returns for employees, fulfillment of customer expectations, and superior long-term investment value for shareholders.	●			●	GRI 201: Economic Performance 2016 (201-1~201-3)	1.1.5 3.1.1 4.3.6
Sustainable Supply Chain	★ Supply chain partners are key allies in realizing our sustainability vision. We sincerely invite our supplier partners to work hand in hand with us to transform sustainability into a competitive advantage, create lasting positive impacts on society, and achieve the shared goal of advancing economic growth alongside environmental protection.		●	●	●	GRI 204: Procurement Practices 2016 (204-1) GRI 308: Supplier Environmental Assessment 2016 (308-1, 308-2) GRI 414: Supplier Social Assessment 2016 (414-1, 414-2)	2.2.4
Customer Service	★ Providing customers with high-quality products and satisfactory services is fundamental to earning their trust. This not only strengthens our existing market position but also enables us to become a trusted partner through the reputation we have built over time, working with customers to create long-term value.	●	●		●	Custom Topics (Customer-1)	2.3.1
Information Security Protection	★ A well-established information security defense mechanism safeguards the security of our core technologies and customer data, strengthens the confidence of our business partners, and plays a vital role in reducing operational risks and maintaining stable operations.	●	●		●	Custom Topic (Information Security-1)	1.1.6
Energy Management	★ In response to the serious challenges posed by global climate change, energy conservation and carbon reduction have become key indicators of corporate sustainable development. We actively respond to the trend toward green transition by integrating energy management into our daily operations and taking concrete actions to fulfill our commitment to protecting the ecological environment.	●	●		●	GRI 302: Energy 2016 (302-1~302-5)	2.1.3 3.2.1

Material Topics	Internal	External				Corresponding GRI Topic Guidelines	Disclosure Chapter
	Significance to Tai-Tech ★ Positive Impact / ▲ Negative Impact	Shareholders	Customer	Supplier/ Contractor	Banks		
Water Resources Management	★ Effective water resource management directly contributes to reducing operating costs. Amid increasing climate instability, precise water monitoring measures help prevent supply chain disruptions caused by water shortages and transform environmental risks into operational resilience.					GRI 303: Water and Effluents 2018 (303-1~303-5)	3.3
Occupational Safety	★ Creating a zero-accident workplace and safeguarding employees' physical and mental health are non-negotiable corporate commitments. Preventing occupational accidents can effectively reduce work stoppage losses and legal risks arising from incidents, thereby demonstrating the Company's commitment to workplace safety.		●		●	GRI 403: Occupational Health and Safety 2018 (403-1~403-10)	4.5
Talent Cultivation	★ Employee growth drives the Company forward. A comprehensive talent development system helps employees overcome career bottlenecks and strengthen their professional capabilities, enabling each employee to realize their full potential in the workplace and improve work efficiency. This, in turn, allows the Company to remain competitive in a rapidly changing industry environment and creates mutual benefits for both employees and the Company.	●	●			GRI 404: Training and Education 2016 (404-1~404-3)	4.4.1 4.4.3
Green Product	★ In response to the global trend toward carbon reduction and customers' growing emphasis on environmental protection, the development of environmentally friendly green products that comply with environmental standards has become essential. Such products not only enhance market competitiveness and meet customer expectations, but also demonstrate the Company's firm commitment to environmental protection.		●	●		GRI 302: Energy 2016 (302-4, 302-5) Custom Topics (Green-1)	2.1.3 3.2.1
Labor-Management Communication	★ Harmonious labor–management relations not only reduce the risks of legal disputes and employee turnover, but also help minimize internal friction and strengthen team cohesion through transparent and equitable communication channels. They are a key form of soft power that enables the Company to maintain its long-term competitive advantage and strong corporate image.					GRI 402: Labor/Management Relations 2016 (402-1)	4.3.4
Remuneration and Benefits	★ A diverse and sound remuneration and benefits system represents the Company's investment in the value of its people. It is not only essential to retaining high-performing employees, but also helps attract talented individuals who share the Company's values and fosters a stable and highly motivated workplace.					GRI 202: Market Position 2016 (202-1, 202-2) GRI 401: Employment 2016 (401-1–401-3) GRI 405: Diversity and Equal Opportunity 2016 (405-2)	4.2.2 4.3.1 4.3.2 4.3.3

Chapter 1 Sustainable Governance

2025 Key Performances

Corporate Governance Evaluation	12th (2025) Corporate governance evaluation: TPEx listed companies in the 6%–20% range
Consolidated Operating Revenue	Consolidated revenue reached NT$6,623,818 thousand
Earnings Per Share	Earnings per share (EPS): NT$10.26
Ethical Management	Ethical corporate management training: 43 new employees completed a total of 81 person-hours of training; 531 existing employees completed a total of 529 person-hours of training.
Information Security Investment	Information security investment at the Taoyuan Headquarters amounted to approximately NT$4,779 thousand

1.1 Robust Governance

1.1.1 Corporate Governance
1.1.2 Ethics and Integrity
1.1.3 Legal Compliance
1.1.4 Internal Control
1.1.5 Operational Performance
1.1.6 Information Security

1.2 Risk Management

1.1 Robust Governance

The shareholders' meeting is composed of all shareholders. It makes decisions on major issues of the Company and listens to the reports of the Board of Directors on a regular basis. It is the highest decision-making body of the Company while the Board of Directors is the highest governing body. All Board members fulfill their duty of care as good administrators by planning the Company's business policies, reviewing financial performance, and ensuring that the Company's operations comply with various laws and regulations. To improve corporate governance and strengthen the Company's competitiveness, the Board of Directors has established an Audit Committee and a Remuneration Committee to enhance the Board's operations. Additionally, there is an independent Audit Office under the Board of Directors, which audits and reports the results to both the Audit Committee and the Board of Directors.

Tai-Tech attaches great importance to corporate governance, pursues sustainable growth and ethical management, and continues to strengthen the corporate governance structure. We uphold information transparency and an effective internal control system to protect the rights and interests of stakeholders. In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, the Company weighs the Company's overall operating activities, designs and implements an internal control system, and reviews it at any time to respond to changes in the internal and external environment to ensure the continued effectiveness of the design and implementation of the internal control system. Hence, a comprehensive management mechanism was built to improve operational performance and achieve the goal of sustainable development.

At the same time, the Company's financial statements are regularly audited and certified by accounting firms, and various information disclosures required by laws and regulations can be accurately and timely completed. The responsible personnel are responsible for the disclosure of the Company's information to the public, and a spokesperson system has been established to ensure various material information can be disclosed in a timely and fair manner for shareholders and stakeholders to refer to the Company's financial and business-related information.

Striving to achieve continuous improvement in corporate governance, Tai-Tech's Board of Directors approved the appointment of the Director of the Finance Department to concurrently serve as the Head of Corporate Governance. The Head of Corporate Governance is responsible for handling matters related to meetings of the Board of Directors and shareholders, preparing the minutes of Board and shareholders' meetings, assisting directors with onboarding and continuing education, providing directors with the information required to perform their duties, and assisting directors in complying with applicable laws and regulations. Under the leadership of the Head of Corporate Governance, Tai-Tech has ranked in the 6%–20% tier among TPEx listed companies in the Corporate Governance Evaluation for three consecutive years.

1.1.1 Corporate Governance

Tai-Tech adheres to the business philosophy of focusing on the core business and pragmatic management. In addition to actively recruiting outstanding talents to the Board of Directors to assist with business management, we duly implement compliance and strengthen corporate governance through the operation of the board's performance evaluation, the Audit Committee, and the Remuneration Committee, to protect each shareholder's rights and interest effectively.

Corporate Governance Best Practice Principles

The Board of Directors regularly participates in ESG projects

- The General Manager shall report to the Board of Directors at least once per year on the following items:
  1. Annual sustainable development implementation status
  2. Annual ethical management performance
  3. Annual information security protection overview
  4. Annual stakeholder engagement outcomes with the Company
- The ESG report shall be submitted to the Board of Directors for resolution prior to public disclosure and annual upload.

Scope of Action by the Head of Corporate Governance

- The Corporate Governance Officer completed 18 hours of professional training.
- The average number of hours of continuing education per director is 6 hours
- In August 2025, the Company purchased directors' and officers' liability insurance with an insured amount of US$5 million.
- 12th (2025) Corporate governance evaluation: TPEx listed companies in the 6%–20% range

Board of Directors

The Board of Directors is responsible for formulating the Company's business strategies and is accountable to shareholders and other stakeholders. Directors shall faithfully perform their duties, fulfill their duty of care as good administrators, and exercise their authority with prudence. Decisions regarding the execution of the Company's operations and the implementation and arrangement of various governance systems shall be made by the Board of Directors, except for matters that are required by law or the Articles of Incorporation to be resolved by the shareholders' meeting. Tai-Tech's Articles of Incorporation stipulates that a candidate nomination system shall be adopted for the election of directors. Periodic re-election shall be conducted in accordance with the principle of meritocracy. Meanwhile, according to the Corporate Governance Best Practice Principles, the selection of directors shall consider diversity, including but not limited to basic requirements and values, professional knowledge and skills, and generally possess the knowledge, skills, and attainments necessary to perform their duties.

Tai-Tech's Board of Directors is the Company's highest governance body and consists of nine directors, including six directors and three independent directors. All directors were re-elected on May 23, 2025, for a three-year term. The current Board term runs from May 23, 2025, to May 22, 2028. No director on the current Board concurrently serves as a managerial officer. Of the nine directors, eight are Taiwanese nationals. In line with the Company's global development needs, Tai-Tech will gradually increase the proportion of directors with international backgrounds. In addition, none of the independent directors has served more than three consecutive terms. Among the nine Board members, those with expertise in operational decision-making, business management, leadership and decision-making capabilities, crisis management, industry knowledge, and an international market perspective include Directors Ming-Yen Hsieh, Yu-Hsiang Hsieh Yu, CHEN CHIN SHENG, Chien-Jung Lin, Kuei-Kuang Huang, Chih-Cheng Hung, and Independent Director Yu-Tsun Li. Independent Director Yang-Pin Shen possesses expertise in accounting and finance, while Independent Director Yi-Chun Chiang specializes in law. In addition to providing guidance on accounting, finance, and legal matters, the two Independent Directors also offer valuable insights on corporate governance-related issues. In terms of age, the age distribution of current directors is diverse, including middle-aged and senior people, ensuring that the board of directors strikes a balance between experience inheritance and innovative perspectives.

In 2025, the Board of Directors convened a total of 8 meetings. The attendance rate of members is shown in the table below:

Board Member

Title	Name	Actual Attendance Rate	Concurrently Serving as a Director	Industry and ESG-Related Background and Experience
Chairman	Ming-Yen Hsieh	100%	0	Industry and Management
Director	Yu-Hsiang Hsieh Yu	100%	0	Industry
Director	CHEN CHIN SHENG	100%	0	Industries and International Markets
Director	Chien-Jung Lin	100%	0	Industry and Management
Director	Chih-Cheng Hung	100%	0	Management
Director	Kuei-Kuang Huang	100%	0	Industry and Management
Independent Director	Yu-Tsun Li	100%	0	Industry
Independent Director	Yang-Pin Shen	90%	2	Finance
Independent Director	Yi-Chun Chiang	100%	1	Legal

Note: For detailed information such as education, experience, concurrent positions, and operation-related regulations of Board members, please refer to the 2025 annual report of the Shareholders' Meeting of Tai-Tech or the Company's official website.

In addition, Tai-Tech values gender equality in the composition of its Board of Directors. Currently, there are two female directors, accounting for approximately 22%. The proportion of female directors does not exceed one-third because the Company has historically prioritized professional competence and experience in director selection, limited by the gender ratio of talent with a professional background in the electronic component industry. The Company recognizes the importance of female directors to the diversity of the Board and will actively promote and increase the participation of female directors in the future, including expanding the selection scope of director candidates and setting specific goals.

Statistics on Director Diversity

Director Status	Employee of the Company
	0
	0.00%

Consecutive Terms of Independent Directors	More than three consecutive terms	No more than three consecutive terms
	1	2
	33.33%	66.67%

Gender	Male	Female
	7 persons	2 persons
	77.8%	22.2%

Age	Aged 50 - 60	60 or above
	2 persons	7 persons
	22.2%	77.8%

Educational Background	Graduate school	Junior college	Others
	5 persons	1 persons	3 persons
	55.6%	11.1%	33.3%

Note: Percentage of directors in each category = (Number of directors in the category at year-end / Total number of directors at year-end) × 100%.

To establish a sound operating framework for the Board of Directors, enhance its supervisory function, and ensure that independent directors maintain their independence when performing their duties, the Board of Directors of Tai-Tech has approved the “Regulations Governing Board of Directors Meetings,” which specify the scope of directors’ responsibilities for compliance. Directors uphold a high level of self-discipline and implement the principle of recusal in matters involving conflicts of interest. For any director who has a personal interest or represents a legal entity with an interest in a matter under discussion by the Board, the director shall disclose the material details of the interest at the relevant Board meeting. If such interest may prejudice the Company’s interests, the director shall not participate in the discussion or voting and shall recuse himself/herself accordingly. The director shall also not exercise voting rights on behalf of any other director.

To effectively manage risks and increase the willingness of professionals to serve as directors, the Company has purchased US$5 million liability insurance for directors and managers to eliminate worries for directors and reduce and spread the risks caused by directors’ mistakes or negligence. Hence, it lowers the risk of material damage to the Company and shareholders.

Rules of the Procedure for Board of Directors’ Meetings

Resolutions of the Board of Directors

At the same time, during daily operations, Tai-Tech's various departments maintain communication and interaction with stakeholders through routine channels to identify potential issues and areas of concern. If a stakeholder or sustainability issue is deemed to pose a significant negative impact on the Company's operations, reputation, or financial condition, the relevant responsible department will initiate a due diligence process. This investigation covers, but is not limited to, areas such as financial condition, legal compliance, environmental protection, and labor and human rights. The results of the investigation are submitted to the General Manager and the Chairperson for review. The Chairperson, based on the nature of the issue and its potential impact on the Company, will decide whether to escalate the matter to the Board of Directors for discussion. If the Board determines that the issue is material, it will review the investigation report, pass a resolution, and assign a responsible department to carry out follow-up countermeasures and improvement plans, thereby safeguarding the Company's sustainable operations and the interests of all stakeholders.

Directors' Continuing Education

Tai-Tech considered various legal compliance and governance practice issues that directors may face when participating in the company's operational decision-making. The head of corporate governance arranged for directors to take relevant professional courses. In 2025, all directors received a total of 54 hours of continuing education, and each director received 6 hours of continuing education, of which 100% are studies related to corporate sustainability. In the future, the Head of Corporate Governance will also continue to plan courses related to corporate sustainability for directors. Tai-Tech believes that under the leadership of the Board of Directors with ethical governance and extensive industry experience, the Company's operations will be more vigorous, and the Company will continue to make great strides on the road of sustainable development.

Board Performance Evaluation

To implement corporate governance and enhance the functions of the Board of Directors, Tai-Tech formulated the "Regulations for Performance Evaluation of Board of Directors of Tai-Tech Advanced Electronics Co., Ltd." in accordance with the "Corporate Governance Best Practice Principles" for TWSE/TPEx Listed Companies, to carry out director performance evaluation procedures. The performance evaluation shall be conducted at least once a year, as per regulations, in the form of internal self-evaluation of the Board of Directors, self-evaluation of directors, and peer evaluation. For every three years, the evaluation is conducted by an external professional independent institution or external experts and scholars. The evaluation results shall be submitted to the Board of Directors for review and improvement, and the relevant information shall be revealed in the annual report. The Board of Directors' performance evaluation results will be adopted as a reference for the selection or nomination of directors, and the individual directors' performance evaluation results will be used as the basis for determining their remuneration. The most recent external evaluation was conducted in 2023. The Company commissioned the Taiwan Corporate Governance Association to carry out a professional assessment of the Board of Directors and its functional committees. The overall evaluation results were rated as excellent, indicating that the operations of the Company's Board of Directors and functional committees are sound. The Company continues to make improvements based on the recommendations provided in the external evaluation report, moving toward the goal of further strengthening Board operations to enhance the effectiveness of corporate governance.

Self-Evaluation (Questionnaire)

Year	2023	2024	2025
Board of Directors	98.4	96.5	99.9
Audit Committee	97.9	92.1	100
Remuneration Committee	99.6	85.6	100
Sustainable Development Committee	N/A	95.8	100

External Assessment (Questionnaire, On-site Visit)

Year	2023	2024	2025
Board of Directors and Functional Committees	Excellent	-	

Remuneration Committee

To improve Tai-Tech's remuneration system for directors and managers, and to evaluate the business performance of directors and managers and whether the remuneration they received is fair and reasonable, the Board of Directors passed the Remuneration Committee Charter and established a Remuneration Committee under the Board of Directors. Independent directors shall take up more than half of the seats of the Committee. Currently, all 3 committee members are independent directors. In 2025, three meetings were held, and the attendance rate of all members of the Remuneration Committee meeting reached 100%.

Articles of Incorporation

- If the Company generates a profit for the year, it shall allocate no less than 6% of its pre-tax profit as employee compensation, which shall be distributed in the middle of the following year. Eligible recipients may include employees of subsidiaries who meet certain criteria. A fixed percentage of the current year's profit after tax shall also be allocated as year-end bonuses to appropriately reflect the Company's operating performance and results in employee remuneration. Such bonuses shall be distributed based on employee performance evaluations.
- Based on the amount of profit referred to above, the Company may, by resolution of the Board of Directors, allocate no more than 2% as directors' remuneration.
- The distribution of employee compensation and directors' remuneration in shares or cash shall be approved by a special resolution of the Board of Directors and reported to the shareholders' meeting.

Director Remuneration Policy

- According to the Regulations Governing Directors' Remuneration, the Remuneration Committee may determine the remuneration for directors performing their duties based on each director's level of participation and contribution, taking into consideration the prevailing remuneration standards in the industry.
- According to the Company's Articles of Incorporation, if the Company makes a profit in a year, no more than 2% of it shall be allocated as director remuneration. In addition, the Company, being it in profit or loss, must pay independent directors a monthly fixed amount of compensation for their performance of duties. Such compensation may be adjusted by the Remuneration Committee by looking at the extent of their participation in the Company's operations and the value of their contribution. Independent directors do not participate in the distribution of profit-sharing remuneration to directors.

Managers' Remuneration Policy

- According to the employee remuneration management regulations, various work allowances and bonuses are specified to show compassion and reward employees for their hard work at work. Relevant bonuses are also approved based on the Company's annual operating performance, financial status, operating status and personal performance.
- The results of the performance evaluation conducted by the Company in accordance with the Employee Performance Evaluation Regulations are used as the reference for the distribution of manager bonuses. The manager performance evaluation items are divided into two parts:
  1. Organizational performance related to financial indicators: Allocation of planned work and evaluation of achievement results according to the Company's established organizational goals.
  2. Non-financial indicators: The fulfillment of the Company's core values and operational management capabilities, innovation (driving corporate change) capabilities, leadership team coordination and cooperation capabilities, material problem analysis and decision-making capabilities, authorization and supervision, and the ability to assist colleagues in their growth.
- The Company has not yet linked the personal remuneration of managers to the Company's overall ESG performance. In the future, the Company will refer to the reference guidelines formulated by the competent authorities and assess the Company's internal ESG implementation maturity. The method for evaluating manager remuneration and ESG performance will be discussed and formulated, which will substantially strengthen the participation of managers in corporate sustainable operations.

In addition, to comply with the requirements of the competent authorities, Tai-Tech approved the amendment to the Articles of Incorporation at the 2025 shareholders' meeting. The amendments stipulate that, where the Company generates a profit, a certain percentage shall be allocated as compensation or distributed as bonuses to non-managerial employees, which is expected to further improve employee remuneration.

Remuneration Committee Charter

Remuneration Committee meeting minutes

Audit Committee

The Audit Committee assists the Board of Directors in supervising the quality of the Company's accounting, auditing, financial reporting processes and financial control, and submits the evaluation results to the Board of Directors for discussion. Tai-Tech's Board of Directors has passed the Audit Committee Charter to set up an Audit Committee under the Board of Directors. All independent directors serve as the audit committee members, one of whom is the convener, and at least one person has accounting or financial expertise. At least one meeting is convened every quarter. In 2025, the Audit Committee held 5 meetings, attendance rate of all independent directors reached 100%.

Moreover, independent directors have direct communication channels with the Head of Internal Audit and certified public accountants, and communication among them is effective. When the Company convenes Audit Committee meetings, certified public accountants and the Head of Internal Audit are invited to attend, along with relevant department heads as needed. The Head of Internal Audit submits audit reports to each independent director in accordance with regulations and presents them to the Audit Committee. In 2025, 6 meetings were held between independent directors and the internal audit officer, and 4 meetings were held between independent directors and accountants. As for the overall operation results, the communication between independent directors, the internal audit officer, and accountants was smooth and not obstructed.

Audit Committee Charter

Audit Committee meeting minutes

Corporate Sustainable Development Committee

To pursue sustainable corporate operations, Tai-Tech, with the approval of the Board of Directors, adopted the "Sustainable Development Best Practice Principles" and the "Corporate Sustainable Development Committee Charter," and established the Board-level Corporate Sustainable Development Committee (hereinafter referred to as the "ESG Committee"). The ESG Committee is composed of the Chairperson, three independent directors, and the General Manager, with the Chairperson serving as the Committee Chair. For details on its specific operations, please refer to the chapter "Corporate Sustainable Development / Corporate Sustainable Development Committee" in this report. Additionally, Tai-Tech holds two ESG Committee meetings annually. During these meetings, the General Manager reports internal and external ESG issues to the Chairperson and three independent directors, and reports ESG implementation progress to the Board of Directors. As of the end of 2025, the Company has not encountered any material negative incidents requiring escalation to the Board of Directors.

Note: For details, please refer to Corporate Sustainable Development/Corporate Sustainable Development Committee.

Charter of ESG Affairs Promotion Committee

Sustainable Development Best Practice Principles

1.1.2 Ethics and Integrity

Supplementary Topics | **Ethics and Integrity**

Significance to Tai-Tech

Based on the principle of ethics, with the establishment and implementation of regulations and systems, any unethical conduct is prohibited, and the ethical management awareness of the Company is enhanced, in order to reduce the risk of financial and reputation loss due to violation of ethics.

Commitments and Policies

- The management is also committed to ensuring its proper implementation in internal management and business activities
- To establish the corporate culture of ethical management, sound development, and to establish proper business operations

Short-Term Goal

- Diverse communication and establishment of stakeholder communication channel
- Enhance suppliers' ethical commitment requirements, and implement supplier ESG evaluation

Mid- and Long-Term Goal

- Suppliers continue to sign the Letter of Undertaking of Integrity
- Request all employees and board members to participate in education and training related to ethics

Resources Invested in the Current Year

- The Company regularly organizes internal and external training on ethical management (course contents include anti-corruption, corporate governance, insider trading prevention, internal control, and legal compliance).
- Statistics on internal training for general integrity education:

New recruits	Existing employees
43 persons	531 persons
A total of 81 person-hours	A total of 529 person-hours

2025 Results

- Evaluate the integrity records of business partners and require newly contracted suppliers to sign the Integrity Commitment Letter.

Taoyuan Headquarters	TAIPAQ Plant
56	5

- Maintain zero cases reported through the relevant whistleblowing channels.

Responsible Department	Management Department
Complaint Filing Mechanism	Company website mailbox

To embed a culture of ethical corporate management, ensure the Company's sound development, and uphold responsible business practices, Tai-Tech's Board of Directors approved the "Ethical Corporate Management Best Practice Principles" and the "Code of Ethical Conduct." The Board and senior management are firmly committed to implementing these ethical standards throughout the Company's internal management and business activities. The Company has designated the Management Department as the dedicated unit responsible for promoting ethical corporate management. The department regularly compiles information on related implementation practices, and the President reports to the Board of Directors at least once a year on the implementation of ethical corporate management policies, mechanisms for preventing unethical conduct, and the overall effectiveness of supervision and implementation. In addition, we have established diversified communication and grievance channels through which internal and external stakeholders may seek guidance on ethical conduct requirements or provide feedback on related matters.

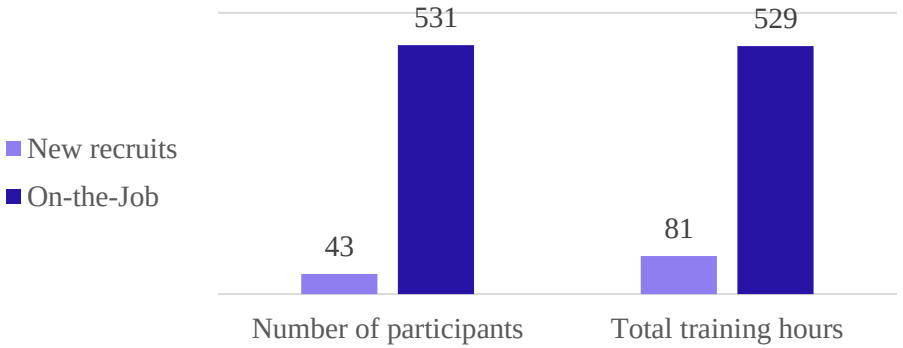
Ethical Corporate Management Best Practice Principles

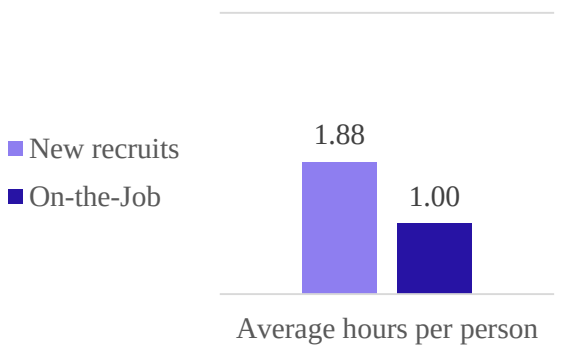
Codes of Ethical Conduct

Procedures for Ethical Management and Guidelines for Conduct

Tai-Tech actively implements ethical governance and regularly communicates ethical corporate management policies, internal rules, and applicable laws and regulations to all directors, newly appointed directors, all employees, new employees, and business partners. In terms of internal talent development, we incorporate the core value of integrity into our talent development system. New employees receive induction training on integrity and ethical conduct, while existing employees receive regular general training. All employees are also required to sign the "Code of Integrity" as evidence of their commitment to compliance. In addition, Tai-Tech has gradually extended its integrity requirements to supply chain partners and strengthened supplier management by requiring suppliers to sign the "Integrity Commitment Letter." In 2025, the signing rate among new suppliers reached the target of 100%.

Ethical Training Statistics





1.1.3 Legal Compliance

Supplementary Topics | **Compliance with Laws and Regulations**

Significance to Tai-Tech

Proper compliance with government laws and regulations is essential to the normal operations of the Company. Any violation of laws or regulations may cause significant damage to the Company's financial performance and corporate reputation.

Commitments and Policies

- Legal compliance is the foundation to corporate sustainable operation
- Implementation of Regulations and Management Mechanisms
- Track and regularly audit compliance with relevant regulations and immediately make improvements
- Strictly comply with various regulatory requirements and keep up-to-date with regulatory developments.

Short-, Mid- and Long-Term Goal

- Ensure strict compliance with applicable laws and regulations in all operating activities, with the goal of maintaining zero material violations, defined as any single penalty exceeding NT$100,000.

Resources Invested in the Current Year

- Continue to implement the RBA (Responsible Business Alliance) management framework by completing the annual self-assessment, implementing corrective actions, and conducting follow-up tracking.
- Monitor the completion of mandatory regulatory training in real time through the training management system.
- Strengthen the corporate governance framework for TWSE/TPEx listed companies and reinforce the internal control system and management systems, including ISO 9001, ISO 14001, ISO 45001, and ISO 27001.

2025 Statistics

Two human resources-related penalties were imposed at the beginning of the year, neither of which met the criteria for a material violation. The Company will strengthen oversight mechanisms, including employee attendance management and alerts for abnormal working hours, to reduce the risk of working-hour violations.

Date of Disposition	Laws and Regulations Violated
01/16/2026	Article 36, Paragraph 1 of the Labor Standards Act
01/16/2026	Article 32, Paragraph 2 of the Labor Standards Act

Responsible Department	Management Department, Accounting Department, Audit Office	**Complaint Filing Mechanism**	Ext.

Legal compliance is the foundation of corporate operations. In addition to promoting internal integrity policies and requiring new employees to sign the Code of Integrity upon onboarding, Tai-Tech ensures compliance with applicable laws and regulations through ongoing monitoring. Given the extensive scope of laws and regulations, each department stays abreast of relevant regulatory updates through interactions with government authorities and media reports, and provides internal and external training to its employees as appropriate to ensure that the Company's operations comply with all applicable laws and regulations.

Firstly, in terms of personnel management, Tai-Tech has formulated relevant internal integrity regulations to promote the Company's core values of honesty and integrity. At the same time, Tai-Tech has also explicitly stated its integrity policy on its website, and the Board of Directors and senior management actively implement its commitments to the integrity policy, and fulfil them in internal management and business activities. Through a series of internal policy formulation, implementation, self-review, smooth reporting channels, and whistleblower protection mechanisms, a comprehensive legal compliance firewall is built; the management sets an example, and requires every employee to ensure the Company's business conducts comply with laws and regulations, the Company's policies and internal regulations, and the compliance is reviewed through annual internal control reviews and internal audits. Through the above measures, the Company's management and employees can reduce the risk of violating the law when engaging in business activities, resulting in participate in industrial competition based on the principles of integrity and fairness, create a corporate culture of legal compliance, and establish a trustworthy and respected corporate reputation.

Furthermore, in terms of personnel training, in order to improve colleagues' awareness of professional ethics and legal compliance, Tai-Tech has complied with laws and regulations and personnel training regulations, and the responsible department has conducted various internal and external education and training on the laws and regulations involved in its business. Corresponding training contents are provided for different business responsibilities, including training for new employees and professional training for departments, so that colleagues can keep abreast of the latest developments in laws and regulations.

Finally, in terms of environmental health and safety, the Company's responsible department is responsible for ensuring that the Company meets the requirements of local environmental protection, human rights, and occupational safety regulations throughout the product life cycle, and adopts various control measures to avoid environmental pollution, human rights infringement, or occurrence of an occupational accident. By implementing environmental management systems and occupational safety management systems and continuously maintaining their effective operation, Tai-Tech ensures overall legal compliance. In 2025, Tai-Tech recorded no major violations related to corporate governance, securities trading, environmental protection, marketing and labeling, or product safety.

Note: A material violation refers to any single penalty exceeding NT$100,000

Statistics on Violations

Unit: In New Taiwan Dollars

Penalties paid during the year for violations occurring in previous years	Penalties paid during the year for violations occurring in the current year	Total penalties paid during the year
0	100,000	100,000

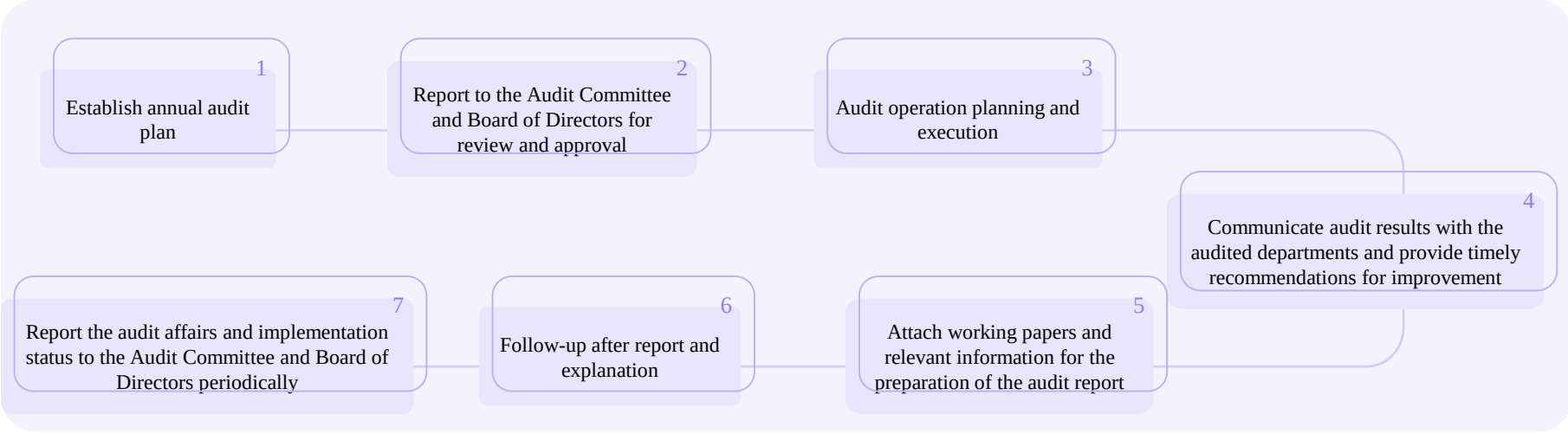
1.1.4 Internal Control

The purpose of the internal audit is to assist the Board of Directors and managers in inspecting and reviewing the deficiencies of the internal control system, measuring the effect and efficiency of operations, and providing improvement suggestions in a timely manner to ensure the continuous and effective implementation of the internal control system and as a basis for the review and amendment of the internal control system. In accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies, Tai-Tech has established an effective internal control system by considering its own operating activities, and reviewed and improved the system at any time to cope with changes in the Company's internal and external environment and ensure that the design and implementation of the internal control system are effective continuously. To ensure that the auditors perform the audit work with impartiality and detachment, Tai-Tech has established an independent audit office under the board of directors according to the law and has appointed two auditors. The "Corporate Governance Best Practice Principles" stipulate that the appointment and dismissal of the audit chief should be submitted to the board of directors for resolution. In addition, the appointment and dismissal, evaluation, and remuneration of internal auditors should be signed by the chief audit officer and reported to the Chairperson for approval.

Besides conducting the self-assessment of Tai-Tech's internal control system, the Board of Directors and management review the self-assessment results of each department and the audit report of the Audit Office at least annually. The Chief Auditor attends Board meetings to report on audit activities in accordance with regulations and reports to the independent directors on the implementation status of internal audits and internal control operations. Furthermore, in order to strengthen the professional capabilities of the auditors, the Company arranges continuous training for auditors and participates in internal audit workshops organized by institutions designated by the competent authorities to improve and maintain their audit quality and implementation effectiveness. The overall training hours exceeded the legal requirements. In addition, the Company complies with the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and the "Rules Governing the Preparation and Filing of Sustainability Reports by TPEx Listed Companies," and formulated the "Sustainability Report Preparation and Assurance Procedures." Sustainability information is reviewed through the internal control system, and the sustainability information disclosed in this report is audited before the end of each year in accordance with the annual audit plan.

We continuously monitor the implementation of various operating systems through auditors and have established an effective accounting and internal control system, reinforced by regular internal control reviews conducted by CPAs, to lay a solid foundation for sustainable development. In 2025, the total number of audit items was 756, with a 100% audit compliance rate.

Annual Audit Operations



1.1.5 Operational Performance

Material Topics | **Operational Performance**

Significance to Tai-Tech

Strong operating performance is a key driver of long-term value creation and sustainable operations. Through effective management practices and optimized resource allocation, the Company can generate stable earnings and cash flows, enhance returns on investment, and create value for shareholders. At the same time, strong performance provides a solid foundation for sustaining brand value. It not only strengthens customer relationships and expands the Company's market presence, but also supports an attractive corporate culture and incentive system that help recruit top talent. Overall, sound operating performance strengthens the Company's resilience to market volatility, lays a strategic foundation for expansion into new fields, and demonstrates its commitment to shareholders, employees, customers, and other stakeholders.

Commitments and Policies

Improve operational performance and strengthen the Company's competitiveness to achieve long-term success and sustainable development.

- Expand the breadth of innovative application markets and international market deployment.
- Activation of idle production capacity; optimization of production processes, improvement of efficiency and yield rate, and reduction of costs.
- Further improvement of the "zero defect" quality mindset.
- Accelerate the Company's operational upgrading through digital transformation and the introduction of smart manufacturing.
- Continue to develop new products, upgrade existing products, and expand product portfolios to meet the evolving needs of the end market.
- Continue to invest resources to strengthen the implementation of ESG-related affairs.

The implementation policy for 2026 centers on "optimizing the product portfolio, clearly defining the division of responsibilities among manufacturing bases, and leveraging AI and external resources to comprehensively enhance overall competitiveness and profitability."

1. Product, technology and market strategy
    - Focus on core products: Priority is given to power inductors and high-current common mode filters as the source for future growth and competitive advantage.
    - Non-core product strategy: The Company gradually reduces resources invested in non-core products, and aims to maintain steady operational efficiency and cash flow through process standardization and efficiency enhancement.
    - R&D investment: The Company continues to invest in new material development to meet the demand for low-loss, high-performance power inductors for high-speed computing applications.
    - Market-oriented product planning: Strengthen the linkage between sales and product planning, focus on key application areas of high-speed computing and automotive electronics, and enhance the fit between product development and market demand.
    - Quality management: Continuously optimize the quality management mechanism, reduce the customer complaint rate, and improve customer satisfaction in order to establish quality as the core foundation of brand competitiveness.

2. Manufacturing base and operation planning
    - Taiwan headquarters: Focus on the manufacturing of high-margin products with technological advantages, and enhance overall product value and technical barriers.
    - China subsidiary: Focus on the primary role of large-scale and stable production, leverage economies of scale and cost advantage to support overall supply demands.
    - Malaysia subsidiary: Serve as a key overseas production diversification base to support customers' OOC requirements, in order to enhance supply chain resilience and to diversify geopolitical risk.
3. Strategies to improve operational efficiency
    - Digital and smart management: Continue to promote digital transformation, integrating MES, IoT, and other systems, and introduce AI applications to optimize production processes, improve yield rate, and enhance decision-making efficiency while strengthening automated production lines and smart warehousing and logistics management capabilities at the same time.
    - Reduce unit costs through process improvements and efficiency gains, and continue to develop raw materials and alternative materials, in order to strengthen cost competitiveness.
    - Energy efficiency and sustainability management: Each production site continues to improve energy efficiency and implement energy conservation, electricity conservation and water conservation measures, in order to consider both the operating costs and sustainable development goals at the same time.
4. Governance and risk management
    - Corporate governance: Continue to optimize the Company's governance framework, strengthen decision-making transparency and segregation of duties, and enhance organizational operation efficiency and stability.
    - Legal compliance and risk control: Strengthen legal compliance and internal control systems, proactively identify and mitigate operational and compliance risk, in order to support long-term sustainable development.

Short-Term Goal

- 2026 operating goals: Continuous growth of revenue; consolidated product gross margin>26%, net profit ratio>13%
- Automotive grade electronics market application ratio> 38%
- Ratio of R&D expense over revenue>3.3%
- Return on equity (%)>12%

Mid- and Long-Term Goal

- Improve product added value: Continue to optimize the product portfolio and increase the shipment proportion of niche products, in order to improve overall gross margin and strengthen profitability.
- Optimize global production capacity planning: In response to changes in the international political and economic environment, we have gradually strengthened Taiwan's capacity and are strategically establishing capacity in third locations outside of China according to customer needs, in order to diversify geopolitical risk and enhance operational flexibility.
- Fulfill the sustainable management philosophy: Focus on our core business and pragmatic management principles, continue to strengthen our practice in the aspects of environment, society and corporate governance (ESG), and strive to achieve our corporate vision of becoming a world-class inductor supplier.

Resources Invested in the Current Year

- Monthly Group Business Meeting
- Management monthly report review
- Board of Directors review reports of quarterly report and annual report
- Ratio of R&D expense over revenue of 2.98%

2025 Results

- Revenue reached NT$6,623,818 thousand
- Earnings per share (EPS): NT$10.26
- Six major categories of new products were developed during the year
- Revenue breakdown by product category:

multilayer products	Wire-wound products	Others
18.29%	80.51%	1.20%

Responsible Department	President's Office
Complaint Filing Mechanism	President's email

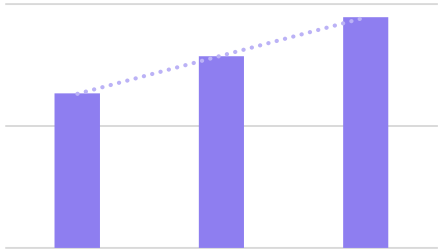
Good operational performance holds multiple meanings for the Company and serves as the cornerstone for achieving long-term success and sustainable development. First, outstanding performance can significantly enhance the Company's profitability, optimize resource allocation, and reduce operating costs, thereby generating stable cash flow for the Company. This not only increases the Company's return on investment but also makes shareholder investments more attractive. Second, solid performance enables the Company to provide higher-quality products and services, improving customer satisfaction and loyalty, and further expanding market share. At the same time, excellent performance can create better benefits and development opportunities for employees, attract and retain outstanding talent, and foster a positive and efficient corporate culture. In addition, stable operational performance can strengthen the Company's market competitiveness and brand image, attract more investors and partners, and promote the Company's expansion in both domestic and international markets. In summary, good operational performance is not only key to the Company's short-term success but also lays a solid foundation for long-term competitive advantage and sustainable development, reflecting the Company's multi-faceted value commitments to shareholders, employees, and customers.

Tai-Tech's main products are inductor components. By industry classification, it is categorized as part of the passive component industry. The Company is one of the few domestic professional manufacturers of magnetic and power inductor components that can simultaneously produce multiple such components of different types with different materials for different application fields. In 2025, the global landscape remains filled with uncertainties and challenges. The rise in geopolitical tensions, the continuation of regional conflicts, the ongoing reshaping of global supply chains, and pressures from labor shortages and rising costs have introduced unprecedented complexity into industry operations. However, within these challenges, Tai-Tech sees opportunities. The rapid growth of emerging applications such as artificial intelligence and automotive electronics has fueled strong resilience and growth potential in the information and electronics industry. As a key link in the supply chain, the passive component industry has also benefited from this trend. Tai-Tech continues to optimize its product designs, manufacturing processes, and materials to improve the performance and reliability of existing products, thereby increasing its market share in the high-end segment. Finally, the Company has invested heavily in the improvement of R&D capabilities, especially the development of popular products suitable for the current market such as AI servers. By doing this, we hope to incorporate our innovative products into customers' solutions at the early stage of design. With the vigorous development of high-speed computing, artificial intelligence, high-speed networking, 5G technology, Internet of Things, and future cars, we have high expectations and confidence in the potential growth of these areas. The Company will continue to make use of our core expertise, continue to innovate, and develop next-generation products to meet the needs of these growing markets.

Financial Data

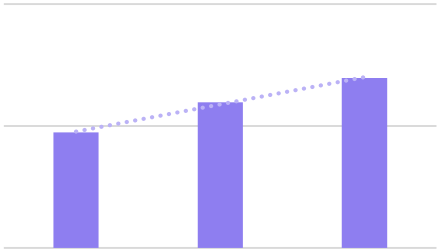
Unit: NT$ thousand

Revenue



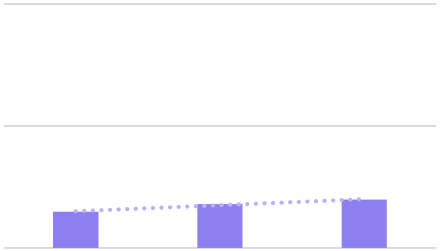
2023	2024	2025
4,432,789	5,506,106	6,623,818

Operating costs



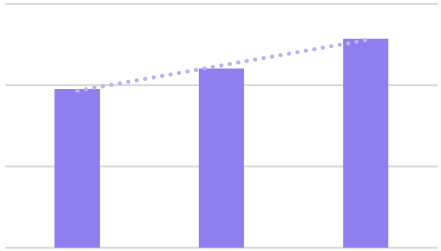
2023	2024	2025
3,314,106	4,174,131	4,877,989

Employee Salary and Benefits



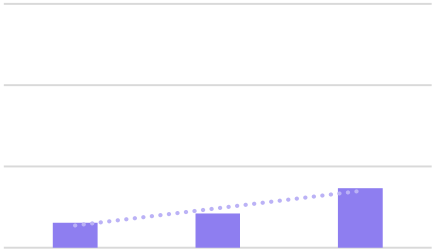
2023	2024	2025
1,035,543	1,257,588	1,381,951

Payments to funders



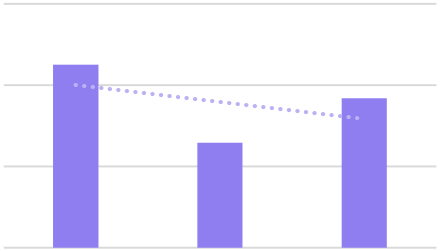
2023	2024	2025
487,549	551,250	642,946

Payments to government



2023	2024	2025
76,503	104,462	182,393

Community investment



2023	2024	2025
2,253	1,289	1,836

1.1.6 Information Security

Material Topics | **Information Security Protection**

Significance to Tai-Tech

A comprehensive information security protection system safeguards core technologies and customer data, thereby strengthening business partners' confidence in the Company. Failure to address information security risks may result not only in regulatory penalties and substantial compensation liabilities but also in significant order losses caused by severe damage to the Company's brand reputation, posing serious challenges to its sustainable operations.

Commitments and Policies

Strengthen information security awareness, comply with information security measures, protect sensitive information, and fulfill audit requirements.

- Strengthen employees' information security awareness by requiring all employees to participate in information security education and training, thereby enhancing information security awareness throughout the Company.
- Strictly comply with information security measures and all information security management procedures, and regularly evaluate and adjust them based on actual circumstances.
- Protect the confidentiality and integrity of the Company's sensitive information and information and communications systems, and prevent unauthorized access and alteration.
- Regularly conduct internal information security audits to ensure that all operations are implemented in accordance with applicable requirements.

Short-Term Goal

- Core Information and Communications Systems:
  1. Conduct vulnerability scanning and penetration testing once a year and complete risk responses for identified vulnerabilities within one month.
  2. Conduct a disaster recovery drill once a year and prepare an implementation plan and a report on the results.
- Personnel Education and Training:

New recruits	Information and Communication System Operator	Dedicated Information Security Personnel	Email Service Users
After joining the company	At least once per year	At least 6 hours per year	At least once per year
Online General Information Security Course	Internal Information Security Course	External Professional Information and Communication Security Courses	Social Engineering Drills

Mid- and Long-Term Goal

- Maintain ISO 27001 information security management system certification
- Limit major information security incidents to no more than one per year and complete reporting, response, and recovery procedures within the required timeframe when an information security incident occurs
- Continuously improve information security by limiting the number of unresolved deficiencies identified through internal or external information security audits prior to the next audit to no more than two cases
- Annual social engineering drill: Employee click rate < 15%; data submission rate < 5%
- Continue to expand the scope of core systems and plant certifications covered by ISO 27001

Resources Invested in the Current Year

- Complete internal and external audit assessments, regularly report information security updates to the Head of Information Security at monthly meetings, and submit reports to the Board of Directors
- Allocate approximately NT$4.8 million for firewall upgrades, information security software licenses and hardware procurement (MDR/endpoint monitoring), and information security assessments (disaster recovery/penetration testing/vulnerability scanning/social engineering drills)
- Complete maintenance of the data center ATS (Automatic Transfer Switch) system
- Completed the ISO 27001 audit and successfully obtained the certification
- Provide information security training for 44 new employees, averaging 0.5 hours per employee, with a 100% completion rate; provide external professional training for three IT personnel, totaling 19 hours

2025 Results

- Conduct information audits through external accountants to review the compliance of information processes, with no material deficiencies identified
- Cooperate with customer information audits, and there are no major violations.
- No major information security incidents affecting Company operations have occurred
- Complete the 2025 management review report in accordance with ISO 27001 and submit it to the Head of Information Security during the management review meeting
- Prepare the 2025 information security report, which is presented to the Board of Directors by the Head of Information Security

Responsible Department	IT Department	**Grievance Mechanism**	President's email

Tai-Tech recognizes that information security is not only a test of the Company's information technology capabilities and cyber resilience, but also a fundamental pillar for safeguarding its corporate reputation and supporting sustainable operations. We transform information security challenges into opportunities to strengthen our defensive capabilities by establishing dedicated organizational structures and deploying comprehensive technical safeguards to build an information security protection system capable of addressing evolving threats.

To establish a defense framework that emphasizes both prevention and response, we deploy firewalls across our network and data center environments and install internationally certified antivirus solutions on all computer endpoints, enabling real-time threat prevention and monitoring. We also implement both on-site and off-site backup mechanisms for data storage and maintain service agreements with commercial software vendors to ensure that system anomalies can be resolved and critical operational data restored in the shortest possible time in the event of a major disaster. For hardware infrastructure, we upgraded our data center servers to a hyper-converged infrastructure and comprehensively enhanced our power facilities, including the UPS (Uninterruptible Power Supply) system, ATS (Automatic Transfer Switch) system, and dedicated backup generators, minimizing the risk of operational disruptions caused by equipment failures or external power outages.

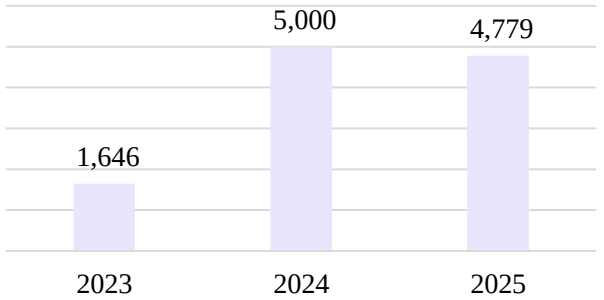
To ensure the effectiveness of our defense mechanisms, we conduct annual vulnerability scanning and penetration testing for core information and communications systems. High-risk findings are promptly remediated and verified through follow-up testing to eliminate potential security vulnerabilities. We also conduct disaster recovery drills for core systems and prepare detailed drill reports and training materials to strengthen employees' emergency response capabilities. Over the years, both internal and external information security audits have demonstrated compliance with applicable regulatory requirements, with no material deficiencies identified. The Company has also received no complaints regarding customer privacy breaches or the loss of customer information.

We believe that employees are the most important element of our information security protection system. Tai-Tech implements tiered training programs by providing tailored general and professional information security courses for new employees, system operators, and dedicated information security personnel. The Information Department also distributes emails on an ad hoc basis to raise employees' awareness of common cyberattack methods and defense strategies. In addition, social engineering drills, such as simulated phishing emails, are conducted annually during the fourth quarter to embed information security awareness into employees' daily practices.

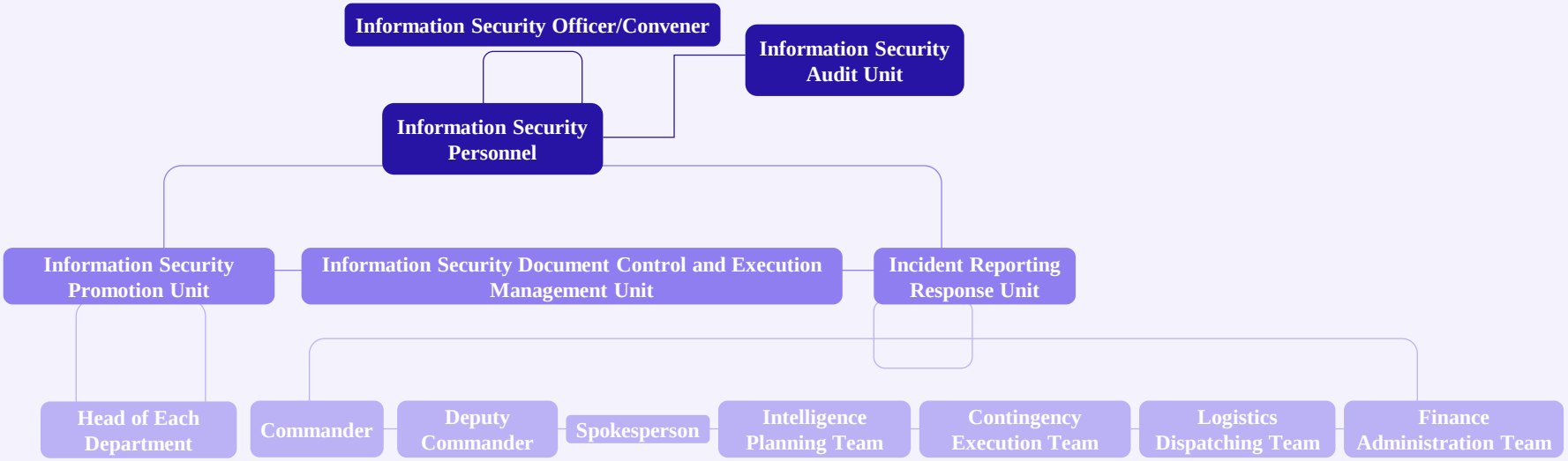
To implement a comprehensive information security management strategy, Tai-Tech has established a clearly defined information security governance framework. The Company has formed the Information Security Management Promotion Committee (Information Security Committee), with the President serving as the Head of Information Security (Convener). Department heads convene regularly to discuss information security matters and integrate information security awareness into business operations and process design. The Company also adopts a top-down management approach, under which the President reports the annual information security implementation status to the Board of Directors at least once a year to ensure that information security decisions are aligned with the Company's business strategies. The Company has also established the Information Department under the President's Office. In recent years, the Information Department has actively expanded its workforce, including the appointment of dedicated information security personnel responsible for strategic planning, risk assessment, incident response, and the implementation of information security management.

Information Security Expenses

Unit: NT$ thousand



Information Security Management Promotion Committee



Faced with diverse and increasingly complex information security threats, Tai-Tech remains highly vigilant. We strengthen our ability to withstand risks by implementing a broad range of information security management measures and proactively keeping pace with international trends and regulatory developments. Tai-Tech firmly believes that effective information security protection is fundamental to safeguarding stakeholder interests. We will continue to advance steadily and strengthen the Company's competitiveness in sustainable operations.

Information Security Routine Management Measures

Personnel Security Assessments	● Each department shall implement appropriate security assessment procedures for personnel who can access confidential and sensitive information or systems and personnel who will be granted special access permissions to the systems due to work, and strengthen work assessments before assigning tasks. ● When an employee resigns, his/her access to all the information and systems at the unit shall be canceled immediately; this shall be included in the department's necessary procedures for changing job.
Computer System Security Management	● Information security incidents shall be managed properly in accordance with the internal control system's information security checks in the computer operation cycle, and the check results shall be recorded. ● The Company shall appoint different personnel responsible for the management, design, and execution of important information services, respectively, and establish a mechanism of mutual checks and balances to avoid illegal or improper use of data or systems.
Daily Operations Security Management	● Only legally licensed software with intellectual property rights may be used. The use of unauthorized software is prohibited. ● Necessary measures shall be taken to prevent the intrusion of computer viruses, and computer virus prevention software with complete functionality shall be selected carefully and maintained and updated regularly.
Network Security Management	● A security control mechanism for the computer network system shall be established to ensure the security of data transmitted through the network, protect connected operations, and prevent unauthorized system access. ● The use of illegal or inappropriate information that violates copyrights or morals, or hinders the normal operation of the network system shall be prohibited.
Equipment Security Management	● The equipment shall be placed in an appropriate location and protected to reduce risks caused by environmental insecurity, and reduce the chance of unauthorized access to the systems. ● A standby power supply shall be set up, and the response measures for the failure of the uninterruptible power system shall be included. Additional strengthened security measures shall be taken for more important systems.
Business Sustainable Operation Plan	● A backup system and a remote backup mechanism shall be set up to ensure that important businesses continue to operate in the event of an accident occurring to the information system, data files, or personnel. ● System restoration plan management regulations shall be formulated, and disaster restoration drills shall be conducted from time to time.

1.2 Risk Management

Tai-Tech firmly believes that accurately identifying risks and translating them into effective response measures amid rapidly changing market conditions is essential to achieving sustainable operations. We adopt the ESG principle of "double materiality" to comprehensively assess potential impacts across the environmental, social (people), and economic dimensions and formulate management strategies accordingly to mitigate operational threats. To enhance governance effectiveness, the President reports to the Board of Directors on the implementation of risk controls at least once a year, reinforcing senior management oversight and strengthening the Company's overall operational resilience.

Note: For the risk assessment method based on ESG materiality principles, please refer to the "Corporate Sustainable Development" section and the "Material Topic Identification" subsection of this report.

Risk Identification and Management Strategy

	Risk Topics	Management Strategy (Response Measures)	Corresponding Topics
Sustainable Environment	Low Renewable Energy Usage Rate	● Participate in external renewable energy initiatives, evaluate the feasibility of various solutions, and implement suitable measures across the Company's operations.	Energy Management Green Product
	Challenges in Reducing Energy Intensity	● Participated in externally organized energy-saving and carbon reduction initiatives, assessed their feasibility, and implemented applicable measures in plant operations. ● During production operations, feasible replacement plans are evaluated when replacing components, and high-efficiency equipment is selected to reduce electricity consumption. ● Introduced an air compressor load monitoring system to effectively manage equipment operation conditions and performance distribution, thereby saving electricity. ● Outsourced energy-intensive processes and reduced or phased out related equipment to lower total electricity consumption within the plant.	Energy Management Green Product
	Challenges in Reducing Greenhouse Gas Emission Intensity	● Through ISO 14064-1 greenhouse gas inventory and external verification, reasonable emission data is collected to analyze root causes and formulate improvement measures. ● Introduce the air compressor load monitoring system to effectively manage equipment operation and performance distribution. ● Each unit shall formulate KPI performance management for energy conservation and mitigate carbon emissions. ● Assess the feasible solutions for replacement of parts during production operation, select and use high performance equipment for replacement, in order to reduce carbon emissions.	Energy Management
	Excessive Generation of Industrial Waste During Manufacturing Processes	● Implemented in-house waste reduction projects to reduce the generation of waste sludge. ● Evaluate opportunities for waste reuse in production and manufacturing processes to achieve waste reduction and circular reuse.	Green Product
	Increase in Waste Treatment Volume and Decrease in Recycling Rate	● Continued to maintain the effectiveness of the ISO 14001 environmental management system. ● Effectively analyze various waste types and data according to the internal waste management procedure, in order to review the cause of abnormality. ● Participate in external waste recycling and reduction issues, assess the feasibility of measures, and introduce them into factory operations.	Waste Management

	Description of Risk	Management Strategy (Response Measures)	Corresponding Topics
Sustainable Environment	Water Shortage	● In case of water shortage, emergency water-saving measures are implemented for high-consumption processes. The management department coordinates with water truck companies for supplemental supply.	Water Resources Management
	Continuous Increase of Wastewater Discharge	● Continued to maintain the effectiveness of the ISO 14001 environmental management system. ● Continue to monitor the plant's water consumption every day, record water-saving targets and measures, and propose timely reviews and improvement plans if there is an abnormality in large amounts of water consumption. ● Achieved wastewater recycling rate targets, reducing both upstream water consumption and downstream wastewater discharge. ● Participate in external water-saving issues, assess the feasibility of measures, and introduce them into in-plant operations.	Water Resources Management
	Typhoon, Flood	● In case of typhoon or flood, each department staff cooperates with the employees of the same commute route and arranges driving personnel to assist with the commute to/from work. For migrant workers, the human resource agency assists with the commute to/from work. The facility and safety/health personnel inspect the internal building and structure related safety operations.	Occupational Safety
	Non-Compliance with Environmental Laws and Regulations	● Regularly identify applicable environmental protection regulations and maintain the effective operation of the ISO 14001 environmental management system.	Compliance with Laws and Regulations
Operational Performance	Violation of Ethics and Integrity	● Establish and disclose the "Code of Integrity," covering conduct related to corruption, bribery, conflicts of interest, and unauthorized disclosure of confidential information. ● Incorporate the "Code of Conduct" into the Employee Handbook and require all employees to sign a commitment confirming their compliance. ● Establish anonymous reporting channels, such as an ethics hotline and a whistleblowing mailbox, to enable employees to report concerns, and clearly define whistleblower protection policies to ensure that whistleblowers are protected from retaliation or unfair treatment. ● Provide induction training to new employees to ensure that they understand the Company's high standards for ethics and integrity. ● Conduct an annual ethics and integrity training course covering applicable laws and regulations, the Code of Conduct, and analyses of violation cases. ● Require senior management to lead by example, comply with the Company's ethics and integrity policies, and set an example for employees. ● Emphasize management's "zero-tolerance" stance toward misconduct and reiterate this position internally on a regular basis. ● Establish a dedicated investigation team to initiate investigation procedures immediately upon receiving a report and ensure that concerns are addressed promptly. Maintain fairness and transparency throughout the investigation process and report investigation progress to senior management as appropriate. ● Impose appropriate disciplinary measures based on the nature and severity of the violation, such as warnings, demotion, dismissal, or legal action. ● Enhance declaration and determination: Each employee is required to sign the Code of Ethics.	Ethics and Integrity
	Insufficient R&D Capabilities	● To address the issue of insufficient qualifications among new employees, the Company places greater emphasis on aptitude test results during recruitment and provides on-the-job training after onboarding. ● To address insufficient human resources, the Company continues to collaborate with external organizations through specialized division of labor, reviews manpower needs with the Human Resources Department to continuously seek suitable personnel, and implements relevant education and training programs to enhance internal capabilities.	Innovation and R&D

Description of Risk		Management Strategy (Response Measures)	Corresponding Topics
Operational Performance	Information Security Incident	● Tai-Tech adjusted the organizational hierarchy of the Information Department, placing it under the direct management of the General Manager. ● Establish “Regulations for Information Security Event Reporting and Response” to explicitly specify the accident level, reporting process and handling methods. ● Plan mutual backup mechanisms between system databases and implement off-site backup schedules to support system recovery. ● Conduct annual disaster recovery drills for information systems and prepare related drill reports. ● Set up ATS response system and install power generator for the server room, in order to ensure that the operation is not affected by the electricity shortage. ● Install firewall and update the antivirus software of each terminal periodically, and plan the information security enhancement measures of AD, MDR, vulnerability scanning, penetration testing, and social engineering drills. ● Information audits are conducted annually by CPAs, with external parties reviewing information processes to ensure compliance with applicable requirements and systems. ● Implement internal information security education and training periodically in order to enhance personnel information security awareness.	Information Security Protection
	Interruption of Supply Chain	● Short-term risks: Abnormalities in the supplier’s production line, unstable quality, shortage of raw materials. Countermeasures: Monitor the status of the production line, perform repairs and maintenance in a timely manner, arrange personnel audits, and find new suppliers. Predictive procurement of frequently used raw materials and commodities to prevent shortages. Establish a diversified supply chain to avoid dependence on a single or a few suppliers, and seek multiple qualified sources to diversify risk. Specify the quality standards, delivery time, and responsibility for delays in the supply contract. ● Medium- and long-term risks: Transportation disruptions and price fluctuations of raw materials, supplies, and products. Strategy: Establish various transportation methods to handle accidents, such as air freight or express delivery. Evaluate the feasibility of establishing a local supply chain. Reach and maintain good relationship with suppliers, establish long-term supply contracts, and control price fluctuations according to MOQ to ensure timely remedial measures in case of production line interruption. Establish long-term cooperative relationships with major suppliers, provide technical support and resource assistance, and enhance their resilience.	Sustainable Supply Chain
	Insufficient Supply Chain Resilience	● Supplier admission standards are defined, including requirements on quality, legal compliance, environmental impact, and labor rights. ● Regular supplier audits are conducted, with increased frequency for high-risk suppliers. ● Crisis clauses are included in contracts to provide alternatives if suppliers fail to perform due to legal issues or operational shutdowns. ● Supplier performance data is digitalized, with KPIs such as on-time delivery rate, product pass rate, and compliance status. Low-scoring suppliers receive support for improvement, and replacements are considered if necessary. ● On-site audits are performed to ensure that production processes, equipment, and personnel meet standards. ● Enforce the Responsible Procurement Guidelines to avoid the use of materials from unknown sources, including conflict minerals. ● Suppliers are required to meet international sustainability standards such as ISO 14001, SA8000, or the RBA Code of Conduct. ● Supply chain risk management measures are reviewed and updated annually to identify and address emerging risks.	Sustainable Supply Chain

Description of Risk		Management Strategy (Response Measures)	Corresponding Topics
Operational Performance	Declining Product Competitiveness, Decreased Revenue, and Increased Customer Complaints	● Uphold the principle of customer service by assigning dedicated sales representatives and sales assistants ● Provide diverse and accessible communication channels to address customer inquiries and resolve issues concerning ordered products, while assisting customers throughout the process from order placement to delivery ● Conduct technology exchange and requirements discussion meetings through remote online meetings on an ad hoc basis to interact with customers, understand and obtain their latest needs and feedback, and use the information as a basis for new product development. ● Conduct annual customer satisfaction surveys covering the top 20 customers and three automotive parts customers. The surveys cover quality, delivery, technology R&D, pricing, and sales services. Items receiving lower customer satisfaction scores are referred to the relevant departments for review and serve as a reference for improvement measures	Operational Performance Customer Service
	Product Liability	● Strengthen communication with customers to improve product competitiveness and adjust the Company's production plan to meet customer needs. ● Monitor hazardous substance management system operation, convene environmental management promotion review meetings, review international environmental protection regulations and laws, set up HSF goal, implement hazardous substance reduction plan, and perform environmental restricted substance control plan. ● When the customer submits requests on specific environmental technology standards, the Company shall comply and satisfy customer demands. ● When abnormalities involving hazardous substances are identified, they shall be immediately reported to management and customers, and the instructions issued by management regarding the nonconforming products shall be followed. ● Optimize product quality and return/exchange process mechanism.	Product Safety
Employee Care	Human Rights Violations	● The Company has established and publicly disclosed a comprehensive Anti-Workplace Bullying and Sexual Harassment Policy, which includes definitions of misconduct, disciplinary measures, and grievance procedures. Explicitly prohibits all forms of human rights violations and includes such acts under the Company's zero-tolerance policy. ● Establish grievance channels and encourage employees to report misconduct. ● Conducts anti-bullying and sexual harassment training for all employees at least once annually, covering behavioral boundaries, prevention strategies, and grievance mechanisms. ● Regular employee satisfaction, work environment, and workplace culture surveys are conducted annually, along with risk assessments to identify potential infringement risks. ● Prompt and impartial investigation and handling of grievances. ● Provide psychological counseling and legal support to victims. ● Regularly review and improve policies and procedures based on case handling experience and employee feedback. ● Publicly shares anonymized summaries of case outcomes and improvement actions with employees each year, reinforcing the Company's commitment to human rights.	Human Rights Protection

	Description of Risk	Management Strategy (Response Measures)	Corresponding Topics
Employee Care	Occurrence of Occupational Accidents, Chemical Spills, Fires, and Other Incidents	● Continue to maintain the effectiveness of the ISO 45001 Occupational Health and Safety Management System. ● Conduct a comprehensive legal compliance audit once a year and check for legal updates monthly. ● Conduct at least one workplace safety risk assessment annually to identify potential risk factors. ● Implement regular safety education and training and track training outcomes. ● Conduct fire drills twice annually to enhance coverage and effectiveness. ● Inspect dormitories quarterly and require the execution of fire drills. ● Clearly delineate high-risk areas in the workplace with prominent warning signs and access control measures. ● Conduct fire drills simulating multiple scenarios (e.g., chemical leaks, electrical fires) to ensure preparedness for different types of incidents. ● Develop and regularly update emergency response procedures, including evacuation plans and emergency contact lists. ● Establish a quick-response incident reporting system to ensure that incidents can be handled quickly when they occur. Conduct effective post-incident investigations. ● Establish an Occupational Safety and Health Committee chaired by the General Manager, with meetings held quarterly to review occupational safety and health matters.	Occupational Safety
	Overworked Employees	● Reasonably adjust shifts and schedules to avoid employees working long night shifts or multiple consecutive days. ● A job rotation system is implemented for high-risk tasks to reduce the stress burden on individual employees. ● Digitalized working hours management system to monitor employees' daily and monthly working hours in real time to ensure compliance with the working hours regulations of the Labor Standards Act. ● An overwork alert mechanism has been established. Each month, departments with employees working 80 hours or more of overtime are identified and cross-checked against the list of individuals at high risk for cardiovascular diseases. Those identified as matching cases are arranged for physician consultations, warnings are issued when necessary, and supervisors are notified to provide further attention. ● Clear and publicly accessible management regulations are in place to ensure that employees receive a 10-minute break after every two hours of continuous work. ● Encourage employees to make full use of annual leave, and other welfare holidays to avoid long-term and high-intensity work. ● Annual comprehensive health checkup for all employees. ● Promote health promotion activities such as exercise challenges, healthy eating lectures, mental health workshops, etc. to enhance employees' health awareness. ● A care mechanism has been established to conduct regular one-on-one meetings with employees to understand the sources of work-related stress and their psychological needs. ● Internal awareness campaigns are conducted on the hazards of overwork and corresponding preventive measures, improving employees' self-awareness and self-protection. ● Establish an employee suggestion and complaint mechanism to facilitate employees to report problems such as excessive work pressure or unreasonable work arrangements. Ensure the anonymity and security of employees reporting issues and handle related issues quickly.	Occupational Safety

	Description of Risk	Management Strategy (Response Measures)	Corresponding Topics
Employee Care	Labor Disputes	● Clearly specify wages, working hours, benefits, and other labor rights in employment contracts, define the responsibilities and rights of both parties, and strictly comply with local labor laws and regulations to ensure that employees' rights and interests are properly protected. ● An independent investigation committee is in place to guarantee fairness and objectivity during complaint investigations, and to prevent conflicts of interest. ● Regularly reviews existing policies and procedures to ensure compliance with the most current legal requirements. ● Provides anonymous reporting channels such as hotlines and email, enabling victims and informants to report incidents. Ensure the anonymity and security of employees reporting issues and handle related issues quickly. ● Engages third-party institutions to assist in the investigation of sensitive cases to ensure independence and impartiality. ● Applies clear and reasonable disciplinary actions—such as warnings, demotions, or terminations—based on investigation results. ● Performs follow-up on resolved cases to ensure issues are fully addressed, and continues monitoring behavior in the departments or among individuals involved. ● Documents incidents as internal learning material to prevent recurrence of similar events.	Labor-Management Communication
	Labor Shortage, High Employee Turnover Rate	● Retain key talents and improve employee retention through employee benefits and career development opportunities. ● Offer options such as flexible working hours to attract and retain employees. ● Optimize workflows through automation and digital transformation to reduce reliance on manpower. ● Provide skill improvement and multi-function training to enable employees to take on a variety of job roles. ● Establish a talent reserve pool through internal promotion and talent development plans.	Remuneration and Benefits
	Employees' Competency Misalignment with Job Requirements	● Clearly define the core skills, knowledge, and attitudes required for each position. ● Use systematic performance evaluations to identify gaps between current and required competencies. ● Design and implement professional skill development courses by integrating internal training and external resources (e.g. in-person classes, online learning platforms), and launch mentoring projects. ● Set measurable learning objectives and regularly track progress and provide feedback.	Talent Cultivation

Chapter 2 Business Growth

2025 Key Performances

Patent Application
The Taoyuan Headquarters obtained 11 patents, bringing its cumulative total of valid patents to 90; the TAIPAQ Plant obtained eight patents, bringing its cumulative total of valid patents to 69

Customer Satisfaction
The customer satisfaction survey score for the Taoyuan Headquarters was 93.39

R&D Investment
R&D investment at the Taoyuan Headquarters reached NT$127,664 thousand

Green Procurement
Green procurement at the Taoyuan Headquarters amounted to NT$14,948 thousand

New Product Sales
New product sales at the Taoyuan Headquarters accounted for 7.31% of revenue

2.1 Innovation Capabilities

2.1.1 Intellectual Property Management
2.1.2 R&D Capabilities
2.1.3 Green Design

2.2 Supply Chain Management

2.2.1 Sustainable Supply Chain Strategy
2.2.2 Management of key raw materials
2.2.3 Local Procurement
2.2.4 Supplier Management Guidelines
2.2.5 Green Procurement

2.3 Market Operation

2.3.1 Customer Relationship Maintenance
2.3.2 Customer Health and Safety
2.3.3 Quality Management System
2.3.4 Relationship Management and Recognition

2.1 Innovation Capabilities

Material Topics | **Innovation and R&D**

Significance to Tai-Tech

We are committed to product development and technological innovation, continuously expanding product application areas to widen the gap with competitors and strengthen our leading position.

Commitments and Policies

We have a comprehensive R&D team and technical capabilities. Through systematic processes, we establish a product R&D database to develop diversified, high-specification products while collaborating with customers on new product development to increase product design-in opportunities and enhance competitiveness.

- Develop high-standard, low-loss, high-efficiency products.
- Assist sales to provide response to various technical specification issues encountered by customers
- Enhance magnetism theory

Short-Term Goal

- Establish systematic development process and R&D database, develop high-end products satisfying market demands, improve market visibility and competitiveness, enhance computer-aided (simulation) design capability

Mid- and Long-Term Goal

- Secure early design-in opportunities with high-end IC design centers and overseas customers to develop more advanced and high-spec products.

Resources Invested in the Current Year

- Increase automotive quality system training courses, maintain new product or derivative product project progress, and synchronously improve the R&D capability of R&D personnel through intensive review meetings. Leverage computer-aided design, automotive product quality requirements, and other R&D and quality tools to improve the quality and efficiency of new product development. In addition, scientific and statistical methods are applied to systematically analyze the relationship between the characteristics of newly developed products and their material and structural designs. Material, process, and product design databases have been established, and computer-aided design (CAD) technology is utilized to enhance the efficiency and quality of new product development.
- Strengthen expertise in magnetic materials and reliability theory, provide timely responses and technical support to meet customer needs, gain customer recognition and project opportunities, enter the markets of leading international manufacturers, and become one of the world-class suppliers.

2025 Results

- The Taoyuan Headquarters was granted 11 patents; the TAIPAQ Plant was granted 8 patents.
- The Taoyuan Headquarters held a cumulative total of 90 valid patents, representing a 13% decrease from the previous year (primarily because certain patents had expired and were no longer used by the Company; therefore, their maintenance was discontinued)
- New product sales accounted for 7.31% of overall revenue

Responsible Department	R&D Center
Complaint Filing Mechanism	Sales, Quality Assurance, PSCR (Product Safety and Conformity Representative)

2.1.1 Intellectual Property Management

Operating in a rapidly changing industry environment, Tai-Tech recognizes that outstanding technical capabilities are the foundation for earning customer trust. To consolidate our core technological advantages, we have long been committed to strengthening our patent portfolio. Leveraging our advanced innovation and R&D capabilities, we actively address customer needs and provide optimal solutions to the market.

We have established a comprehensive patent application management process and designated a dedicated unit to handle patent-related matters, while using incentive mechanisms to encourage employee innovation. As of 2025, Tai-Tech's Taoyuan Headquarters held a cumulative total of 90 valid patents, demonstrating tangible results from our continued efforts to enhance competitiveness in an intensely competitive market.

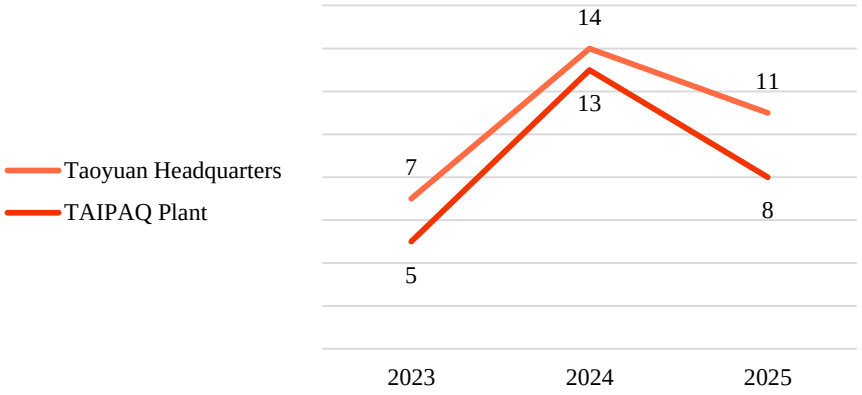
Patent Application Management Process



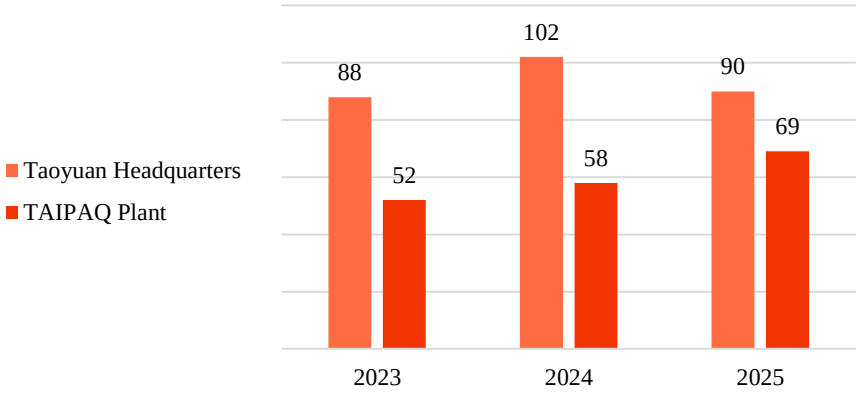
Products and Technologies Successfully Developed in Recent Years

Product line	Summary description	Product line	Summary description
HFZ series	Automotive-level high-current and low DC resistance ferrite chip beads	THFD series	High-current molded power inductors made of alloy material
HHZ1608 series	Automotive-level ferrite chip beads with a heat resistance of up to 175 degrees Celsius	HSZ 1608 series	Automotive-grade ferrite chip beads rated for high-temperature operation up to 175°C and board flex of more than 7 mm
PASU3225 series	Low-frequency UV-resin-covered induction antennas for auto grade use	PASC5530-582J/PASC8030-123J	Automotive-grade guide plate-type low-frequency sensing antenna
SNLU2520/3225 series	Automotive-grade UV glue all-covered decoupling circuit inductor	SNLU4532/5650 series	Automotive-grade UV glue all-covered decoupling circuit inductor
ACM3225F2UV-241T007-D	Automotive grade Open Alliance 10Base-T1S common mode filter	APO series	Automotive coaxial power inductors
WCM4015/5545/5025 series	Common mode filters (thin-type ferrite core).	WCM 1513/1211/9070/7060/5555 FAHV series	High-current common mode filters
TMPF05–07HC Series	Carbonyl-based high-current molded power inductors	SLPI/SEPI series	AI server-grade high-current power beads
THMC04~06/THMA04~05 series	Molded power inductors made of carbonyl iron powder/alloy material	TLVR series	AI server-grade assembled and molded high-performance voltage regulation inductors
TVMP 2PAD/4PAD/8PAD series	High-current molded power inductors made of carbonyl iron powder	GCFB series	High-current molded power inductors made of sintered alloy material

Number of Patents Obtained



Number of Cumulative Valid Patents



2.1.2 R&D Capabilities

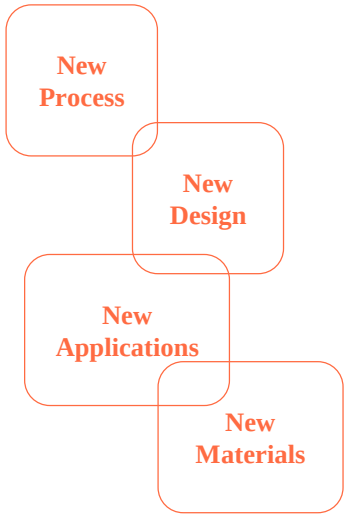
Tai-Tech's innovation and development momentum is built upon strong and long-standing customer partnerships. Leveraging our extensive customer network developed over many years, we accurately capture market trends and transform customer feedback into the foundation of product design, enabling us to deliver highly competitive solutions. In 2025, R&D investment at the Taoyuan Headquarters reached NT$127,664 thousand. R&D expenditure accounted for 2.98% of total revenue, while new product sales represented 7.31% of revenue.

Our R&D roadmap is centered on new material development, production automation, and process optimization, with the objective of developing high-specification products. In response to the global low-carbon transition, Tai-Tech develops low-Rdc (DC resistance), high-performance, low-power-consumption products. At the same time, we actively capitalize on green energy opportunities by developing products for electric vehicle power supply and battery management module applications, strengthening our competitive position in the rapidly evolving market.

Product Development Blueprint

Multi-process technology
We continue to introduce high-efficiency innovative processes, such as new integrally-formed molding technology and multilayer metal-laminate processes.

Flexible and large-scale processes
For different technologies, application products are developed, such as wireless Bluetooth earphones, auto grade signal transmission, network, innovative LAN transformers, and high-speed transmission interfaces (USB3.1/HDMI2.1).



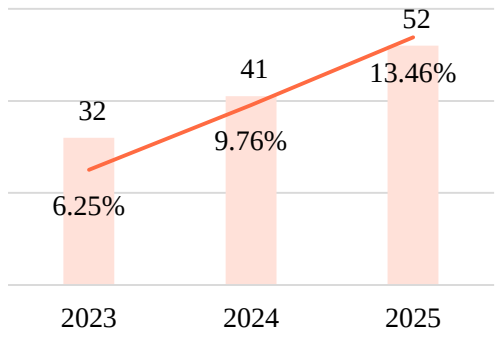
Vertically integrated production
Improved product design to keep up with the latest specifications and trends in the international market, with the development of capacitive network filter high-speed applications (10G/25G/40G) and small-size applications, etc.

Materials technology
Developed innovative material applications, such as new molded power inductors (with special materials), amorphous metal powders, and micro metal powders, to reduce environmental impact and enhance product performance.

Taoyuan Headquarters

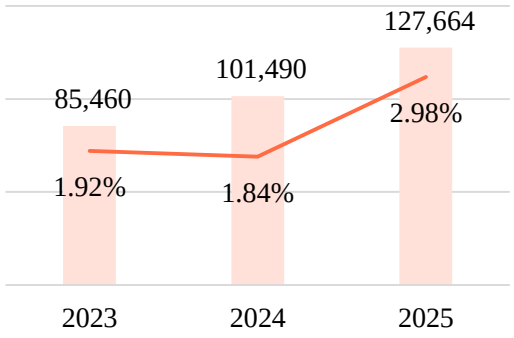
Ratio of R&D Personnel to Total Employees

Unit: persons

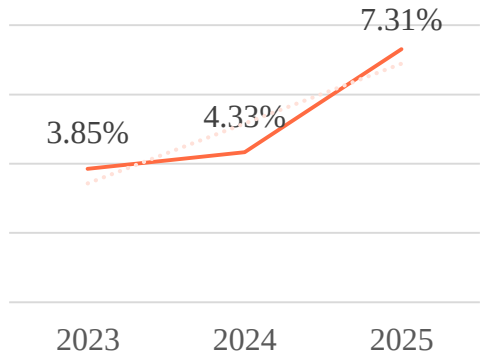


R&D Expenses to Revenue Ratio

Unit: NT$ thousand



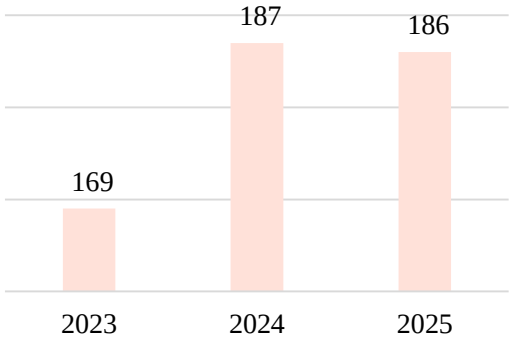
Ratio of New Product Sales to Revenue



TAIPAQ Plant

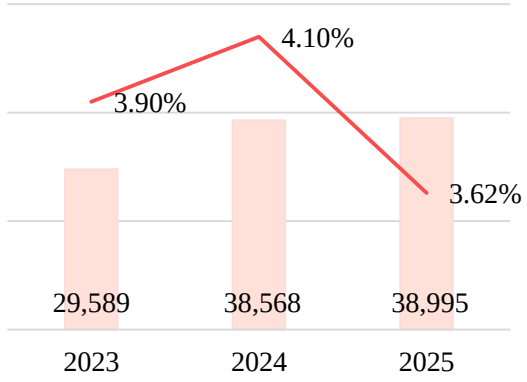
R&D Manpower

Unit: persons



R&D Expenses to Revenue Ratio

Unit: RMB thousands



2.1.3 Green Design

Material Topics | **Green Product**

Significance to Tai-Tech

Through technological innovation, we bring opportunities for the Company to reduce production costs, while complying with regulations and government policies, and reducing risks. Our efforts not only focus on satisfying the current market, but also focus on the Company's long-term economic benefits, promote sustainable development, and lay a solid foundation for the future of the enterprise.

Commitments and Policies

Actively promote the research and development of green products to promote sustainable development. We are committed to developing products that meet the highest environmental standards through technological innovation, in order to fulfill our commitment to environmental protection and social contribution.

Short-Term Goal

- Hardware: By selecting components, we use high-efficiency power inductors to reduce the temperature of the hottest part of the motherboard by about 10%, and lower on-resistance RDS(on) to reduce the temperature of MOSFETs.

Mid- and Long-Term Goal

- Continue to introduce high-efficiency power management active ICs, MOSFETs with low-loss power inductors and low R-ds(on) on new models, and investigate circuit optimization and the latest parts selection from time to time. Improve product energy efficiency to achieve the goal of energy saving through research and development of software and hardware.
- Continue to cooperate with upstream manufacturers to develop active and passive materials for green design and accumulate green design resources.

Resources Invested in the Current Year

- Increase the proportion of green products in all commodities to reduce energy consumption.
- Strengthen marketing and publicity: Demonstrate the advantages and value of green products to consumers through marketing and publicity to increase consumers' awareness and trust in green products.
- Increase capital investment: Invest sufficient capital to support the research and development, production, and marketing of green products to ensure product quality and market competitiveness.
- When the product is under a high-current load of 40A, the performance increases by 0.73%, saving 1.168mW of power consumption per power inductor

2025 Results

- Expand the use of high-efficiency high-inductance inductors and MOSFETs with lower on-resistance RDS(on). Currently, 6% of the total R&D projects have been completed. They would be continued for use into the future. There are limits to the features of the materials. Hence, we will collaborate with suppliers to develop materials for better efficiency in future.
- TLVR power inductors have completed the most major specifications in the market

Responsible Department	R&D Center	**Complaint Filing Mechanism**	Mr. Lai tony.lai@tai-tech.com.tw Ext. 1400

Tai-Tech leverages its outstanding R&D and innovation capabilities to integrate the concept of "green design" throughout the product life cycle. To meet the needs of customers and end users, we enhance energy efficiency during the product development stage by miniaturizing component sizes, adopting low-loss materials, and improving application efficiency. In production management, our R&D and manufacturing teams jointly implement energy-saving initiatives by introducing automation and high-efficiency equipment and optimizing winding processes to shorten production time, significantly improving overall manufacturing efficiency and reducing the carbon footprint of our products.

In response to the global green transition, we leverage our extensive expertise in material development and product design to continuously expand our portfolio of high-efficiency, low-power inductors, addressing the needs of high-performance applications such as electric vehicles and servers. Tai-Tech not only provides energy-efficient solutions but is also committed to becoming an indispensable partner in the global low-carbon economy supply chain.

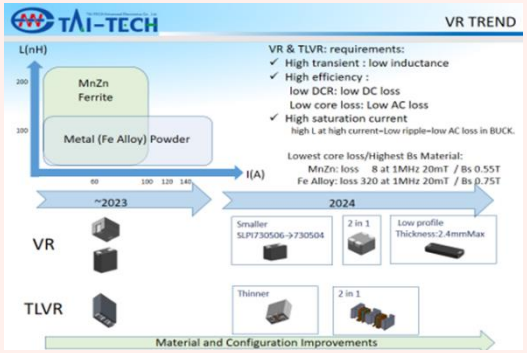
Invest Resources in Green Products

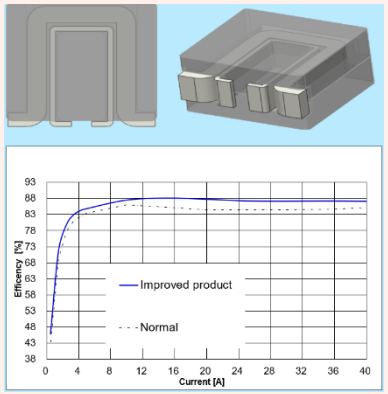
Year	2023	2024	2025
R&D Manpower	32 persons	41 persons	52 persons
R&D budget (NT$ thousand)	76,900	85,460	111,733
Ratio of green product sales to revenue	100%	100%	100%

Column: Green Concept Products

The excellent energy-efficient performance of inductor components creates greater value for customers

Our pursuit of excellence in technology never stops. We have long focused on developing more energy-efficient product lines to reduce their potential impact on the environment during the product life cycle. Choosing to adopt Tai-Tech's solutions means choosing to stand on the side of environmental protection to strive to create a better future for all. Since 2021, computer simulation-aided design and advanced product loss measurement systems have been introduced to reduce product energy consumption.





In 2023, the Trans Inductor Voltage Regulator (TLVR) inductor was developed to use a coupled inductor in series to tune the inductor to increase the coupling current and rapidly increase the current response, making it more capable of coping with the new generation of servers with increasingly higher power consumption due to its high coupling advantage. The goal is to achieve extremely fast transient response without sacrificing other key performance parameters. By increasing the transient response, a large amount of output capacitance can be reduced. The reliability of the circuit is improved, and the cost of the capacitor is reduced.

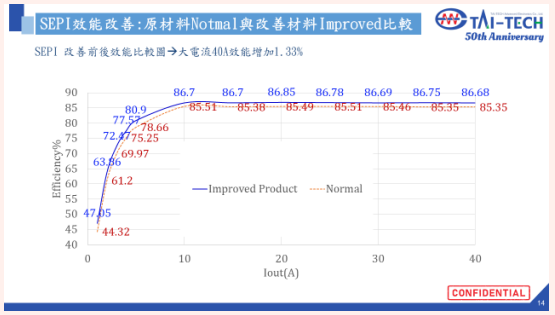
A comparison between the new TLVR low-loss material and the best performing power inductors in 2022 shows that the performance can be further improved by 1.94% under the estimated operating time (heavy load), and each power inductor can save 0.776W/pcs (Note 1). Based on a calculation of 10 million computers, with each computer operating 8 hours per day and containing 8 inductors, approximately 1,787,904 megajoules (MJ) can be saved per 8 hours (Note 2).

In 2024, Tai-Tech developed SEPI inductors. Compared with the best-performing inductors in 2023 using new low-loss materials, under estimated usage conditions (heavy load), performance can be further improved by 1.33%, saving 1.63 milliwatts (mW) per inductor. Based on a calculation of 10 million computers, each equipped with 8 inductors and used for 8 hours daily, this results in an estimated energy savings of 3,755,520 kilojoules (KJ) per 8 hours (Note 3).

Note 1: 0.776W/pcs = 40WX1.94%
Note 2: 1,787,904MJ = 10,000,000 computers × 8 hrs × 8 inductors × 40W ÷ 1000 × 3600
Note 3: 1.63mW/pcs = 3.5A² × 0.01 × 1.33%, 3,755,520KJ = 10,000,000 × 8 hrs × 8 SEPI × 1.63mW/pcs ÷ 1000 × 3600
Note 4: 1.168mW/pcs = 40A^2*0.1X0.73%, 98,224,128K = 10,000,000 computers*8HRS*8SEPI*365 days*1.168mW/pcs/1,000*3,600

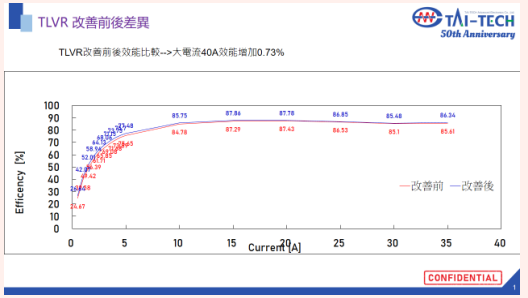












2.2 Supply Chain Management

Material Topics | **Sustainable Supply Chain**

Significance to Tai-Tech

Sustainable supply chain management extends our commitment to corporate social responsibility. It not only strengthens the supply chain's ability to withstand risks and ensures operational resilience amid a changing environment, but also reflects Tai-Tech's firm commitment to its stakeholders. We sincerely invite our supplier partners to work alongside us to transform sustainability into a competitive market advantage, create far-reaching positive impacts on society, and achieve the shared goal of advancing economic growth and environmental protection in tandem.

Commitments and Policies

Tai-Tech actively integrates sustainability principles into its supply chain management guidelines and works with its business partners to uphold the following core principles:

- Compliance and Transparency: Strictly abide by local regulations and international standards to ensure transparent and fair transactions.
- Green and Environmental Protection: Promote suppliers' adoption of low-carbon production models and gradually increase the use of eco-friendly materials.
- Labor Rights Protection: Ensure respect for human rights and labor rights, and prohibit child labor, forced labor, and discrimination.
- Ethical Management: Require all suppliers to sign an Integrity Commitment Letter, eliminating bribery and corruption.
- Collaboration and Support: Collaborate with suppliers on capability building to implement sustainable development comprehensively.

Short-Term Goal

- Achieve 50% supplier sustainability audit coverage: Complete ESG audits for 20 suppliers, focusing on compliance, environmental impact, and human rights protection.
- 100% of new suppliers to sign the Integrity Commitment Letter: Ensure that all newly onboarded suppliers sign the Letter.
- Complete at least 5 supplier ESG capability enhancement projects: Provide project-based guidance and training to improve suppliers' environmental and social responsibility capabilities.

Mid- and Long-Term Goal

- 100% supplier ESG audit coverage: By 2030, complete on-site ESG audits for all suppliers and establish a comprehensive supplier sustainability documentation system.
- Supply Chain Carbon Neutrality Program: By 2030, reduce total supply chain carbon emissions by 50% and encourage key suppliers to set their own carbon neutrality goals.
- Increase supplier sustainability engagement: By 2030, collaborate with over 80% of suppliers on sustainability projects to enhance overall supply chain resilience and environmental capacity.
- Green Procurement Ratio to Reach 30%: By 2030, achieve a 30% share of eco-friendly or low-carbon products and materials in the Company's procurement portfolio.

Assessment Mechanism	Resources Invested in the Current Year	2025 Results
● Audit Coverage: Track supplier ESG audit progress quarterly and review achievement rates annually. ● Signing commitment letters: Regularly update and publicly disclose the completion status of Integrity Commitment Letters signed by new suppliers. ● Capability Enhancement Evaluation: Establish supplier project performance KPIs—such as training participation rates and improvement project completion rates—and conduct annual reviews.	● ESG Assessment Forms signed by 25 suppliers ● 32 suppliers listed on the supplier audit checklist ● External audit on 3 industrial waste contractors ● Undertaking of Anti-corruption signed by 56 new suppliers	● No major deficiencies identified in internal or customer audits ● No suppliers were involved in serious adverse environmental or social impacts during transactions or cooperation ● Local procurement ratio of goods was 52.12% ● The local procurement ratio of raw materials was 59% ● The amount of green procurement reached NT$14,948 thousand

Responsible Department	Procurement Section, Management Department; Quality Assurance Division

Complaint Filing Mechanism	Department extensions and email addresses

2.2.1 Sustainable Supply Chain Strategy

Guided by its core commitment to corporate social responsibility, Tai-Tech strives to strike a balance between economic development, social harmony, and environmental protection. We seek to work with suppliers and business partners to uphold the following principles: adopt a people-centered approach by safeguarding labor rights and human rights, creating a safe and healthy workplace, and protecting employees' physical and mental well-being; actively respond to climate change by promoting environmental protection and green operations and integrating sustainability principles into production and operating processes; and uphold ethical corporate management and the highest standards of ethical conduct to establish a fair and transparent foundation for collaboration.

Human Rights and Labor Rights Protection	Labor Health and Safety	Environmental Protection and Green Management	Ethical Corporate Management and Code of Ethical Conduct
● Respect and protect the fundamental rights of every employee; eliminate all forms of forced labor, child labor, and discrimination. ● Ensure suppliers comply with the International Labour Organization (ILO) Core Conventions and relevant human rights standards, and provide a dignified, fair, and equal workplace for all employees.	● Require suppliers to strictly follow Occupational Safety and Health Management System Standards and local safety regulations to ensure workplace safety. ● Support suppliers in implementing safety training, hazard prevention measures, and health promotion programs to protect employee life and health.	● Promote adherence to Environmental Management System Standards and related domestic and international environmental regulations to reduce environmental impacts during operations. ● Encourage suppliers to adopt sustainable materials and production processes, and implement measures such as energy saving, carbon reduction, and waste minimization to jointly maintain ecological balance.	● Enforce strict compliance with ethical principles, prohibiting bribery, corruption, and conflicts of interest. ● Ensure all suppliers sign an Integrity Commitment and establish transparent transaction and cooperation mechanisms to foster a fair competitive environment.

Tai-Tech recognizes that, in the face of global climate change, supply chain resilience and sustainable transformation have become critical to fulfilling ESG commitments and ensuring long-term competitiveness. Guided by the four core values of "shared vision, coexistence, shared prosperity, and localization," we work alongside our supply chain partners to build a sustainable supply ecosystem that advances in harmony with the environment, society, and the economy, and implement the following strategies:

ESG

Continue to strengthen suppliers' ESG awareness and performance and deepen the culture of sustainability governance

Work with business partners to implement sustainability practices related to environmental protection, labor rights, human rights, regulatory compliance, and ethical corporate management, and use sustainability performance as a key criterion for prioritizing business partnerships.

Communication

Actively communicate, strengthen cooperative relations, and create win-win growth

We regard suppliers as strategic partners in our long-term development and enhance the timeliness and transparency of information exchange through multi-level communication channels.

Resilience

Strengthen supply chain resilience and reduce industrial chain risks

Diversify sources of critical raw materials to reduce reliance on specific regions or individual suppliers and enhance overall supply flexibility.

Local

Promote local procurement, support local development, and reduce transportation risks and carbon emissions

Actively increase the proportion of local suppliers and shorten transportation distances to achieve the dual goals of reducing carbon emissions and supporting regional economic development.

2.2.2 Management of Key Raw Materials

In response to increasingly frequent global risks, we implement a risk diversification strategy for critical raw materials. By maintaining long-term relationships with suppliers and a flexible supply arrangement involving at least two suppliers, we strengthen supply chain resilience, prevent disruptions to raw material supply, effectively manage the impacts of uncertainty, and uphold our commitments to customers.

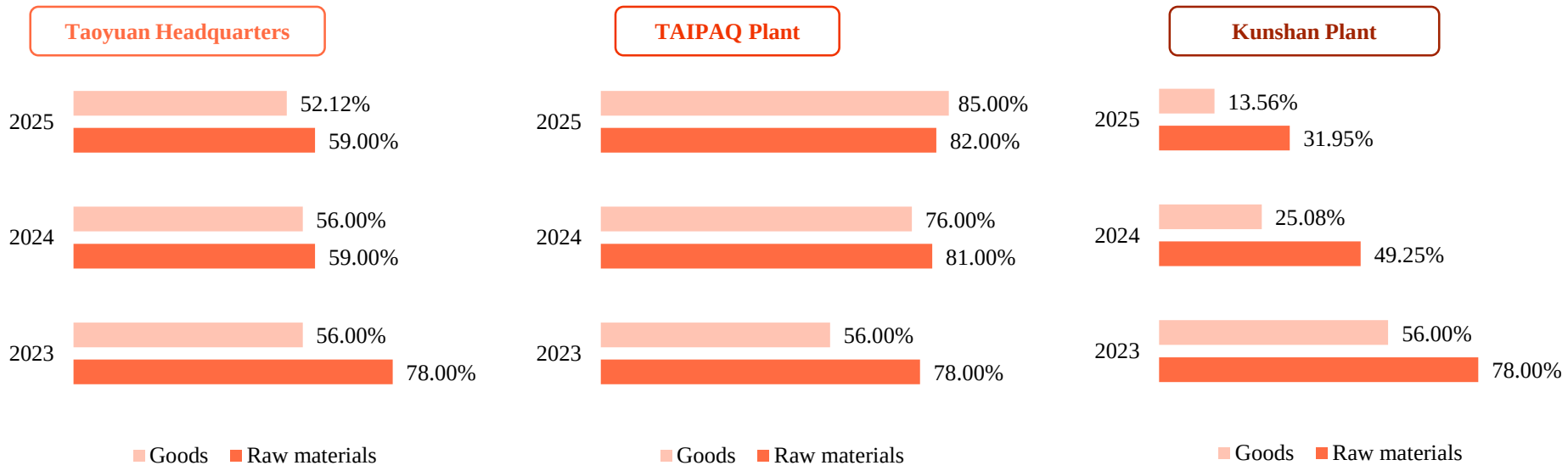
Key Raw Materials	Powder	Silver Paste	Enameled Wire	Ferrite Cores
Type of Risk	● Risk of delivery delay via distributor ● Affected by international metal raw material price fluctuations	● International heavy metal price fluctuations	● International heavy metal price fluctuations	● Whether the quality meets the customers' needs ● Delivery shipping risks
Corresponding Measures	● Seek a secondary supplier or alternative material ● Place long-term orders to ensure supply source and price stability	● Place stock orders in advance	● Place stock orders in advance and find a secondary supplier	● Place orders in advance and seek a secondary supplier or alternative materials

Note: Critical raw materials are defined as materials that are essential to the manufacturing process and are subject to supply constraint risks.

2.2.3 Local Procurement

To effectively reduce the uncertainty risks and carbon emissions associated with long-distance transportation, we actively pursue local procurement opportunities and strengthen supply chain resilience by optimizing our supply network. Looking ahead, we will continue to strengthen partnerships with local suppliers. By shortening transportation distances, we aim to achieve meaningful reductions in the carbon footprint of our products while leveraging our corporate influence to promote the economic prosperity of the communities surrounding our operating sites, realizing our vision of sustainable growth in harmony with local communities.

Ratio of Local Procurement Amount



2.2.4 Supplier Management Guidelines

As its operations expand across national borders, Tai-Tech recognizes that the pursuit of business growth must be accompanied by corresponding social responsibilities and effective risk management. To align with international trends, we actively implement the Responsible Business Alliance Code of Conduct and incorporate its principles into our supply chain management strategy. By establishing sustainability standards covering five areas, including labor, health and safety, the environment, ethics, and management systems, we guide our business partners in delivering high-quality services while contributing positively to the environment and society.

To ensure the sustainability and resilience of its supply chain, Tai-Tech not only conducts rigorous financial due diligence on suppliers, but also comprehensively evaluates their performance in regulatory compliance, environmental protection, labor rights, and human rights in accordance with the internally established “Supplier Code of Conduct.” We seek to establish a platform through which we and our business partners jointly fulfill corporate social responsibility. Business partners are required to include explicit ethical corporate management provisions in contracts, while regular evaluations are conducted to prevent unethical business practices and promote the positive development of the supply chain.

In terms of occupational safety, we follow the "Contractor Management Procedures," under which the Occupational Safety and Health Office engages with contractors on an ad hoc basis or communicates relevant matters by email. For environmental protection management, we have established the "Green Product Specification Procedures" and require suppliers to sign a confirmation of compliance with the latest green standards when new specifications are approved. During annual routine supplier audits, suppliers are required to complete an audit checklist. This two-way review mechanism ensures that suppliers are not involved in any activities that cause serious adverse impacts on the environment or society during the course of business or cooperation.

Tai-Tech strictly implements its conflict-free metals procurement policy and clearly states the requirement not to use conflict minerals in procurement documents. We support the positions and practices of the RBA and GeSI regarding conflict minerals and use the Conflict Minerals Reporting Template and supporting management tools issued by the RBA-GeSI joint working group to fulfill our supplier management responsibilities. We adopt a zero-tolerance policy toward hazardous substances. In addition to requiring suppliers to provide declarations confirming that no hazardous substances are used, the responsible internal department also conducts sample testing through third-party laboratories. This dual-control mechanism ensures that all products fully comply with applicable standards.

We conduct routine annual audits of raw material suppliers. Where deficiencies are identified in key audit items, the supplier must submit a corrective action plan within ten days and undergo reassessment within one month. Suppliers that fail to meet the required standards will have their approved supplier status revoked and their business relationship terminated. In the event of force majeure, such as a pandemic or natural disaster, we flexibly initiate document reviews or online audits to ensure the continuity of supplier management.

2022

- Only financial due diligence was conducted on counterparties to preliminarily assess their stability and compliance.

2023

- Commenced ESG due diligence on key suppliers. In the year, more than 20 suppliers were scheduled for comprehensive evaluation and audit, and the scope of implementation is being gradually expanded.

2024

- The supplier management policy was revised to require suppliers, based on their scale and the transaction amount between both parties, to progressively implement environmental, occupational safety, or human rights-related management systems.
- ESG Assessment Forms signed by 18 suppliers.
- 46 suppliers listed on the supplier audit checklist.
- Undertaking of Anti-corruption signed by 29 new suppliers.

2025

- A total of 25 suppliers signed the ESG assessment form, confirming their commitments and practices in environmental, social, and governance aspects.
- A total of 32 suppliers completed the supplier audit checklist, providing a comprehensive review of their compliance and sustainability management measures.
- A total of 56 new suppliers signed the Integrity Commitment Letter, further strengthening the foundation of ethical business cooperation.

Major audit items on the supplier audit checklist

Quality Control System
Quality control organization and whether quality control system certification is obtained

Training and Education
Check whether there are education and training documents and plans related to environmental protection

Technological Capabilities
Review the design process and R&D personnel assignment

Defective Goods Control
Check whether there are documented defective goods control procedures in place

Manufacturing Capabilities
Review operators' qualifications and production processes

Raw Material Management
Check whether a mechanism to distinguish green products from non-green ones is established

Machinery and Equipment
Check whether a maintenance and inspection system is established

Outsourcing and Supplier Management
Check whether there is an appropriate supplier rating system to track suppliers' key performance indicators

Business Management
Check whether personnel education and training is held; the factory environment is inspected, and finances are stable

Incoming Material Quality Control
Check whether the incoming material inspection documents (standard inspection procedure or SIP) contains records of inspection and environmental restricted substances

Traceability Mechanism
Check whether a manufacturing control system is established

Process Quality Control
Check whether the operating procedures for preventing pollution and the mixing of prohibited substances have been established

Laws and regulations and customer requirements
Assess the organization, talent, and measures of environmental management and zero use of conflict minerals

Outgoing Product Quality Control
Check whether there is an identification method in place for green products

Cooperation and Service
Check whether a declaration or a survey form is signed and returned

Internal Review
Check whether there is a documented procedure stipulating the audit plan and the responsibilities and requirements of audits

Instruments and Methods of Analysis
Check whether there is a documented procedure to control inspection, measurement, calibration of testing equipment

Document Control
Check whether there is a documented process to define the engineering drawing purpose and specification changes to conduct version control and keep quality records

Design Engineering
Check whether there are changes to environmental restricted substance management regulations

Tai-Tech has established a document review mechanism covering 19 assessment items and combines supplier self-assessments with on-site audits to ensure the objectivity and rigor of evaluation results, thereby driving the transformation and upgrading of its supply chain partners. In addition, we apply environmental and social screening criteria to all new domestic and overseas suppliers and conduct evaluations using the Supplier ESG Questionnaire. In the future, we will continue to strengthen our relationships with supplier partners, proactively respond to stakeholder expectations, and work together to realize our vision of sustainable operations.

Screening of New Suppliers Using Environmental and Social Standards

Taoyuan Headquarters	2023	2024	2025
Number of New Suppliers	9	15	12
Number Screened	9	10	9
Screening Percentage	100%	66.67%	75%

TAIPAQ Plant	2023	2024	2025
Number of New Suppliers	4	7	5
Number Screened	4	7	5
Screening Percentage	100%	100%	100%

Kunshan Plant	2023	2024	2025
Number of New Suppliers	0	0	0
Number Screened	0	0	0
Screening Percentage	0%	0%	0%

Supplier ESG Audit

Taoyuan Headquarters	2023	2024	2025
Number of Suppliers	46	22	25
Number of Self-Assessments	42	18	20
Number of On-Site Audits	20	4	5
Overall Audit Rate	91.30%	81.82%	80%

TAIPAQ Plant	2023	2024	2025
Number of Suppliers	39	49	54
ESG Self-Assessments	39	42	47
ESG On-Site Audits	18	19	20
Overall Audit Rate	60.87%	85.71%	87.04%

Kunshan Plant	2023	2024	2025
Number of Suppliers	16	16	16
ESG Self-Assessments	16	16	16
ESG On-Site Audits	10	10	10
Overall Audit Rate	100%	100%	100%

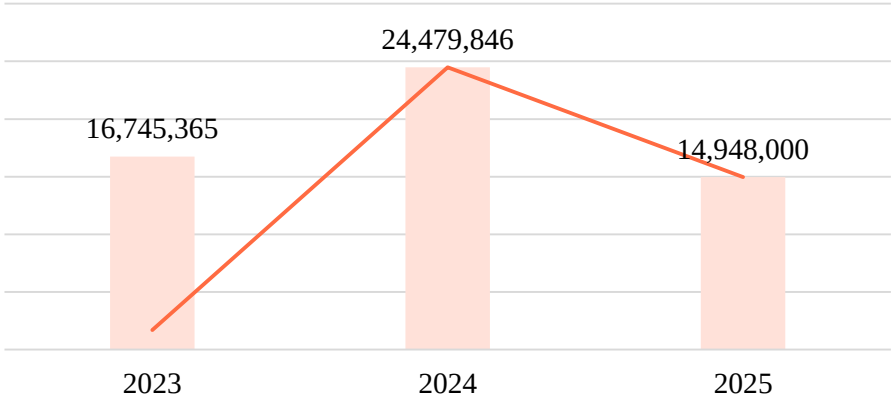
Looking ahead, Tai-Tech seeks not only to serve as an overseer, but also to support suppliers in their transformation and advancement. We will continue to strengthen our supplier audit and assessment mechanisms and provide critical resources and support to help our business partners address sustainability challenges. We are committed to integrating sustainability principles into every aspect of our operations and working alongside suppliers and stakeholders to fulfill our commitments to environmental protection, social harmony, and economic growth.

2.2.5 Green Procurement

To build a more resilient and sustainable supply chain, Tai-Tech actively integrates green procurement strategies into its procurement practices, gives priority to products bearing environmental labels, and works with suppliers to fulfill corporate social responsibility. In 2025, Tai-Tech's total green procurement amounted to NT$14,948 thousand. The Company has been selected by the Ministry of Environment, formerly the Environmental Protection Administration, as an "Outstanding Private Enterprise and Organization in Green Procurement" for many consecutive years, demonstrating the tangible results of its long-term commitment to developing a green supply chain.

Green Procurement Amount

Unit: NT$



Certificate of Commendation from the Environmental Protection Administration for Outstanding Suppliers in Green Procurement



2017



2018



2019



2020



2021



2022



2023



2024

Note: The trophy for 2025 has not yet been presented.

2.3 Market Operation

Material Topics | **Customer Service**

Significance to Tai-Tech

Customers are the main source to the revenue of the Company, and Tai-Tech values product quality, delivery, technology R&D and sales service as the highest commitment to customers. Maintaining high customer satisfaction on the Company will be beneficial to the Company in order to continue to seek customer recognition.

Commitments and Policies

- Establish service-oriented operation model and optimize service process, in order to improve customer trust and achieve win-win situation.
- Apply innovative technology control and improve product quality, and cooperate with customers, in order to provide products and services satisfying demands.

Short-Term Goal

- Value customer demands, provide excellent customer services.
- Provide value to customers, promptly resolve customer complaints, and reduce customer distrust.
- Customer satisfaction survey average score above 90 points.

Mid- and Long-Term Goal

- Establish win-win service partnership with customers.

Resources Invested in the Current Year

- Uphold the principle of service customers, designate responsible sales specialists and assistants to perform field visits actively, and adopt the methods of video conference, e-mail, telephone and communication software to provide diverse communication channels for daily exchanges, in order to assist customers in solving and inquiring product order problems, and to also assist customers for the time from order placement to product delivery waiting time.
- The frequency of visits and communication with major customers depends on customer needs, with visits conducted more than once per week. In addition, remote online meetings are held from time to time to conduct various technical exchanges and demand seminars, enabling interaction with customers to understand and gather customer needs and feedback.

2025 Results

- Conduct a customer satisfaction survey among the top 20 customers by transaction value, including alternate customers. The Taoyuan Headquarters achieved a score of 93.39, with a questionnaire response rate of 100%
- The customer satisfaction survey average scores for the last three years were all above 92 points

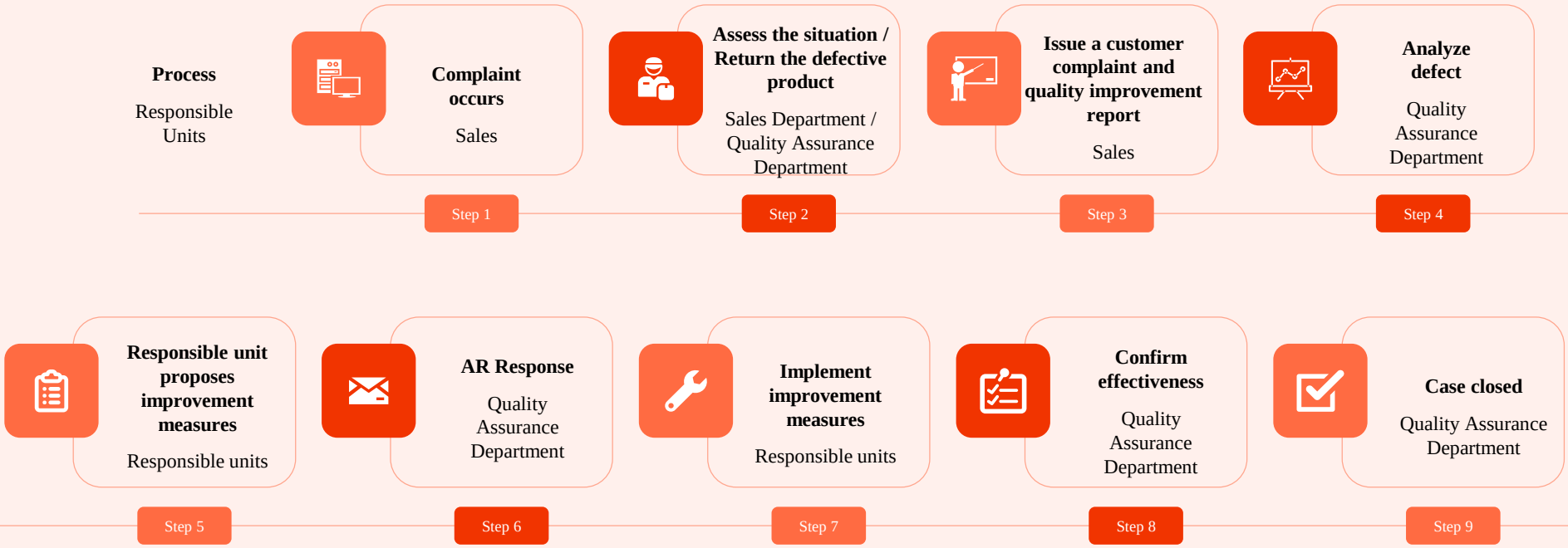
Responsible Department	Sales and Marketing Business Group, and dedicated sales representatives for each customer	**Complaint Filing Mechanism**	sales@tai-tech.com.tw

2.3.1 Customer Relationship Maintenance

Tai-Tech has been deeply engaged in the passive components industry for many years. Leveraging its leading inductor manufacturing capabilities and highly customized solutions, the Company has gradually moved beyond the traditional contract manufacturing model and transformed into a manufacturing service provider. Through close collaboration with customers, Tai-Tech has developed a collaborative product development model and extended its services to the earliest stages of the product life cycle. We have established professional laboratories and an experienced engineering team to meet customer needs at every stage, from design and development to verification and after-sales service. By seamlessly integrating manufacturing and service, we create substantial value for customers in a highly competitive market.

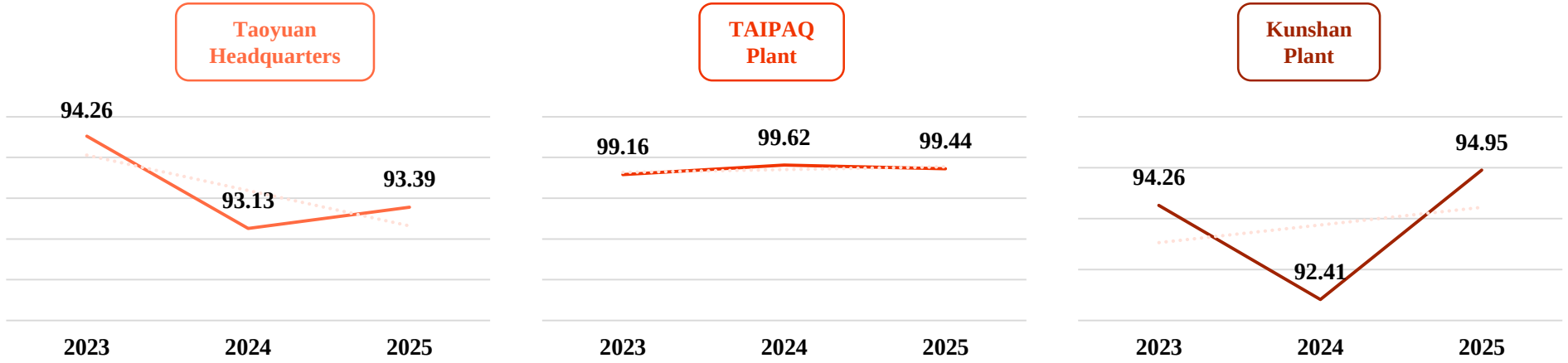
Under this new operating structure, Tai-Tech is committed to strengthening close relationships with customers. Through the establishment of the "Customer Complaint Handling Procedures," we have created a cross-departmental rapid response mechanism to ensure that every item of customer feedback is addressed promptly and effectively. By conducting in-depth root cause analyses of customer complaints, we formulate corrective actions and preventive measures to continuously improve product quality and service satisfaction. In addition, we attach great importance to customer privacy and information security. Over the past three years, there have been no incidents involving leaks or loss of customer data, nor have we received any related complaints, demonstrating our commitment to customers.

Customer Complaint Response Process



Tai-Tech remains committed to service quality. In addition to establishing a comprehensive customer complaint handling mechanism, the Company has formulated the "Customer Satisfaction Procedures" as its management standard. Each year, we conduct an in-depth survey covering four core dimensions: "product quality," "delivery," "technology R&D," and "pricing and sales services." Tai-Tech conducts a comprehensive annual survey of its top 20 key customers by transaction value. In 2025, the questionnaire response rate reached 100%. The survey results showed that the average customer satisfaction score at each plant remained above 92 over the past three years, demonstrating key customers' strong trust in and recognition of Tai-Tech's products and services.

Customer Satisfaction Survey



Note: The full score for the customer satisfaction survey is 100, with a target score of 90 or above

Tai-Tech regards customer satisfaction survey results as a key indicator for quality improvement. By establishing systematic improvement and follow-up mechanisms, we are able to promptly identify customer needs and market trends, flexibly adjust production strategies, and demonstrate strong operational resilience. In addition to regularly reviewing customer satisfaction, we proactively incorporate stakeholder feedback into our evaluation system as a driver of continuous improvement. At the same time, we are committed to strengthening information security management, rigorously safeguarding customer privacy and business confidentiality, and building strong long-term partnerships to achieve shared prosperity with our customers.

Customer Satisfaction Survey Process

Receive completed questionnaires → **President reviews and approves questionnaire results** → **Analyze items with lower satisfaction scores** → **Relevant departments propose an improvement plan** → **Take the initiative to respond to customers**

2.3.2 Customer Health and Safety

Supplementary Topics | **Product Safety**

Significance to Tai-Tech

We are committed to cultivating outstanding talent and continuously enhancing product quality and safety through reliability verification at each stage and green product verification, ensuring the competitiveness of our products.

Commitments and Policies

Satisfy customer demands:

- Our “products” are able to meet the specifications set by customers
- Our “services” can meet the contractual agreements made with customers.
- The Company’s “operations” and “processes” must fulfill the requirement that upstream processes assure the quality requirements of downstream processes.
- Ensure solid self-assurance of quality.

Short-Term Goal

- Conduct in-house hazardous substance testing on products; each product is submitted annually to SGS for hazardous substance testing to ensure compliance with customer specifications

Mid- and Long-Term Goal

- All raw materials are sourced from green materials
- 100% of products comply with the international requirements of REACH/RoHS standards

Resources Invested in the Current Year

- Use of green products, complying with product safety requirements (REACH / RoHS):

REACH	RoHS
Invested NT$392,770	Invested NT$193,500

2025 Results

- No major deficiencies were found during internal audit/customer audit
- KPIs for customer complaint rate, hazardous substance testing, and 0KM defect rate all met targets
- Reliability Laboratory Obtained the ISO 17025 Certificate

Responsible Department	Quality Assurance Division
Complaint Filing Mechanism	Mr. Huang, leo1982@tai-tech.com.tw, ext. 1230

For Tai-Tech, customer health and safety are non-negotiable. Although passive components are small in size, they are essential to the operation of end-use electronic equipment. Under the stringent requirements of global green supply chains, ensuring that products comply with RoHS, REACH, and Halogen-Free requirements has become essential for access to global markets. Only through rigorous hazardous substance controls can the legal risks of sales bans and substantial fines be effectively mitigated.

In addition, we continuously strengthen preventive product safety design to eliminate at the source systemic risks such as fires or loss of functionality caused by component failure. This helps protect consumers' lives and property and reduces the operational risks associated with substantial product liability claims and large-scale recalls.

Building on product safety, transparency in product labeling and service information is fundamental to business integrity. By issuing accurate datasheets and product labeling, we effectively reduce information asymmetry and assist customers' R&D teams in selecting the appropriate products, thereby preventing serious losses and subsequent compensation disputes arising from incorrect information on rated voltage, operating temperature, and other specifications.

In pursuit of sustainable development, product labeling extends beyond technical parameters, such as electrical characteristics, to include comprehensive disclosure of certificates of origin, conflict minerals declarations, and carbon footprint information. Through honest and transparent information disclosure, the Company can demonstrate its commitment to sustainability governance, strengthen its brand reputation, and earn the long-term trust of its business partners in highly competitive global supply chains.

Health and Safety Impacts of Products and Services

Year	Description of Major Product or Service Categories	Standard Testing	Percentage Assessed for Negative Health and Safety Impacts
2023	Wire-wound inductors, common mode chokes, power inductors, and network filters	In accordance with RoHS and REACH	100%
2024	Wire-wound inductors, common mode chokes, power inductors, and network filters	In accordance with RoHS and REACH	100%
2025	Wire-wound inductors, common mode chokes, power inductors, and network filters	In accordance with RoHS and REACH	100%

In 2025, Tai-Tech delivered outstanding results in both quality management and compliance. In addition to strictly monitoring hazardous substances in raw materials and products, we recorded no material deficiencies in any internal or external audits during the year. There were also no stakeholder grievances or reports, or incidents of non-compliance involving product safety or marketing and labeling.

Tai-Tech is committed to providing products that comply with international standards. All products and services strictly comply with the laws and regulations of the locations where we operate, as well as EU requirements including RoHS and REACH, ensuring that our products contain no hazardous substances. To establish comprehensive protection against product liability risks, Tai-Tech has obtained product liability insurance coverage of NT$20 million. This enables us to provide customers with adequate protection while pursuing technological leadership and demonstrates our firm commitment to product safety and the protection of customer rights and interests.

In addition, to implement customer-oriented services, we have established a stakeholder section and service hotline on our website and developed a comprehensive review mechanism through annual customer satisfaction surveys. For items receiving lower evaluation scores, we conduct internal reviews and develop improvement solutions to gain customer recognition and deepen our collaborative relationships.

2.3.3 Quality Management System

Providing customers with reliable products and services is essential to maintaining Tai-Tech's competitiveness. Over the years, we have upheld the quality policy of "meeting customer needs" and remained committed to establishing a high-quality management system. To implement this quality policy, we translate it into specific quantitative key performance indicators (KPIs) and establish rigorous monitoring and evaluation mechanisms. Each year, in alignment with the overall business policy, we review and adjust our annual quality objectives on a rolling basis during management review meetings and require all departments to implement and track them, ensuring that product quality exceeds customer expectations and demonstrating the effectiveness of the management system.

Tai-Tech actively aligns with international standards. To deepen its presence in the automotive electronics sector, seize opportunities in the electric vehicle industry, and enter the global automotive supply chain, the Company has obtained IATF 16949:2016 certification. This certification covers comprehensive requirements for design and development, production, and services, demonstrating Tai-Tech's advanced capabilities in providing world-class automotive electronic component solutions.

Tai-Tech has fully implemented the ISO 9001:2015 quality management system and undergoes regular third-party verification each year. We have established management mechanisms covering leadership and decision-making, resource allocation, operations and production, and performance evaluation. The Quality Assurance Department coordinates product inspections, customer complaint handling, quality audits, calibration management, and after-sales services to establish a comprehensive quality assurance framework. The Head of the Quality Assurance Department is authorized by the President to serve as the Management Representative and rigorously implements international standards, including ISO 9001:2015 and IATF 16949:2016, ensuring that the organization further embeds a customer-oriented approach and comprehensively improves operating performance.

In practice, we implement the "Product Identification and Traceability Procedures" and the "Nonconforming Product Control Procedures" to ensure 100% traceability from raw materials to finished products. For nonconforming or abnormal items, we implement immediate identification, segregation, and disposition measures to eliminate the risk of misuse at the source and ensure that every product shipped meets the most stringent market requirements.

Furthermore, we invest substantial resources each year in quality improvement projects. Through current-state analysis, the development of countermeasures, and effectiveness verification, we actively overcome technical bottlenecks and optimize process efficiency. Drawing on years of accumulated technical expertise, Tai-Tech has developed a diverse and innovative product portfolio. This is not only essential to earning customer trust, but also tangible evidence of our commitment to quality.

Quality Policy: Meeting Customers' Needs

Products	Our products can meet the specifications set by customers
Services	Our services can meet the contract requirements set by customers
Operating Process	The Company's "operations" or "services" must fulfill the requirement that upstream processes guarantee the quality requirements of downstream processes.
Quality	We conduct quality assurance properly

ISO 9001:2015


CERTIFICATE

Tai-Tech Advanced Electronics Co., Ltd.
No. 1, You 4th Rd., Yang Mei
Taoyuan City
Taiwan
Post Code: 326

DIN EN ISO 9001:2015

IATF 16949:2016


CERTIFICATE

Tai-Tech Advanced Electronics Co., Ltd.
No. 1, You 4th Rd., Yang Mei
Taoyuan City
Taiwan
Post Code: 326

IATF 16949

2.3.4 Relationship Management and Recognition

Over the years, Tai-Tech and its subsidiaries have established a strong presence in global markets and developed solid, constructive relationships with stakeholders across various sectors, with the aim of building a corporate brand that earns widespread international trust. Through the outstanding contributions and tireless efforts of all employees, we have received extensive recognition from government agencies and customers across the entire industry value chain. These honors not only attest to our capabilities but also demonstrate Tai-Tech's substantial achievements in ESG and sustainability governance.

2012

Suzhou City Government
Business with Harmonious Labor Relations

Kunshan City Government
Labor Guarantee Reputation Rating of Class A Unit

2016

Suqian City Government
Top 100 Model Ethical Businesses

2018

Si-Hong County Government
Outstanding Organization Award of the 8th Employees Sports Day

Si-Hong County Government
Caring Enterprise in the Poverty Alleviation 100 Donation Campaign

Suqian City Government
Top 50 Industrial Companies

2019

Si-Hong County Government
Outstanding Collective for Disability Assistance in the County,
Top 10 Industrial Enterprises in Tax Contributions in the County

Jiangsu Sihong Economic Development Zone Management Committee
2019 Star Enterprise

Suqian City Government
Suqian City Green Demonstration Enterprise

2021

SONY
Green Partner

2022

Gigabyte Technology
Best Cooperation Partner

2024

Gigabyte Technology
Best Cooperation Partner

Wistron Corporation
Grade A supplier

2025

Wistron Corporation
Grade A supplier

USI
Best Delivery and Service Award



Wistron Corporation
Grade A supplier



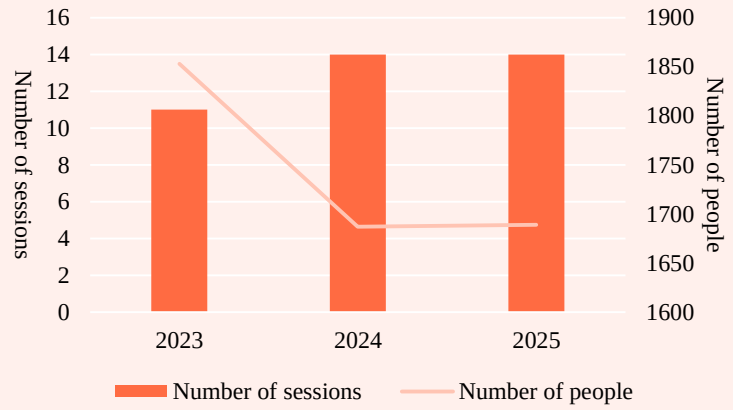
USI
Best Delivery and Service Award

Strengthening Online Services and Building Application Simulations

Conduct Webinars, Provide Application Simulations, and Interact Closely with Business Partners

Tai-Tech has actively enhanced its technical service capabilities in response to rapidly changing market trends. Tai-Tech understands that traditional business and technical personnel visits or face-to-face meetings are not enough to maintain close interaction with business partners successfully. In addition to continuous face-to-face communication with customers, we have regularly held online seminars to discuss various topics since 2020. We also invited external consultants to jointly learn with customers about product technical issues and trends. Establish online product application tools and product application simulation testing capabilities to reduce technical barriers for customers in product selection. Through concrete actions and resource investment, we fully put into practice our mutual growth philosophy with customers. Over the years, more than 7,000 participants have attended the meetings we organized.

Organizing Technical Seminars



2025 Webinar with Internal and External Participants

Date	Technical Exchange Course	Lecturer	Number of People	Date	Technical Exchange Course	Lecturer	Number of People
1/21	ESD Concept and Countermeasures	Norton	125	7/29	Buck R&D Process (I)	Norton	136
2/25	Power EMI	Norton	132	8/26	Buck R&D Process (II)	Norton	138
3/25	High-Speed Network EMI Management	Norton	86	9/30	Buck TLVR Concept	Norton	107
4/29	EMS part3 – Surge	Jeff	121	10/28	Inductor Concept	Norton	109
5/13	Bead and CMC Concept	Norton	142	11/11	Solid Capacitor Concept	Norton	78
5/27	DC Power Filter Circuit	Norton	148	11/25	Power EMI Management Part 1	Norton	121
6/24	LAN transformer	Norton	128	12/30	Power EMI Management Part 2	Norton	118

EMC Laboratory: One-Stop Electromagnetic Compatibility Technical Service Platform

Tai-Tech invested NT$25 million to establish a high-standard EMC laboratory at its Kunshan Plant. The project focused on facility construction, the introduction of advanced testing equipment, and the establishment of comprehensive testing capabilities, successfully creating a one-stop testing platform covering both commercial standards and automotive electronics and providing customers with comprehensive support from R&D through certification.

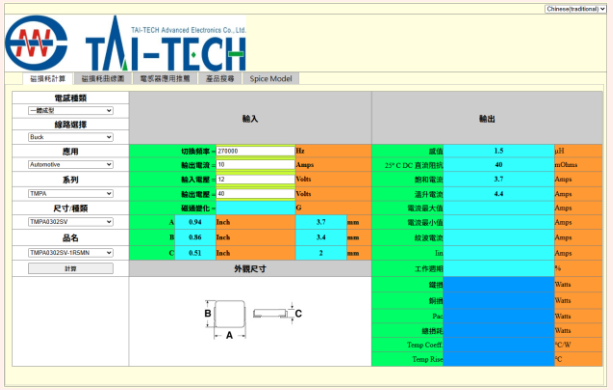


In terms of facilities, the laboratory is equipped with a 3 m semi-anechoic chamber compatible with the 1 m test method, five shielded rooms, a general electrical performance laboratory, and an FAE debugging room. The comprehensive facility layout accommodates a wide range of testing requirements, including RE, CE, RS, ESD, and BCI. The laboratory uses internationally recognized testing systems covering conducted and radiated emissions testing, such as the TS9975 system; immunity testing, such as the CST 10200CH high-current injection system and the TIS 100C10 transient pulse simulator; and electrostatic discharge and surge simulation testing, including the EDS 30 MAX electrostatic discharge immunity system and the CCS800B surge/EFT testing system. It is also equipped with active rod antennas, biconical antennas, horn antennas, log-periodic antennas, and other full-frequency-range configurations to ensure precise and comprehensive data acquisition.

The laboratory supports both automotive electronics and commercial standards and complies with internationally recognized standards, including CISPR 25, ISO 11452, ISO 7637, and IEC 61000. It also possesses comprehensive EMI and EMS testing capabilities, enabling electromagnetic compatibility verification from the component level to the complete-vehicle level. With its advanced facilities and equipment, the laboratory provides dual support in precision testing and technical optimization, effectively helping customers refine product designs, shorten development cycles, and significantly enhance product competitiveness.

Product Application Online Program

The currently available online functions include estimating magnetic loss based on known product names and recommending suitable products according to application conditions. New functions have been continuously added in recent years.



Chapter 3 Green Environment

2025 Key Performance of the Taoyuan Headquarters

Electricity Savings

- Annual electricity savings of 449,014.52 kWh, with an annual electricity saving rate of 2.58%

Waste Recycling

- Overall waste recycling and reuse rate of 81.42%
- Harmful electroplating waste liquid was brought into the factory for in-house treatment at 100%.

Water Reduction

- Reduce the proportion of water consumed by core processes to 51.01% of total water consumption, reducing municipal water use by 11,881 tons
- The recycling rate of ROR wastewater was 15.17%, reducing 9,495 tons of tap water.

3.1 Climate Change Risks and Opportunities

3.2 Energy Conservation and Carbon Reduction
3.2.1 Energy Consumption
3.2.2 Greenhouse Gas Inventory

3.3 Water Resource Management

3.4 Waste Management

3.5 Pollution Prevention
3.5.1 Environmental Management System
3.5.2 Air Pollution Control

3.1 Climate Change Risks and Opportunities

Faced with the severe challenges posed by global climate change, Tai-Tech recognizes that climate issues not only affect public well-being, but are also critical factors influencing corporate operational resilience. Accordingly, we proactively align with international standards and refer to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB), to systematically review and assess the climate-related risks and opportunities arising from our operations. Through strategic response measures, we are committed to strengthening our response mechanisms and ensuring stable operations amid the global climate transition.

TCFD Recommended Disclosures

Governance

a) Board Oversight of Climate-Related Risks and Opportunities

The Chairman serves as the Chair of the Corporate Sustainable Development Committee. The Board of Directors convenes regularly each year, and the President reports on ESG and climate-related performance, impact assessments, and progress toward sustainability targets.

b) Management's Role in Assessing and Managing Climate-Related Risks and Opportunities

1. Establish a cross-departmental Sustainable Environment Group responsible for identifying climate risks and assessing and responding to climate impacts within the scope of each department's responsibilities.
2. The President is the senior executive with ultimate responsibility for climate-related matters, leading senior department heads in implementing climate change management measures and reporting directly to the Board of Directors.

Strategy

a) Short-, medium-, and long-term climate-related risks and opportunities identified by Tai-Tech.

b) The impacts of climate-related risks and opportunities on Tai-Tech's business, strategy, and financial planning.

Physical Risk	Transition Risk
Long-term/rainfall (rainwater) and climate pattern extreme change	Market/increase of raw material cost
Potential Financial Impact 1. Increase of operating cost (such as insufficient water of hydroelectric power station, insufficient cooling water of nuclear power plant or fossil-fuel power station) 2. Increase of infrastructure cost (such as facility damage) 3. Decrease in production efficiency resulting in lower revenue 4. Increase of insurance premiums for, or difficulty in obtaining insurance coverage for, assets located in "high-risk" areas	Potential Financial Impact 1. Decrease of product and service demand due to change of consumer preference 2. Increase of production cost due to changes of investment cost (such as energy, water) and output demand (such as waste treatment) 3. Unexpected energy cost change 4. Revenue portfolio and source change 5. Asset re-pricing (such as fossil-fuel reserves, land valuation, and securities valuation)
Countermeasures In the event of a drought causing severe water shortages at the plant, the Production Department implements water conservation measures for water-intensive processes, while the Management Department contacts water tanker service providers to arrange emergency deployment and water replenishment.	Countermeasures Place long-term order for raw materials in order to secure the supply source and price, and actively seek second supplier or alternative material, increase local procurement opportunity to reduce carbon emissions.

Opportunity	Opportunity	Opportunity
Resource Efficiency / Increased Production Efficiency and Optimized Distribution Processes	Resource Efficiency / Recycling and Reuse	Resource Efficiency / Reduced Water Use and Consumption
Potential Financial Impact 1. Reduce operating cost (such as through the methods of increasing efficiency and reducing cost) 2. Increase production capacity, and increase revenue 3. Increase fixed asset values (such as high performance buildings) 4. Implement management and planning beneficial to the labor force (such as improvement of sanitation and safety, employee satisfaction), and reduce cost		
Countermeasures Improved Production Efficiency: 1. Introduce automatic inspection machine to improve the inspection capability and to replace manual inspection, in order to reduce inspection cost 2. Increase the output and efficiency of winding machines by implementing a production line project to accelerate network transformer equipment operations. 3. Plating wire single drum is progressively changed to double drum, in order to increase the production benefits by two folds and to reduce cost Distribution process optimization: 1. Select appropriate distribution strategy according to the customer demand, location, service standard and cost, in order to optimize distribution process and to reduce transportation cost.	Countermeasures For each waste disposal method adopted by the internal of the plant, the Environmental Protection room personnel effectively seek external transfer, reuse and recycle treatment methods.	Countermeasures Through the in-plant water analysis chart, the water consumption of the core production process has been reduced by at least 3% year by year, and the ROR wastewater has been introduced for reuse to relatively reduce water discharge.

c) Tai-Tech demonstrates strategic resilience and considers different climate-related scenarios

1. Based on the 2°C scenario published by the International Energy Agency (IEA), we simulate and analyze the impact of future climate change, and set Science-Based Targets (SBT) and estimate future carbon reductions as a reference for operational strategy adjustments.

2. The severity of extreme weather events such as typhoons and floods is expected to increase in the mid-to-late 21st century: Climate change will intensify typhoons and heavy rainfall, potentially exposing the Company's operating locations to natural disasters and causing business disruptions or personnel injuries and fatalities.

SSP1-2.6	SSP5-8.5	
The average annual total rainfall increased by approximately 12%, 16%	The average annual total rainfall increased by approximately 15%, 31%	The number of typhoons is projected to decrease by approximately 15% and 55%, while the proportion of intense typhoons is projected to increase by approximately 100% and 50%, respectively
The maximum daily rainfall intensity increased by approximately 15.7%, 15.3% on average	The maximum daily rainfall intensity increased by approximately 20%, 41.3% on average	Typhoon rainfall change rate will increase by about 20%, 35%

3. Average temperature rise in the mid-to-late 21st century:

SSP1-2.6	SSP5-8.5
The annual average temperature may increase by 1.3°C, 1.4°C	The annual average temperature may rise by over 1.8°C, 3.4°C
The number of days with temperatures of 36°C or higher increased by approximately 6.8, 6.6 days	The number of days with temperatures of 36°C or higher increased by approximately 8.5, 48.1 days, with a more significant increase observed in urban areas compared to other regions

Risk Management

a) Tai-Tech's climate-related risk identification and assessment process
Collects future development trends in climate from external markets, regulations, technologies, and physical conditions, and lists the Company's potential climate risks and opportunities. After considering the degree of impact and the likelihood of occurrence, material climate risks and opportunities are identified. Then, relevant climate risks are converted into financial figures, and items with the potential to cause financial impact are identified as significant risks and opportunities. These are prioritized based on their likelihood and severity, and corresponding countermeasures are established. For risks with higher assessment results, a separate climate scenario analysis is conducted to consider the current operational layout and calculate their potential financial impact.

b) Tai-Tech's climate-related risk management process
begins with the Environmental Sustainability Team identifying key risks, followed by discussions with each unit to explore appropriate countermeasures. The risk assessment is then reported to the Board of Directors and the Audit Committee for oversight.

c) Integration of climate-related risk identification, assessment, and management processes into Tai-Tech's overall risk management system
Climate change is incorporated as a material topic for corporate sustainable development and identified as a key risk. Risk management plans are implemented at each operating site, outlining countermeasures for operations, products, and supply chain management. We continuously refine environmental climate change risk management and integrate it with the company's overall risk management system.

Indicators and Targets

1. Indicators used by Tai-Tech to assess climate-related risks and opportunities in accordance with its strategy and risk management processes
For climate change mitigation, the Company uses greenhouse gas emissions per unit of revenue as its primary quantitative key performance indicator and also uses annual electricity savings, water consumption, and waste generation as assessment metrics.

2. Scope 1, Scope 2, and Scope 3 greenhouse gas emissions and related risks
The Taoyuan Headquarters conducted an inventory of Scope 1, Scope 2, and Scope 3 greenhouse gas emissions and obtained verification in accordance with ISO 14064-1:2018. The 2025 greenhouse gas emissions of the Taoyuan Headquarters, measured in metric tons of CO_2e, covered the period from January 1 to December 31, 2025:

Scope 1	Category 1	460.8848	Reasonable assurance
Scope 2	Category 2	8,295.2925	Reasonable assurance
Scope 3	Category 3	54.1814	Limited assurance
	Category 4	2,100.9870	Limited assurance

3. Targets used to manage climate-related risks and opportunities and performance against those targets
In developing low-carbon products and services, the Company is committed to improving energy and resource efficiency for both itself and its customers and has established carbon reduction, waste reduction, and water conservation targets to comprehensively reduce environmental impacts.
1. Since 2024, relevant climate metrics have been linked to KPI performance.
2. The environmental management targets for 2025 were as follows:

Topic	Greenhouse Gas	Energy	Water Resources	Waste
Base year	2025	2025	2022	2022
Management Objectives	Reduce emissions intensity by 1-2% (Scope 1 + Scope 2)	Reduce annual electricity consumption by 1%	10% absolute reduction in water consumption	Achieve an absolute reduction of 5% in waste generation
2025 Achievement Rate	The base year was changed due to changes in the scope of operations	Achieved	Achieved	Achieved

3.2 Energy conservation and carbon reduction

Supplementary Topics | **Energy Saving and Carbon Reduction**

Significance to Tai-Tech

In response to the serious challenges posed by global climate change, energy conservation and carbon reduction have become key indicators of corporate sustainable development. Tai-Tech actively responds to the green transition by integrating energy management into its daily operations and continuing to comply with the government requirement that major energy users achieve an average annual electricity savings rate of 1%, thereby demonstrating its commitment to protecting the ecological environment through concrete action.

Commitments and Policies

To implement the policy of "protecting the natural environment and carrying out green initiatives" and contribute to environmental protection, we uphold the following commitments in our environmental management efforts:

- Establish, implement and maintain an environmental management system
- Commit to industrial waste reduction, pollution prevention, and continuous improvement efforts.
- Comply with relevant environmental laws and regulations and customer requirements
- Promote the concept of green design, implementing waste classification and removal management to improve environmental performance
- Through communication, advocacy and education training, make all employees aware of the importance of environmental management
- Communicate environmental protection information to relevant parties

Responsible Department	Management Department, Production Division

Short-Term Goal

- Introduce ISO 50001 energy management system and obtain certification
- Perform feasibility assessment on parts replacement for high performance equipment during internal operation

Mid- and Long-Term Goal

- Complete average annual electricity saving rate of 1% specified by the Bureau of Energy of the government.
- Review renewable energy construction plan to effectively reduce energy consumption
- Install an energy storage system to ensure a stable electricity supply

Resources Invested in the Current Year

- Implement air compressor power saving measures based on air compressor power load analysis.

2025 Results

- The annual electricity saving was 449,014.52 kWh
- Annual electricity saving rate of 2.58%

Complaint Filing Mechanism	Mr. Chiang manage02@tai-tech.com.tw ext. 1346

3.2.1 Energy Consumption

Unit: GJ

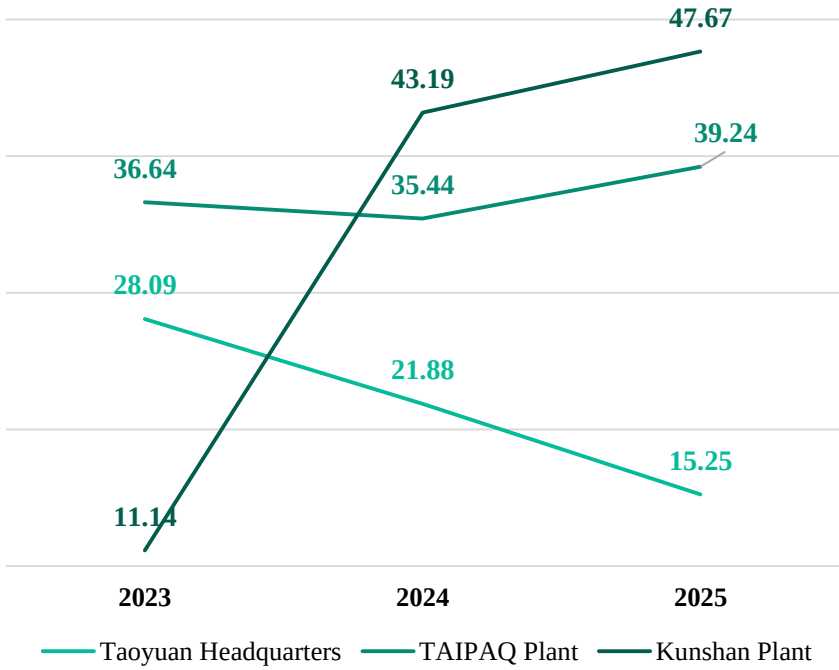
Taoyuan Headquarters	2023	2024	2025
Gasoline (external)	256.45	222.48	222.56
Diesel (external)	347.89	345.24	366.12
Liquefied petroleum gas (internal)	5,505.02	6,159.92	4,711.80
Purchased electricity (internal)	80,761.40	75,897.30	63,002.22
Total	86,870.75	82,624.93	68,302.70
Percentage of externally purchased electricity	92.97%	91.86%	92.24%

TAIPAQ Plant	2023	2024	2025
Gasoline (external)	357.45	377.27	409.15
Diesel (external)	0	0	14.97
Purchased electricity (internal)	106,286.26	139,781.60	184,206.00
Total	106,643.70	140,158.87	184,630.12
Percentage of externally purchased electricity	99.66%	99.73%	99.77%

Kunshan Plant	2023	2024	2025
Gasoline (external)	54.38	71.48	56.58
Purchased electricity (internal)	26,716.06	29,171.41	31,075.08
Total	26,770.44	29,242.89	31,131.66
Percentage of externally purchased electricity	99.80%	99.76%	99.82%

Revenue Intensity

Unit: GJ / NT$ million



Revenue Intensity	2023	2024	2025
Taoyuan Headquarters	28.09	21.88	15.25
TAIPAQ Plant	36.64	35.44	39.24
Kunshan Plant	11.14	43.19	47.67

Note 1: Tai-Tech Advanced Electronics does not use purchased coal or purchased steam and renewable energy in Taoyuan Headquarters and for the subsidiaries in China.
Note 2: The calorific value of purchased electricity is 3.6 MJ/kWh for the Taoyuan Headquarters and 3,596 kJ/kWh for the subsidiaries in Mainland China
Note 3: For energy other than purchased electricity, the Taoyuan Headquarters performs conversions with reference to the Table of Unit Calorific Values of Energy Products published by the Bureau of Energy, Ministry of Economic Affairs. The calorific values of motor gasoline, diesel, and liquefied natural gas are 7,586 kcal/L, 8,636 kcal/L, and 5,993 kcal/L, respectively. In accordance with the published greenhouse gas emission unit conversion, calculations are based on 1 cal = 4.1868 J. For the subsidiaries in Mainland China, the density of motor gasoline is 0.7475 kg/L, with a calorific value of 43,070 kJ/kg, while the density of diesel is 0.835 kg/L, with a calorific value of 42,652 kJ/kg. All figures are based on the Energy Statistics Knowledge Handbook compiled by the Department of Industry and Transport Statistics of the National Bureau of Statistics of China

Energy Saving Measures and Benefit Analysis

As climate change has become a global concern with an increasingly significant impact on life, Tai-Tech has striven to save energy in day-to-day operations, such as organizing green office activities. Although Tai-Tech has not participated in and declared “2050 Net Zero Emission”, it continues to focus on greenhouse gas reduction as its future sustainable development indicator and long-term planning strategy, with the current goal of cooperating with the government’s policy for large energy users to achieve an average annual electricity saving rate of 1%, and will assess other reduction measures in the long-term in the future.

Tai-Tech’s energy consumption primarily consists of purchased electricity, gasoline, diesel, and liquefied petroleum gas. In support of the government’s energy conservation policy for major energy users, the Taoyuan Headquarters used an air compressor load monitoring system in 2025 to analyze data and determine the optimal pressure required for production line operations. This enabled the system pressure to be maintained steadily at 5.8 kg/cm² and reduced the operation of seven 100 HP air compressors.

Reduction of Energy Consumption

Unit: kWh

2023	2024	2025
139,453.13	597.60	449,014.52

Reduction of Greenhouse Gas Emissions

Unit: Metric tons of CO_2e

2023	2024	2025
69.03	0.30	212.83

3.2.2 Greenhouse Gas Inventory

Tai-Tech’s Taoyuan Headquarters took the lead in launching a voluntary greenhouse gas inventory in 2020. To implement our comprehensive carbon reduction policy, we expanded the scope of disclosure to include subsidiaries beginning in 2022 and retrospectively compiled historical data for the preceding two years to ensure the continuity and comparability of the disclosed data. To ensure data quality, the inventory results of the Taoyuan Headquarters and TAIPAQ Plant have been verified by a third party since 2023, ensuring the accuracy and credibility of the information. In 2025, the direct and indirect greenhouse gas emissions of the Taoyuan Headquarters were verified in accordance with ISO 14064-1:2018. This report provides detailed disclosure of greenhouse gas emissions generated from the consumption of energy sources, including gasoline, diesel, liquefied petroleum gas, and purchased electricity.

Greenhouse Gas Emissions

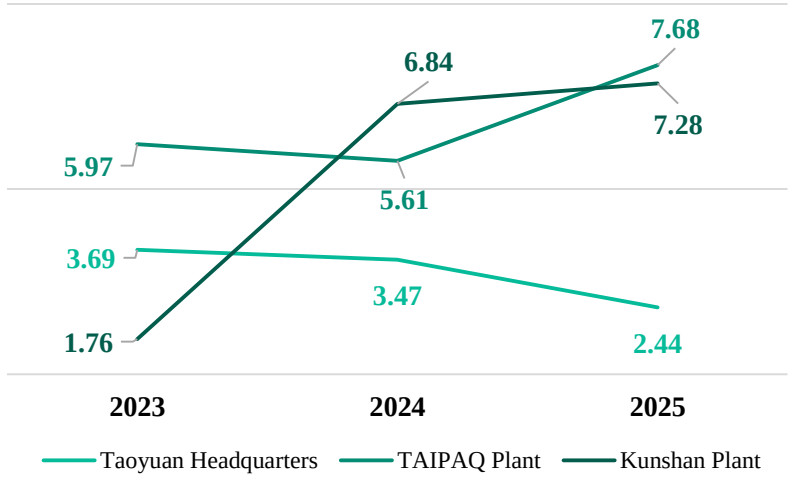
Unit: Metric tons of CO_2e

Total Emissions		2023	2024	2025
Direct (Note 1) Greenhouse Gas Emissions	Taoyuan Headquarters	401.27	467.96	460.89
	TAIPAQ Plant	344.10	323.79	126.77
	Kunshan Plant	4.48	4.87	4.07
	Sub-Total	749.85	796.62	591.73
Indirect (Note 1) Greenhouse Gas	Taoyuan Headquarters	11,082.26	10,414.80	8,295.29
	TAIPAQ Plant	19,045.91	20,858.40	28,173.89
	Kunshan Plant	3,866.12	4,626.38	4,752.86
	Sub-Total	33,994.29	35,899.58	41,222.04
Other (Note 2) Indirect Greenhouse Gases	Taoyuan Headquarters	2,373.94	2,221.78	2,155.17
	TAIPAQ Plant	5,514.93	5,928.24	7,820.79
	Kunshan Plant	0	0	0
	Sub-Total	7,888.87	8,150.02	9,975.96
Group total		42,633.01	44,846.22	51,789.73

Note 1: For the Taoyuan Headquarters in 2025, the emission factors published in Version 6.0.4 of the Greenhouse Gas Emission Factor Management Table issued by the Ministry of Environment were applied. The Scope 1 emission factors were 2.201 $kgCO_2e/L$ for gasoline, 2.679 $kgCO_2e/L$ for diesel, and 1.583 $kgCO_2e/L$ for liquefied natural gas. Scope 2 electricity emissions were calculated using the 2024 electricity carbon emission factor of 0.474 $kgCO_2e/kWh$ published by the Energy Administration, Ministry of Economic Affairs. For the subsidiaries, the density of motor gasoline used for Scope 1 calculations was 0.7475 kg/L, with an emission factor of 2.9848 tCO_2e/t. Scope 2 emissions were calculated using the 2023 average electricity carbon emission factor for East China of 0.55 tCO_2e/MWh.
Note 2: Scope 3 data for the previous two years included only emissions from "waste generated in operations." In 2025, "employee commuting" was added to the Scope 3 inventory

Greenhouse Gas Emissions Intensity (Total Emissions)

Unit: Metric tons of CO_2e/NT$ million



Emissions intensity (Note)	2023	2024	2025
Taoyuan Headquarters	3.69	3.47	2.44
TAIPAQ Plant	5.97	5.61	7.68
Kunshan Plant	1.76	6.84	7.28

Note: Total emissions at each operating site (metric tons of CO_2e)/total revenue of each operating site (NT$ million)

Greenhouse Gas Emissions Intensity (Scope 1 and Scope 2 Only)

Emissions intensity (Note)	2023	2024	2025
Taoyuan Headquarters	3.71	2.88	1.95

Note: Scope 1 + Scope 2 emissions (metric tons of CO2e) / total revenue (NT$ million)

3.3 Water Resource Management

Material Topics | **Water Resources Management**

Significance to Tai-Tech

Although the current plant locations do not face an immediate risk of water shortages, Tai-Tech remains vigilant and actively implements water conservation projects and water recycling and reuse measures to maximize the value of every drop of water and advance environmental sustainability and resource circularity.

Commitments and Policies

To implement the policy of "protecting the natural environment and carrying out green initiatives" and contribute to environmental protection, we uphold the following commitments in our environmental management efforts:

- Establish, implement and maintain an environmental management system
- Commit to industrial waste reduction, pollution prevention, and continuous improvement efforts.
- Comply with relevant environmental laws and regulations and customer requirements
- Promote the concept of green design, implementing waste classification and removal management to improve environmental performance
- Through communication, advocacy and education training, make all employees aware of the importance of environmental management
- Communicate environmental protection information to relevant parties

Short-Term Goal

- Reduce the proportion of water consumed by core processes to 65%
- Maintain the ROR wastewater recycling and reuse rate at 10% or above
- Verify goal achievement through ISO 14001 certification

Mid- and Long-Term Goal

- Review wastewater recycle system and rainwater recycle plan in order to cope with the risk of water shortage during drought
- Participate in water saving related topic meetings, and effectively assess applicable internal measures

Resources Invested in the Current Year

- Input wastewater facility maintenance cost: NT$100 thousand
- Operating expenses for wastewater input (including chemical fees) NT$3,574 thousand

2025 Results

- Reduce the proportion of water used in core processes. In 2025, water used in core processes accounted for 51.01% of total water consumption, reducing tap water consumption by 11,881 metric tons
- The recycling rate of ROR wastewater was 15.17%, reducing 9,495 tons of tap water.

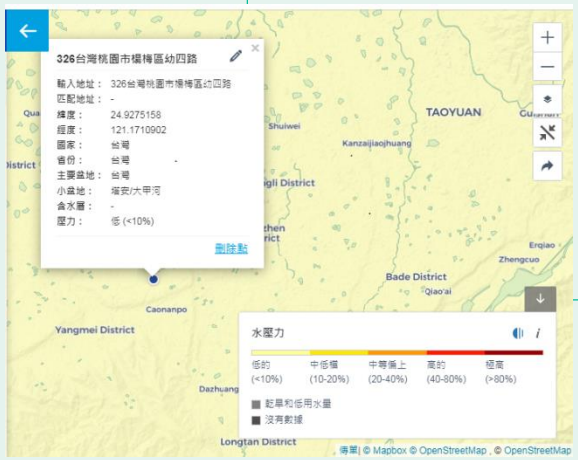
Responsible Department	Management Department
Complaint Filing Mechanism	Mr. Chiang manage02@tai-tech.com.tw ext. 1346

Although Tai-Tech's Taoyuan Headquarters is located in a non-water-stressed area and its water shortage risk has been assessed at only 10–20%, we fully recognize the scarcity and value of water resources. We therefore actively implement water conservation measures and circular mechanisms such as water recycling and reuse to maximize water use efficiency. We use flow meters to precisely monitor water consumption in core processes and reuse ROR wastewater as make-up water for the plant's toilet flushing systems and air pollution control equipment, including scrubbers. These measures improve production efficiency while effectively reducing water consumption intensity per unit of product and advancing our goal of sustainable water use.

Water Consumption Statistics

Unit: millions of liters

Year	Operating locations	Total water withdrawal	Total water discharge	Water consumption
2023	Taoyuan Headquarters	94.11	60.16	33.95
	TAIPAQ Plant	38.97	22.64	16.33
	Kunshan Plant	19.26	7.97	11.29
	Total	184.21	98.96	85.25
2024	Taoyuan Headquarters	94.3	61.9	32.4
	TAIPAQ Plant	62.85	21.82	41.03
	Kunshan Plant	19.07	8.36	10.71
	Total	176.22	92.08	84.14
2025	Taoyuan Headquarters	65.25	34.28	30.97
	TAIPAQ Plant	54.87	16.16	38.71
	Kunshan Plant	17.40	9.89	7.51
	Total	137.52	60.33	77.19



The sources of water withdrawal of Taoyuan Headquarters are all freshwater and based on the WRI Aqueduct water stress data analysis, belonging to area with no water stress.

Note 1: Water intake = water source cited in the organization's operations, except for the Youth Industrial Park Plant, which uses a master water meter, all other plant water sources are all from third-party entities (tap water).
Note 2: Discharge volume = water withdrawal after the organization's operations, and the final water source discharged through the treatment facility. The Young Lion Plant uses readings from the main municipal water meter, while the Third Plant, Zhongli Plant, and Zhongyuan Plant calculate water discharge as municipal water consumption multiplied by 0.8 in accordance with industrial park regulations
Note 3: Water consumption = water intake - drainage water and water source consumed by other methods
Note 4: The water withdrawal source for TAIPAQ Plant is Si-Hong Jitai Water Supply Plant; the wastewater discharge destination is Si-Hong Development Zone Wastewater Treatment Plant.
Note 5: The water withdrawal source for Kunshan Plant is Kunshan Economic and Technological Development Zone Water Supply Company; the wastewater discharge destination is Kunshan Development Zone Electroplating Center.

Tai-Tech strictly complies with the Water Pollution Control Act and applicable industrial park wastewater discharge requirements. Through rigorous pollution prevention measures, including regular sampling and monitoring of effluent quality, we ensure that all effluent treatment and discharge processes comply with statutory standards. We have established comprehensive wastewater treatment facilities at the plant. All wastewater generated from operations undergoes rigorous on-site treatment before being discharged into the industrial park's sewer system and conveyed to the wastewater treatment plant of Young Lion Industrial Park. The treated effluent is ultimately discharged through a dedicated pipeline into the Tianxinzai drainage channel and then flows into the Shezi River, minimizing the impact on the local aquatic environment.

Emission/Discharge Substance Statistics

Unit: mg/L

Taoyuan Headquarters	Total Suspended Solids	Heavy Metals (Nickel)	Chemical Oxygen Demand
Effluent Standards	480	0.7	640
2023	18.38	0.1	31.82
2024	34.21	0.09	98
2025	31.84	0.1	111

Note: Based on the Effluent Standards of Youth Industrial Park.

TAIPAQ Plant	Total Suspended Solids	Biochemical Oxygen Demand	Chemical Oxygen Demand
Effluent Standards	400	300	500
2023	8.91	4.00	37.59
2024	13.60	8.63	30.00
2025	6.67	5.13	25.00

Note: Due to the implementation of new standard "Discharge Standard of Water Pollutants for Electronics Industry" in October 2022, the COD standard has been changed from the original ≤80㎎/L to ≤500㎎/L

Kunshan Plant	Chemical Oxygen Demand
Effluent Standards	50
2023	15.3
2024	15.5
2025	15.5



Taoyuan Headquarters Wastewater Treatment Facilities

3.4 Waste Management

Supplementary Topics | **Waste Management**

Significance to Tai-Tech

Through measures such as waste reduction at the source, process optimization, waste sorting and recycling, and resource reuse, we actively pursue opportunities to reduce waste and promote circular use. We have also established a comprehensive management mechanism covering waste classification, storage, transportation, disposal, and destination tracking to reduce the environmental impacts and burden arising from our operations.

Commitments and Policies

To implement the policy of "protecting the natural environment and carrying out green initiatives" and contribute to environmental protection, we uphold the following commitments in our environmental management efforts:

- Establish, implement and maintain an environmental management system
- Commit to industrial waste reduction, pollution prevention, and continuous improvement efforts.
- Comply with relevant environmental laws and regulations and customer requirements
- Promote the concept of green design, implementing waste classification and removal management to improve environmental performance
- Through communication, advocacy and education training, make all employees aware of the importance of environmental management
- Communicate environmental protection information to relevant parties

Short-Term Goal

- Maintain an annual overall waste recycling and reuse rate of at least 80%
- Maintain 100% in-house treatment of hazardous electroplating waste liquid annually, with zero environmental pollution
- Participate in waste reduction related topics, and assess internal application feasibility timely

Mid- and Long-Term Goal

- Reduce the annual total weight of waste by at least 3% compared to the previous year

Resources Invested in the Current Year

- The expenses for waste removal and disposal was NT$3,627 thousand

2025 Results

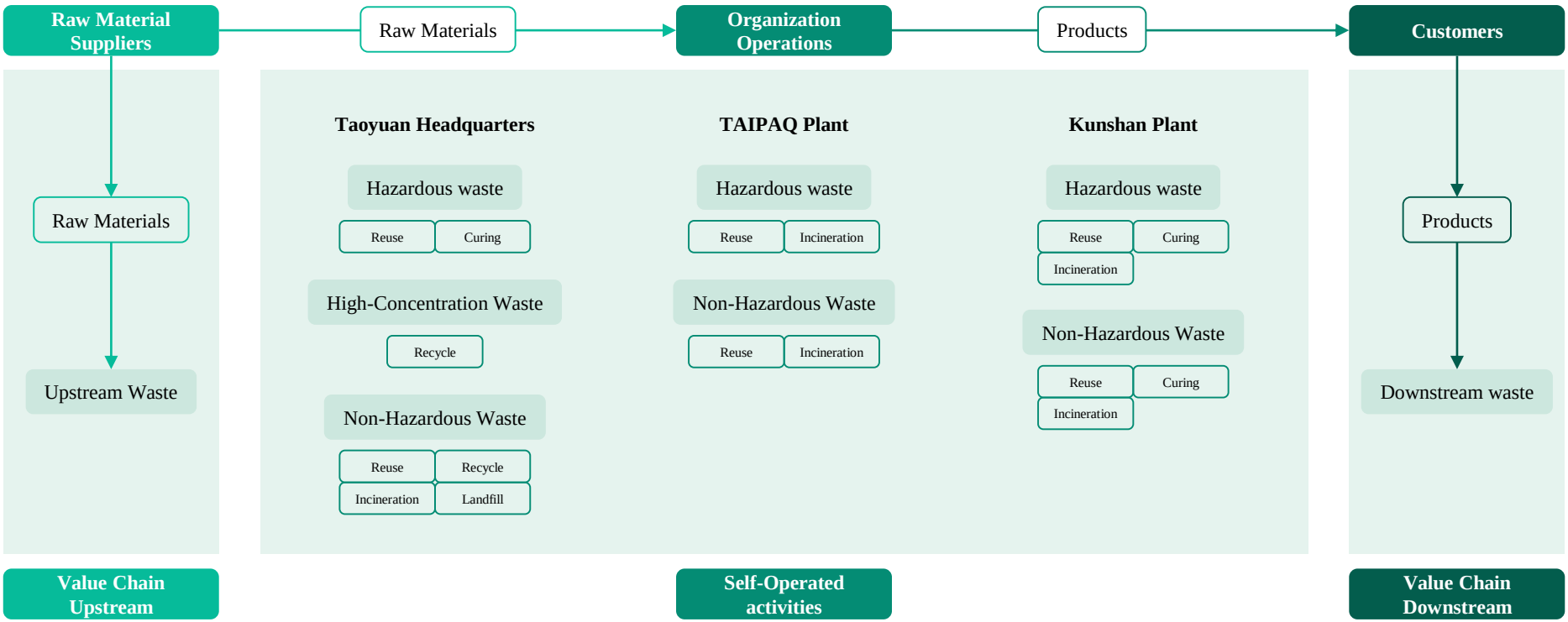
- The overall waste reuse and recycle rate was 81.42%.
- Harmful electroplating waste liquid was brought into the factory for treatment at 100%.

Responsible Department	Management Department
Complaint Filing Mechanism	Mr. Chiang manage02@tai-tech.com.tw ext. 1346

Waste generated at each stage of the production process, from raw material inputs and manufacturing to finished product packaging, is strictly managed in accordance with applicable environmental regulations and our internally established "Waste Management Procedures" to ensure that all types of waste are properly classified, stored, transported, and treated. Through measures such as waste sorting and screening, we continuously increase the proportion of waste recycled and reused and explore opportunities for resource circularity. At the same time, we will continue to invest in innovative thinking and technological development and actively pursue raw material reduction and source control through product design and process parameter optimization to reduce overall waste generation.

Waste generated from the Company's operations can be classified into general industrial waste and hazardous industrial waste. General industrial waste primarily includes office and general household waste, as well as waste generated from production processes, such as discarded saggars and waste plastics. Hazardous industrial waste includes electroplating sludge, electroplating waste liquid, used filter cartridges, and waste electronic components. We engage qualified contractors approved by the government to transport and dispose of waste and assign a dedicated unit to conduct annual external audits of these contractors, thereby enhancing the transparency and traceability of waste flows.

Waste Output Flow Chart



Tai-Tech strictly complies with the Waste Disposal Act and has established the “Waste Management Procedures” to ensure that its internal waste disposal processes are lawful and properly governed, thereby reducing the negative environmental impacts arising from its operations. We work with licensed waste transportation contractors approved by the competent authorities and enter into written service agreements with them to prevent improper waste disposal. In addition, we regularly conduct on-site audits and evaluations of waste transportation contractors in accordance with the “Annual Industrial Waste Audit Plan” to strengthen supply chain oversight. No waste leakage incidents occurred at the Company in 2025.

With respect to waste classification and disposal, Tai-Tech has adopted “zero waste through resource circularity” as its core objective and seeks to reduce waste through rigorous classification systems and recycling and reuse measures. At Tai-Tech’s plants in China, general waste such as waste cartons, waste plastics, and scrap metal is prioritized for recycling and reuse. Hazardous waste, including electroplating sludge, tin-containing sludge, nickel-containing sludge, and small quantities of waste engine oil, is entrusted to professionally qualified organizations for harmless treatment, while spent activated carbon, waste adhesive, and used filter cartridges are transferred to qualified treatment facilities for incineration. For waste that cannot be recycled or reused using currently available technologies, the Taiwan Headquarters strictly complies with regulatory requirements and carries out final disposal through incineration or landfill.

Recycling and Reuse Column **Improve Overall Waste Recycling via the Circular Economy Concept**

Tai-Tech promotes the circular economy, which the special Environmental Protection Unit first implements within the organization. The goal is to select and create downstream waste manufacturers and introduce business waste into feasible recycling and reuse programs. Currently, the recycling rate outcome for electroplating sludge and electroplating waste liquid was most significant.

Tai-Tech will gradually expand to target wastes from manufacturing, product packaging, upstream suppliers, etc., to increase overall waste reuse and recycling, while minimizing waste sources through cross-departmental communication and advocating circular economy initiatives. The goal is to fulfill corporate social responsibility and adhere to the business philosophy of sustainability.



Waste Statistics of Taoyuan Headquarters

Unit: metric tons

		Waste item	2023	2024	2025	Treatment method	Offsite/onsite treatment
Taoyuan Headquarters	Hazardous industrial waste	Electroplating sludge	142.75	116.03	77.67	Reuse	Offsite
		Dust collected	25.31	8.28	8.89	Curing	Offsite
		Waste electroplating filter elements	6.23	2.60	2.96	Curing	Offsite
		Plastic empty chemical buckets	0.68	1.22	0.00	Reuse	Offsite
		Electroplating waste liquid	333	171.3	200.80	Recycle	Onsite
		Waste solvent	0.00	0.00	0.93	Physical	Offsite
		Waste electronic components, scraps, and defective products	9.95	5.854	6.50	Reuse	Offsite
			0.00	0.00	0.00	Physical	Offsite
		Sub-Total	517.92	305.28	297.75	-	-
		Total amount recycled	486.38	294.40	284.97	-	-
		Recovery rate	93.91%	96.44%	95.71%	-	-
	General industrial waste	Waste paper	26.02	28.75	39.43	Recycle	Offsite
			0	1.4	0.00	Incineration	Offsite
		Scrap iron cans, scrap aluminum cans, waste PET bottles	0.80	0.79	0.13	Recycle	Offsite
		Waste plastic	5.09	9.75	10.37	Recycle	Offsite
			5.36	23.46	23.94	Incineration	Offsite
		Scrap iron (iron scrap and scrapped equipment)	7.26	32.26	77.63	Recycle	Offsite
		Scrap copper wire	3.65	6.69	5.69	Recycle	Offsite
		Waste light tubes	0.10	0.10	0.10	Recycle	Offsite
		Kitchen waste	2.40	2.40	2.40	-	Offsite
		Domestic waste	21.35	30.87	31.15	Incineration	Offsite
		Waste timber	6.31	6.49	9.31	Reuse	Offsite
		Waste sagger and workstation plates	0.00	0.00	0.00	Landfill	Offsite
		Non-hazardous single scrap metal-core	14.5	11.13	27.29	Landfill	Offsite
		Waste lubricant oils	0.00	0.00	0.00	Physical	Offsite
		Night soil	37.61	25.11	0.00	-	Offsite
		Sub-Total	130.45	179.20	227.43	-	-
	Total		648.37	484.48	525.18	-	-

TAIPAQ Plant Waste Statistics

Unit: metric tons

	Waste item		2023	2024	2025	Treatment method	Offsite/onsite treatment
TAIPAQ Plant	Hazardous industrial waste	Tin-containing sludge	0.79	9.34	11.46	Reuse	Offsite
		Electroplating sludge	104.81	113.41	137.86	Reuse	Offsite
		Nickel-containing sludge	8.50	11.09	11.34	Reuse	Offsite
		Waste oil	1.35	1.48	1.45	Reuse	Offsite
		Waste rags and packaging drums	6.25	6.59	7.48	Incineration	Offsite
		Waste activated charcoal	13.38	8.99	12.70	Incineration	Offsite
		Testing waste liquid	0.18	0.32	0.32	Incineration	Offsite
		Waste glue	2.96	1.36	0.48	Incineration	Offsite
		Cleaning waste liquid	0.00	0.00	0.80	Incineration	Offsite
		Waste residue from scrubbers	1.49	2.04	1.38	Incineration	Offsite
		Sub-Total	139.69	154.61	185.25	-	-
		Recycled weight	115.44	135.31	162.10	-	-
		Regeneration ratio	82.64%	87.52%	87.50%	-	-
	General industrial waste	Cartons	140.69	169.40	320.21	Reuse	Offsite
		Reel	2.18	3.21	3.99	Reuse	Offsite
		Waste iron powder	-	12.84	46.57	Reuse	Offsite
		Waste iron and accessories	27.80	9.64	7.60	Reuse	Offsite
		Iron barrel	9.65	12.48	21.46	Reuse	Offsite
		Scrap copper wire	49.89	5.59	4.81	Reuse	Offsite
		Waste saggers	3.60	2.52	6.57	Reuse	Offsite
		Waste electronic components, scraps, and defective products	32.62	16.28	15.61	Reuse	Offsite
		Domestic waste	49.89	112.02	295.00	Incineration	Offsite
	Sub-Total		316.31	343.98	721.82	-	-
	Total		456.00	498.59	907.07	-	-
	Total Recycled Weight		381.86	367.28	588.91	-	-
	Percentage of total recycled content		83.74%	73.66%	64.92%	-	-

Kunshan Plant Waste Statistics

Unit: metric tons

		Waste item	2023	2024	2025	Treatment method	Offsite/onsite treatment
Kunshan Plant	Hazardous industrial waste	Electroplating sludge	18.88	19.86	23.48	Reuse	Offsite
			0.00	0.00	0.00	Curing	Offsite
		Electroplating waste filter/ rag/ activated charcoal	9.69	10.81	24.65	Incineration	Offsite
		Plastic empty chemical buckets	2.32	2.42	2.97	Reuse	Offsite
		Electroplating waste liquid	4.40	3.25	3.55	Reuse	Offsite
		Waste solvent/waste liquid from scrubbers	13.60	18.00	30.90	Reuse	Offsite
		Sub-Total	48.89	54.34	85.56	-	-
		Recycled weight	39.20	43.53	60.90	-	-
		Regeneration ratio	80.18%	80.11%	71.18%	-	-
	General industrial waste	Waste paper	32.14	33.01	33.01	Recycle	Offsite
		Waste light tubes	0.20	0.10	0.10	Recycle	Offsite
		Kitchen waste	3.60	4.90	3.80	-	Offsite
		Domestic waste	7.00	9.00	9.00	Incineration	Offsite
		Waste timber	6.20	6.50	5.20	Reuse	Offsite
		Sub-Total	49.14	53.51	51.11	-	-
	Total		98.03	107.85	136.67	-	-

3.5 Pollution Prevention

3.5.1 Environmental Management System

Tai-Tech strictly adheres to the ISO 14001:2015 environmental management system and closely integrates environmental awareness into its operations. Through the annual "Environmental Management Review Meeting," senior management leads all departments in jointly reviewing internal environmental management practices, confirming progress toward annual targets, and making rolling adjustments to individual plans. Audits conducted by customers and third-party certification bodies also help ensure the stable operation of the environmental management system and the continuous improvement of management quality.

To further strengthen risk control, we have established two lines of defense. In addition to incorporating waste management into the control items of ISO 14001 and the internal control system, we track waste storage periods through monthly departmental meetings to proactively eliminate potential compliance risks. No violations related to hazardous waste storage occurred in 2025.

Environmental Management Policy and Commitment

To implement its environmental management policy of "protecting the natural environment and carrying out green initiatives" and contribute to environmental protection, Tai-Tech has established the following six management commitments:

- Establish, implement and maintain an environmental management system
- Commit to industrial waste reduction, pollution prevention, and continuous improvement efforts.
- Comply with relevant environmental laws and regulations and customer requirements
- Promote the concept of green design, implementing waste classification and removal management to improve environmental performance
- Through communication, advocacy and education training, make all employees aware of the importance of environmental management
- Communicate environmental protection information to relevant parties

ISO 14001:2015


CERTIFICATE

The Certification Body
of TÜV SÜD Asia Pacific TÜV SÜD Group
certifies that

Tai-Tech Advanced Electronics Co., Ltd.
No. 1, You 4th Rd., Yang Mei, Taoyuan City 326, Taiwan, R.O.C.

has established and applies
an Environmental Management System for

Design, Manufacture and Sales of Ferrite Core, Chip Coil

An audit was performed, Report No. 718842359.
Proof has been furnished that the requirements according to

ISO 14001:2015

are fulfilled. The certificate is valid from 2024-08-09 until 2027-08-08.
Certificate Registration No.: TUV104 02 1339
2024-07-25

3.5.2 Air Pollution Control

Tai-Tech is committed to reducing the negative impacts of its operations on air quality. It has obtained stationary pollution source operating permits issued by the competent authorities for its air emissions in accordance with applicable laws, strictly adheres to the operating parameters of air pollution control equipment, and conducts regular emissions testing to ensure that all air pollutants emitted from its operations comply with local environmental regulations.

Monitoring data indicates that emissions from our operations have a minimal impact on the local ecological environment. No air pollution-related violations occurred in 2025. We will continue to monitor global climate issues and strictly control emissions of ozone-depleting substances. By adopting the best available control technologies, we aim to reduce sources of air pollution and fulfill our corporate commitment to clean air.

Air Pollution Emissions

Unit: metric tons

Taoyuan Headquarters	2023	2024	2025
Nitrogen Oxides (NOx)	0.33	0.37	0.43
Sulfur Oxides (SOx)	0.03	0.03	0.03
Volatile Organic Compounds	2.69	5.07	9.56
Suspended Particles	0.22	0.22	0.23

TAIPAQ Plant	2023	2024	2025
Volatile Organic Compounds	0.46	0.98	1.04
Particulate matter	0.53	-	-

Kunshan Plant	2023	2024	2025
Volatile Organic Compounds	0.56	0.48	0.27

Chapter 4 Harmonious Communities

2025 Key Performances

Human Rights Training

New employees received a total of 267 hours of human rights training, while current employees received a total of 1,482 hours

TTQS Bronze Medal

Taoyuan Headquarters received the Bronze Medal by the Workforce Development Agency, Ministry of Labor, under the Talent Development Quality Management System (TTQS)

Training Satisfaction Rate

Employees at the Taoyuan Headquarters reported an average satisfaction score of 4.62 for the organization's overall training and development objectives

Social Contribution

The Taoyuan Headquarters contributed NT$1,647,500 to social welfare initiatives.

4.1 Human Rights Protection

4.2 Overview of the Team

4.2.1 Employee Diversity Statistics
4.2.2 Data on New and Resigned Employees

4.3 Employee Care

4.3.1 Remuneration System
4.3.2 Benefits Policy
4.3.3 Infant Care
4.3.4 Labor-Management Communication
4.3.5 Employee Satisfaction Survey
4.3.6 Retirement Protection

4.4 Human Capital

4.4.1 Talent Cultivation
4.4.2 Education & Training Satisfaction Rate
4.4.3 Periodic Performance Evaluation

4.5 Friendly Workplace

4.5.1 Occupational Safety and Health Management System
4.5.2 Risk Assessment and Control
4.5.3 Accident Investigation Process and Subsequent Improvement Measures
4.5.4 Occupational Safety and Health Worker Participation and Training
4.5.5 Occupational Health Services

4.6 Care for Society

4.1 Human Rights Protection

Supplementary Topics | **Human Rights Protection**

Significance to Tai-Tech

To protect the rights and interests of employees, create a friendly environment that safeguards human rights, and respect universal fundamental human rights, including freedom of assembly and association, care for disadvantaged groups, prohibition of child labor and forced labor, and elimination of all forms of employment and recruitment discrimination. The Company complies with local labor laws and regulations at each operating location and prevents any acts that violate or infringe upon human rights.

Commitments and Policies

Human rights issues are taken into consideration in all aspects of Tai-Tech's operations. The Company will continue to provide stakeholders with diverse communication channels to ensure that they can express their opinions freely and safely. The Company will also respond to stakeholders' suggestions.

Short-Term Goal

- Continue to implement at least one initiative to strengthen human rights management in 2026

Mid- and Long-Term Goal

- 100% supplier acceptance rate for human rights audits

Resources Invested in the Current Year

- Relevant training conducted in 2025, including courses on sexual harassment prevention, anti-discrimination, anti-harassment, protection of humane treatment, ethical governance and anti-corruption, occupational safety and the promotion of a friendly workplace, personnel-related laws and regulations, and information protection

112 new hires	1,634 current employees
267 hours in total	1,482 hours in total

2025 Results

- Promoting human rights, diversity, and inclusion: Implementation of the migrant worker re-employment mechanism

Responsible Department	Management Department
Complaint Filing Mechanism	Management Department Manager's mailbox (extension), President's mailbox (extension), and employee opinion box

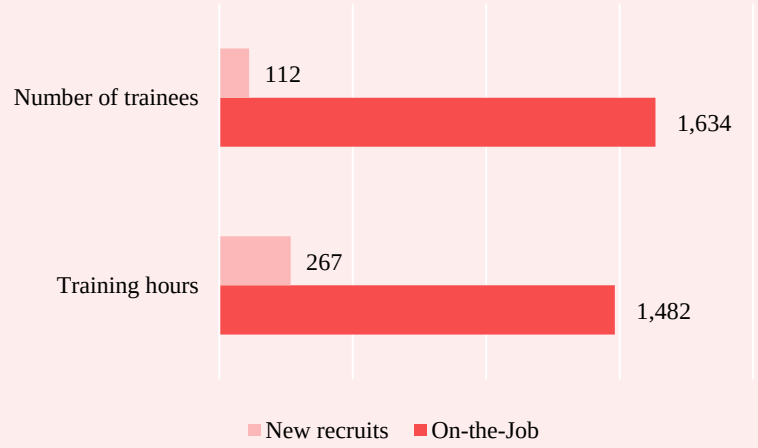
Tai-Tech regards the protection of employee rights and interests as a cornerstone of sustainable operations and embeds human rights values into its corporate core. We uphold the values set forth in the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and ensure that all operating locations comply with applicable local labor laws and regulations. In June 2022, the Chairman approved and issued the "Human Rights Policy" and related management measures. The policy was also translated into multiple languages to ensure that employees of all nationalities are fully aware of their rights.

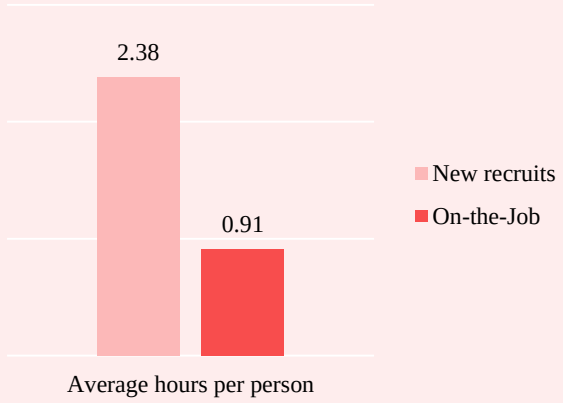
We are committed to creating an equal, diverse, and harassment-free workplace. In response to amendments to the Act on Gender Equality in Employment, the Company has established rigorous prevention measures and disciplinary procedures, as well as dedicated grievance channels – such as hotlines and email addresses – to ensure that employees can voice their concerns in a safe and protected environment. All investigations are handled by the internal grievance committee with strict confidentiality throughout the process.

In addition, Tai-Tech actively aligns its practices with international supply chain standards. Since 2023, its plants have successively undergone customer audits based on the Responsible Business Alliance (RBA) Code of Conduct. We actively addressed the deficiencies identified through these audits and received customer confirmation of case closure, demonstrating our responsible approach to management. At the same time, we integrate human rights awareness into routine training and continue to conduct human rights-related courses at all plants. In 2025, these courses covered topics including new employee orientation, sexual harassment prevention, anti-discrimination, anti-harassment, and the protection of humane treatment.

Through comprehensive prevention and oversight mechanisms, the Company recorded no human rights violations in 2025 and received no internal or external human rights grievances. We will continue to enhance our human rights management measures so that every employee can realize their full potential in a stable, respectful, and supportive workplace.

Human Rights-Related Training Statistics





Note: Average training hours per employee are calculated as the total employee training hours divided by the actual number of employees who participated in the training.

4.2 Overview of the Team

4.2.1 Employee Diversity Statistics

Upholding the core values of respect and equality, Tai-Tech embeds its human rights policy into its human resources management practices to ensure that no form of discrimination based on gender, race, age, marital status, family status, or socioeconomic class occurs in recruitment, terms of employment, compensation and benefits, education and training, performance evaluations, or promotion opportunities. We are committed to ensuring absolute fairness in workplace opportunities.

We regard "employee diversity" as a driving force for corporate growth and actively foster a friendly work environment. In addition to employing the legally required number of persons with disabilities, we recruit talent from diverse ethnic groups and backgrounds, including Indigenous peoples and new immigrants, and safeguard their career development opportunities. In 2025, Tai-Tech had a total of 2,461 employees across all plants. The following diversity statistics demonstrate our firm commitment to building a fair, open, and inclusive workplace.

Total Number of Employees (Note)	
2023	1,822
2024	2,353
2025	2,461

Note: The data is based on figures as of December 31 of the respective year.

Employee Employment Type Statistics

Year		2023		2024		2025	
Employment Contract (Note 1)		Non-Fixed Term	Fixed Term	Non-Fixed Term	Fixed Term	Non-Fixed Term	Fixed Term
Taoyuan Headquarters	Male	225	4	224	3	201	2
	Female	269	2	268	2	244	2
Sub-Total		494	6	492	5	445	4
TAIPAQ Plant	Male	4	329	86	474	32	552
	Female	56	788	219	921	249	1,021
Sub-Total		60	1,117	305	1,395	281	1,573
Kunshan Plant	Male	0	39	0	45	0	45
	Female	0	106	0	111	0	113
Sub-Total		0	145	0	156	0	158

Year		2023		2024		2025	
Type of Employment (Note 2)		Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Taoyuan Headquarters	Male	227	2	225	2	202	1
	Female	270	1	269	1	245	1
Sub-Total		497	3	494	3	447	2
TAIPAQ Plant	Male	329	4	86	0	584	0
	Female	788	56	219	0	1,270	0
Sub-Total		1,117	60	305	0	1,854	0
Kunshan Plant	Male	39	0	45	0	45	0
	Female	106	0	111	0	113	0
Sub-Total		145	0	156	0	158	0

Note 1: Employment contracts are divided into employees with non-fixed-term contracts and employees with fixed-term contracts. In compliance with local regulatory requirements, employees at the TAIPAQ Plant and Kunshan Plant with less than 10 years of service enter into fixed-term labor contracts, which are renewed every three years subject to an assessment upon expiration. Employees with 10 or more years of service may decide whether to convert to a non-fixed-term labor contract.
Note 2: Employment is divided into full-time employees (the working hours per week reach the legal upper limit of working hours) and part-time employees (the working hours per week do not reach the legal maximum working hours).
Note 3: The number of employees at the TAIPAQ Plant and Kunshan Plant fluctuated significantly, primarily due to changes in order volumes and internal adjustments to human resources policies.

Statistics on Employee Diversity at Taoyuan Headquarters

Taoyuan Headquarters

Year		2023		2024		2025	
Direct Employees		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Gender	Male	124	24.80%	125	25.15%	100	22.27%
	Female	177	35.40%	170	34.21%	139	30.96%
Age	Under 30 years old	99	19.80%	116	23.34%	76	16.93%
	30–49 years old	160	32.00%	137	27.57%	125	27.84%
	50 or above	42	8.40%	42	8.45%	38	8.46%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%
	Junior college/college /university	30	6.00%	27	5.43%	23	5.12%
	Others	271	54.20%	268	53.92%	216	48.11%
Indirect Employees		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Gender	Male	105	21.00%	102	20.52%	103	22.94%
	Female	94	18.80%	100	20.12%	107	23.83%
Age	Under 30 years old	29	5.80%	25	5.03%	22	4.90%
	30–49 years old	136	27.20%	139	27.97%	149	33.18%
	50 or above	34	6.80%	38	7.65%	39	8.69%
Educational Background	Graduate school	16	3.20%	17	3.42%	19	4.23%
	Junior college/college/ university	156	31.20%	159	31.99%	162	36.08%
	Others	27	5.40%	26	5.23%	29	6.46%

Note 1: Percentage of direct employees = (total number of direct employees in the respective category for the year / total number of employees at the end of the year) × 100%.
Note 2: Percentage of indirect employees = (total number of indirect employees in the respective category for the year / total number of employees at the end of the year) × 100%.

Statistics on Employee Diversity in TAIPAQ Plant

TAIPAQ Plant

Year		2023		2024		2025	
Direct Employees		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Gender	Male	283	20.64%	447	26.29%	459	24.76%
	Female	687	50.11%	804	47.29%	913	49.24%
Age	Under 30 years old	233	16.99%	368	21.65%	360	19.42%
	30–49 years old	673	49.09%	788	46.35%	891	48.06%
	50 or above	64	4.67%	95	5.59%	121	6.53%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%
	Junior college/college/ university	34	2.48%	78	4.59%	137	7.39%
	Others	936	68.27%	1,173	69.00%	1,235	66.61%
Indirect Employees		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Gender	Male	96	7.00%	113	6.65%	125	6.74%
	Female	305	22.25%	336	19.76%	357	19.26%
Age	Under 30 years old	85	6.20%	99	5.82%	103	5.56%
	30–49 years old	289	21.08%	325	19.12%	342	18.45%
	50 or above	27	1.97%	25	1.47%	37	2.00%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%
	Junior college/college/ university	86	6.27%	112	6.59%	137	7.39%
	Others	315	22.98%	337	19.82%	345	18.61%

Note 1: Percentage of direct employees = (total number of direct employees in the respective category for the year / total number of employees at the end of the year) × 100%.
Note 2: Percentage of indirect employees = (total number of indirect employees in the respective category for the year / total number of employees at the end of the year) × 100%.

Statistics on Employee Diversity in Kunshan Plant

Kunshan Plant

Year		2023		2024		2025	
Direct Employees		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Gender	Male	24	16.55%	30	19.23%	26	16.46%
	Female	67	46.21%	73	46.79%	75	47.47%
Age	Under 30 years old	10	6.90%	19	12.18%	11	6.96%
	30–49 years old	61	42.07%	64	41.03%	69	43.67%
	50 or above	20	13.79%	20	12.82%	21	13.29%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%
	Junior college/college/ university	1	0.69%	5	3.21%	1	0.63%
	Others	90	62.07%	98	62.82%	100	63.29%
Indirect Employees		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Gender	Male	15	10.34%	15	9.62%	19	12.03%
	Female	39	26.90%	38	24.36%	38	24.05%
Age	Under 30 years old	4	2.76%	3	1.92%	2	1.27%
	30–49 years old	44	30.34%	44	28.21%	50	31.65%
	50 or above	6	4.14%	6	3.85%	5	3.16%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%
	Junior college/college/ university	19	13.10%	19	12.18%	20	12.66%
	Others	35	24.14%	34	21.79%	37	23.42%

Note 1: Percentage of direct employees = (total number of direct employees in the respective category for the year / total number of employees at the end of the year) × 100%.
Note 2: Percentage of indirect employees = (total number of indirect employees in the respective category for the year / total number of employees at the end of the year) × 100%.

Female employees and female supervisors

Operating locations	Female employees	Proportion	Managerial female employees	Proportion
Taoyuan Headquarters	246 persons	54.79%	7 persons	18.92%
TAIPAQ Plant	1,270 persons	68.50%	0 persons	0.00%
Kunshan Plant	113 persons	71.52%	0 persons	0.00%
Total	1,629 persons	66.19%	7 persons	14.89%

Employment of local residents as senior executives

Operating locations	Employment of local residents as senior executives	Proportion
Taoyuan Headquarters	37 persons	100%
TAIPAQ Plant	5 persons	62.50%
Kunshan Plant	2 persons	100%
Total	43 persons	93.48%

Note: Senior executives refer to employees at the manager level and above.

Workers who are not employees

Total number of non-employee workers	
2023	99
2024	318
2025	288

Note: The data is based on figures as of December 31 of the respective year.

Statistics of workers who are not employees

Year		2023		2024		2025	
Contract Type		Dispatch	Others	Dispatch	Others	Dispatch	Others
Taoyuan Headquarters	Male	4	6	3	6	0	6
	Female	2	1	3	1	0	1
Sub-Total		6	7	6	7	0	7
TAIPAQ Plant	Male	1	8	86	0	32	0
	Female	56	5	219	0	249	0
Sub-Total		57	13	305	0	281	0
Kunshan Plant	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
Sub-Total		0	0	0	0	0	0

Year		2023		2024		2025	
Job Type		Operators	Others	Operators	Others	Operators	Others
Taoyuan Headquarters	Male	4	6	3	6	0	6
	Female	2	1	3	1	0	1
Sub-Total		6	7	6	7	0	7
TAIPAQ Plant	Male	1	8	86	7	32	0
	Female	56	5	219	8	249	0
Sub-Total		57	13	305	15	281	0
Kunshan Plant	Male	0	0	0	0	0	0
	Female	0	0	0	0	0	0
Sub-Total		0	0	0	0	0	0

Note 1: Non-employee workers are defined as individuals who do not have a direct employment relationship with the Company but provide services to the Company.
Note 2: Other types of work include technical consultants, security personnel, contracted occupational physicians, and wastewater treatment plant operators.

4.2.2 Data on New and Resigned Employees

As the Company continues to expand its business and scale of operations, Tai-Tech actively utilizes diverse recruitment channels, including online job banks, employee referrals, staffing agencies, and government employment services, to attract outstanding talent and strengthen its overall human capital and organizational competitiveness. In 2025, the Tai-Tech Group had 2,457 new hires and 2,337 employees who left the Group. An analysis of recent workforce trends shows that the number of employees at the Taoyuan Headquarters and Kunshan Plant remained stable. Changes in headcount at the TAIPAQ Plant were primarily attributable to employees leaving for personal career planning reasons. The Human Resources Department conducts exit interviews and incorporates the feedback collected into future recruitment plans.

New and Resigned Employees Statistics

Note 1: Percentage of new employees = (total number of new employees in the respective category for the year / total number of employees at the end of the year) × 100%.
Note 2: Percentage of resigned employees = (total number of resigned employees in the respective category for the year / total number of employees at the end of the year) × 100%.
Note 3: The calculation of the rates for the previous two years has been revised. The original calculation used the number of employees in the respective category, by age, gender, or educational background, at the end of the year as the denominator. This report instead uses the total number of employees at the end of the year as the denominator.

Taoyuan Headquarters		2023				2024				2025			
		New Employees		Resigned Employees		New Employees		Resigned Employees		New Employees		Resigned Employees	
Category		Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Age	Under 30 years old	50	10.00%	43	8.60%	58	11.67%	31	6.24%	16	3.56%	41	9.13%
	30 to 49 years old	41	8.20%	62	12.40%	42	8.45%	67	13.48%	32	7.13%	47	10.47%
	50 or above	0	0.00%	4	0.80%	2	0.40%	7	1.41%	5	1.11%	13	2.90%
Gender	Male	45	9.00%	47	9.40%	53	10.66%	55	11.07%	20	4.45%	44	9.80%
	Female	46	9.20%	62	12.40%	49	9.86%	50	10.06%	33	7.35%	57	12.69%
Educational Background	Graduate school	4	0.80%	0	0.00%	1	0.20%	0	0.00%	4	0.89%	2	0.45%
	Junior college/college/university and above	32	6.40%	23	4.60%	27	5.43%	27	5.43%	22	4.90%	23	5.12%
	Others	55	11.00%	86	17.20%	74	14.89%	78	15.69%	27	6.01%	76	16.93%

TAIPAQ Plant		2023				2024				2025			
		New Employees		Resigned Employees		New Employees		Resigned Employees		New Employees		Resigned Employees	
Category		Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Age	Under 30 years old	669	56.84%	566	48.09%	1,433	84.29%	1,256	73.88%	1,666	89.86%	1,622	87.49%
	30 to 49 years old	346	29.40%	438	37.21%	676	39.76%	520	30.59%	675	36.41%	549	29.61%
	50 or above	5	0.42%	23	1.95%	24	1.41%	28	1.65%	35	1.89%	39	2.10%
Gender	Male	283	24.04%	307	26.08%	716	42.12%	540	31.76%	648	34.95%	611	32.96%
	Female	737	62.62%	720	61.17%	1,417	83.35%	1,264	74.35%	1,728	93.20%	1,599	86.25%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Junior college/college/university and above	128	10.88%	113	9.60%	313	18.41%	244	14.35%	499	26.91%	413	22.28%
	Others	892	75.79%	914	77.66%	1,820	107.06%	1,560	91.76%	1,877	101.24%	1,797	96.93%

Kunshan Plant		2023				2024				2025			
		New Employees		Resigned Employees		New Employees		Resigned Employees		New Employees		Resigned Employees	
Category		Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion	Number of people	Proportion
Age	Under 30 years old	20	13.79%	14	9.66%	20	12.82%	12	7.69%	2	1.27%	4	2.53%
	30 to 49 years old	24	16.55%	45	31.03%	46	29.49%	43	27.56%	26	16.46%	19	12.03%
	50 or above	6	4.14%	4	2.76%	3	1.92%	3	1.92%	0	0.00%	3	1.90%
Gender	Male	24	16.55%	15	10.34%	26	16.67%	20	12.82%	7	4.43%	7	4.43%
	Female	26	17.93%	48	33.10%	43	27.56%	38	24.36%	21	13.29%	19	12.03%
Educational Background	Graduate school	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
	Junior college/college/university and above	4	2.76%	8	5.52%	5	3.21%	2	1.28%	3	1.90%	5	3.16%
	Others	46	31.72%	55	37.93%	64	41.03%	56	35.90%	25	15.82%	21	13.29%

4.3 Employee Care

Supplementary Topics | **Employee Care**

Significance to Tai-Tech

All employees are partners. They respect others, trust each other, work together to exert the strength of teamwork, inspire a pioneering spirit, and pursue higher goals. These are the keys to corporate sustainability. With sound remuneration and benefit system, retention of outstanding personnel can be achieved, and greater outstanding talents can also be attracted to join the team of Tai-Tech.

Commitments and Policies

Establish competitive and fair remuneration and evaluation system, and provide diverse employee welfare and retirement benefits, in order to achieve the business philosophy of mutual respect, cohesion and joint growth.

Short-Term Goal

- Promote at least one optimized employee benefits policy each year.

Mid- and Long-Term Goal

- Become a company that employees are proud of, and continue to attract and retain outstanding talents

Resources Invested in the Current Year

- The average annual salary increase rate for employees reached 3.2%.
- Subsidies related to employee retention totaled NT$9.334 million for the year.

2025 Results

- No work reduction or unpaid leave throughout the year
- Implement one employee welfare initiative: upgrading the materials used for employee uniforms and providing winter jackets.

Responsible Department	Management Department
Complaint Filing Mechanism	Management Department Manager’s mailbox (extension), President’s mailbox (extension), and employee opinion box

4.3.1 Remuneration System

Tai-Tech's remuneration policy is based on employees' individual competencies, performance, and substantive contributions to the Company. The remuneration structure does not differentiate based on gender, age, race, or other external factors. Market remuneration trends and business risks are also comprehensively assessed to ensure that remuneration levels remain competitive.

To put profit sharing into practice, pursuant to the Company's Articles of Incorporation, if the Company generates profits in a given year, no less than 6% shall be allocated as employee compensation. The Board of Directors shall resolve whether such compensation is distributed in cash or shares, and it is paid in the middle of the following year, allowing employees to share in the Company's operating results. In addition, the Company allocates a fixed percentage of its annual profit after tax as year-end bonuses, closely linking corporate operating performance with individual remuneration and establishing a long-term partnership of mutual benefit and shared prosperity between the Company and its employees.

Full-Time Non-Managerial Employees' Salaries

Unit: NT$ thousand

Taoyuan Headquarters	Number of Employees	Average Annual Salary	Median Annual Salary
2024	487	793	683
2025	463	894	735
Difference	-4.93%	+12.74%	+7.61%

Unit: RMB

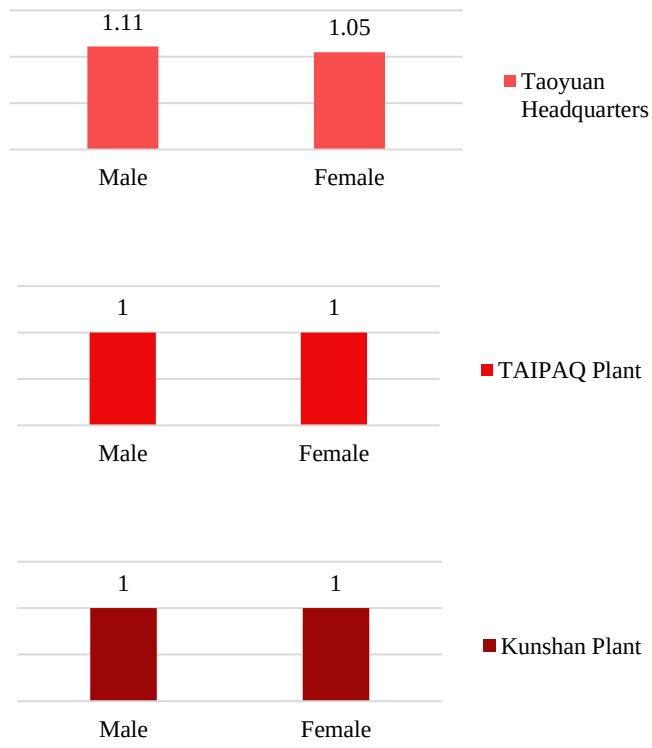
TAIPAQ Plant	Number of Employees	Average Monthly Salary	Median Monthly Salary
2024	1,395	5,801	4,823
2025	1,854	6,054	5,215
Difference	+32.90%	+4.36%	+8.13%

Unit: RMB

Kunshan Plant	Number of Employees	Average Monthly Salary	Median Monthly Salary
2024	156	7,202	7,233
2025	158	7,034	7,250
Difference	+1.28%	-2.33%	+0.24%

Note: The salaries of employees of the Taiwan Headquarters are calculated based on the annual salary, and the unit is NT$ thousand; the salaries of the employees of TAIPAQ Plant and Kunshan Plant are calculated based on the monthly salary, and the unit is RMB.

Ratios of Standard Entry Level Wage by Gender Compared To Local Minimum Wage



Note 1: Entry-level employees are defined as direct employees.
Note 2: Standard salary refers to the approved basic salary of direct employees.

Basic Salary and Remuneration Ratio

Taoyuan Headquarters		2023		2024		2025	
Gender		Male	Female	Male	Female	Male	Female
Executives	Basic salary ratio	1.30	1	1.15	1	1.24	1
	Remuneration	1.37	1	1.15	1	1.25	1
Non-Executives	Basic salary ratio	1.03	1	1.06	1	1.11	1
	Remuneration	1.04	1	1.08	1	1.12	1

TAIPAQ Plant		2023		2024		2025	
Gender		Male	Female	Male	Female	Male	Female
Executives	Basic salary ratio	1	1	1	1	1	1
	Remuneration	1.14	1	1.23	1	1.16	1
Non-Executives	Basic salary ratio	1	1	1	1	1	1
	Remuneration	1.01	1	1.17	1	1.24	1

Kunshan Plant		2023		2024		2025	
Gender		Male	Female	Male	Female	Male	Female
Executives	Basic salary ratio	1	1	1	1	1	1
	Remuneration	1.08	1	1.12	1	1.32	1
Non-Executives	Basic salary ratio	1.03	1	1.01	1	1	1
	Remuneration	1.37	1	1.18	1	1.21	1

Note 1: Executives are defined as employees at or above the subsection level.
Note 2: At the Taoyuan Headquarters, basic salary is calculated based on the employee's final approved monthly salary. At the TAIPAQ Plant and Kunshan Plant, basic salary is calculated based on the statutory monthly minimum wage prescribed by the local government.
Note 3: Remuneration refers to the basic salary plus additional amounts paid to employees, including length-of-service allowances, cash and equity bonuses, benefits, overtime pay, compensatory time off, and other subsidies, such as transportation, living expenses, and childcare subsidies.
Note 4: Differences in basic salary and remuneration by gender are attributable to differences in job functions. Male employees are more commonly engaged in research and development and manufacturing engineering positions, while female employees are more commonly engaged in administrative and clerical work.

4.3.2 Benefits Policy

To attract outstanding talent and retain key technical personnel, Tai-Tech has established a comprehensive employee benefits policy. In addition to establishing an Employee Welfare Committee in accordance with the law to coordinate employee trips and various other activities, we proactively provide employee care measures that exceed statutory requirements.

In terms of remuneration and protection, we provide employee group insurance, educational scholarships for employees and their children, subsidies for departmental gatherings, and employee stock subscription plans to put profit sharing into practice. To support work–life balance and help new employees adjust to the workplace, we provide one day of personal leave per month for new employees without affecting their full-attendance bonus.

In planning the workplace environment, Tai-Tech actively responds to the trend toward green transportation by installing electric scooter charging stations at its plants, thereby supporting employees in adopting a low-carbon lifestyle. To enhance workplace convenience, we have partnered with a convenience store operator to install smart vending machines, providing employees with a diverse range of food and beverage options.

In addition, we have established a “Five-Year Milestone Gold Medal Award” program for long-serving employees. Employees receive a pure gold medal upon completing every five years of service and each subsequent five-year milestone, in recognition of their contributions and continued growth alongside the Company.



2025 recognition of model workers and outstanding employees

Full-Time Employee Benefits

Taoyuan Headquarters			TAIPAQ Plant		Kunshan Plant
Year-end bonus	Employee travel	Employee and relative scholarship	Year-end bonus	Year-end dinner party and lottery	Year-end bonus
Regular health checkups that are better than what the regulations require (Note)	Employee dorm	Employee compensation	Regular health checkups that are better than what the regulations require (Note)	Childbirth allowance	Regular health checkups that are better than what the regulations require (Note)
Birthday gift money/gift	Gold medal for five-year (or multiples of five years) of services	Employee club subsidy	Birthday gift money/gift	Employee travel	Birthday gift money/gift
Marriage/funeral subsidy	Retention Bonuses	On-the-job training subsidy	Marriage/funeral subsidy	Employee dorm	
Holiday bonuses/gift vouchers	Employee introduction bonus	Employee stock option	Holiday bonuses/gift vouchers		
Year-end dinner party and lottery	Mentorship bonus	Department gatherings			
Childbirth allowance	Hospitalization consolation money				

Note: The Company provides health examinations that exceed regulatory requirements, and official employees who have been onboard for one full year are provided with one annual health examination. The health examination items include statutory tests and an additional abdominal ultrasound. Furthermore, for employees working in special hazardous areas who do not have the seniority required to qualify for the Bureau of Labor Insurance’s preventive occupational disease health examination subsidy, the Company provides out-of-pocket special hazardous operation examinations

4.3.3 Infant Care

Tai-Tech recognizes that a stable and family-friendly work environment provides employees with essential support. In addition to offering a comprehensive parental leave application mechanism, we place strong emphasis on employees' adjustment and development after returning to work, actively helping them pursue career growth while fulfilling their family caregiving responsibilities.

In 2025, a total of 27 employees at the Taiwan Headquarters were eligible to apply for unpaid parental leave, of whom 10 submitted applications and were able to devote themselves to caring for their children and families with peace of mind. Both the return-to-work rate and retention rate of male and female employees who took parental leave reached 100%, demonstrating the tangible effectiveness of Tai-Tech's efforts to help employees balance work and family life and reflecting our firm commitment to talent retention and gender equality.

Statistics on Employees' Unpaid Parental Leave

Note 1: Based on the number of male and female employees who applied for maternity leave or paternity leave during the past three years.
Note 2: Reinstatement rate = (Total number of employees actually reinstated in that year / Total number of employees required for reinstatement in that year) *100%
Note 3: Retention rate = (Total number of employees continue to be employed after the maturity of parental leave without pay of last year and 12 months after the reinstatement / Number of employees actually reinstated in last year) *100%
Note 4: As parental leave statistics may span multiple years, data for the past four years is disclosed.

Taoyuan Headquarters	Gender	2022	2023	2024	2025
Number of employees qualified for parental leave without pay (Note 1)	Male	17	16	14	12
	Female	18	14	12	15
Number of employees applying for parental leave without pay	Male	0	0	2	3
	Female	8	7	4	7
Number of employees required for reinstatement after maturity of parental leave without pay (A)	Male	0	0	1	2
	Female	4	7	2	2
Number of employees actually reinstated after parental leave without pay (including early reinstatement)	Male	0	0	1	2
	Female	4	7	1	2
Reinstatement rate (Note 2)	Male	0%	0%	100%	100%
	Female	100%	100%	50%	100%
Number of employees continue to be employed after the maturity of parental leave without pay of last year and 12 months after the reinstatement	Male	0	0	0	1
	Female	2	4	6	1
Retention rate (Note 3)	Male	0%	0%	0%	100%
	Female	100%	100%	85.71%	100%

4.3.4 Labor-Management Communication

Material Topics | **Labor-Management Communication**

Significance to Tai-Tech

Labor-management communication is a key cornerstone for fostering internal harmony and enhancing employee engagement and a sense of belonging. An efficient labor-management communication mechanism not only helps resolve internal conflicts, but also strengthens employees' recognition and support of the Company's decisions, enhancing overall productivity and corporate competitiveness. Meanwhile, a transparent and fair communication model can strengthen the Company's reputation among stakeholders and provide solid support for sustainable development.

Commitments and Policies

Through continuous improvement and an employee advocacy system, the Company has not only optimized the labor-management communication mechanism but also created a corporate culture of total participation and joint creation. The Company is committed to establishing a transparent and equal labor-management communication mechanism, and to:

- Respect for employees' rights: Respect employees' opinions and suggestions, and ensure their participation in decision-making.
- Transparent management: Provide clear and open information on business operations to ensure transparency and accuracy in communication.
- Diverse communication channels: Establish diverse labor-management communication platforms, including routine meetings, anonymous suggestion boxes, and digital communication tools, to ensure all employee voices are heard.
- Continuous improvement: Periodically review and optimize the labor-management communication mechanism to ensure its effectiveness and adaptability to the needs of both labor and management.
- Formulate employee initiative improvement measures and encourage employees to propose suggestions for improving work processes, safety measures, business efficiency, and the workplace environment.

Resources Invested in the Current Year

- Hold quarterly labor-management meetings
- The Welfare Committee meets once a quarter
- The Occupational Safety and Health Committee meets once every quarter.
- Conduct 1 employee satisfaction survey

Assessment Mechanism

- Meeting implementation: The frequency of relevant meetings, participation rates, and implementation status of resolutions are regularly tracked to ensure that matters raised through communication are effectively addressed.
- Satisfaction survey: An employee satisfaction survey is conducted annually to analyze the overall effectiveness of communication, and improvements are made to items for which satisfaction falls below the established standard.

Short-Term Goal

- Establish a labor-management communication platform: Complete the setup of an online communication platform and employee opinion survey tools, ensuring the platform reaches all employees.
- Hold routine labor-management meetings: Quarterly labor-management meetings will be held to discuss key issues such as working hours, remuneration, and benefits, and to record meeting resolutions and improvement progress.
- Employee satisfaction survey: An employee satisfaction survey is conducted annually, covering communication effectiveness, work environment, and welfare benefits, among other areas. The target satisfaction rate is maintained at 80% or higher.
- Communication training: Provide communication skills and conflict management professional training to management and labor representatives, completing training for 100% of relevant personnel.

Mid- and Long-Term Goal

- Full maturation of communication mechanisms: Establish a digital communication system by 2028 to standardize communication processes and enable data-driven management. Increase employee participation in communication activities and incorporate communication outcomes into management performance evaluations.
- Promoting labor-management meetings throughout the supply chain: By 2028, labor-management communication mechanisms will be extended to suppliers, with the goal of implementing regular labor-management communication mechanisms for 100% of major suppliers, ensuring harmony and stability within the supply chain.
- Development of a collaborative labor–management culture: Establish a labor–management culture centered on cooperation by 2030. Targets include resolving disputes within 30 days of occurrence, maintaining the proportion of unresolved cases below 2% (unresolved cases/total cases), and establishing employee relations indicators, including satisfaction and retention rates, as an early warning mechanism.

Responsible Department	Management Department
Complaint Filing Mechanism	Management Department Manager's mailbox (extension), President's mailbox (extension), and employee opinion box

Tai-Tech regards harmonious labor–management relations as the foundation for stable corporate growth and is committed to fostering a sound communication culture based on two-way interaction, openness, and transparency. In accordance with the law, we hold labor–management meetings every quarter, with five representatives each from management and labor. The highest-ranking management representative is the President, while labor representatives are drawn from various departments. This ensures that employees' voices reach the management decision-making level directly and that all suggestions receive proactive and constructive responses.

To establish multi-level communication channels, we have installed physical suggestion boxes in accordance with the Employee Communication and Grievance Management Procedures, allowing employees to fully express their suggestions in writing. Employees may also send emails directly to the President's mailbox. This ensures that every opinion is taken seriously and receives a response, while the confidentiality of personal information is strictly maintained. In addition, employees who submit constructive proposals concerning operational management that are adopted and produce effective results will, with their consent, receive public recognition and encouragement.

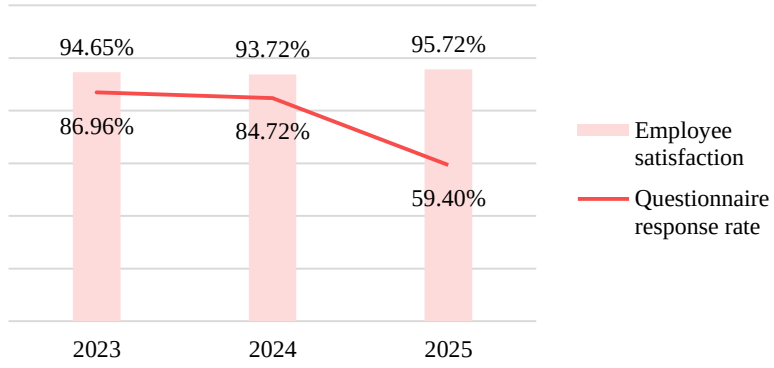
Tai-Tech respects labor rights and protects employees' freedom of association, and maintains an open attitude toward the formation of labor unions. A labor union has been established at the Kunshan Plant, and all employees at the plant are union members. We are also committed to complying with local labor laws and regulations. In recent years, there have been no mass layoffs or unilateral changes to working conditions, reflecting our commitment to maintaining stable labor–management relations.

4.3.5 Employee Satisfaction Survey

The Management Department at Tai-Tech's Taoyuan Headquarters conducts an annual satisfaction survey covering all employees. The survey assesses six major areas: the work environment, supervisors, colleagues, remuneration, job content, and personal development. The Company has also established an Employee Suggestion Box and Stakeholder Communication Management Procedures to provide diverse and accessible channels for expressing concerns and ensure that the voices of employees and other stakeholders are communicated promptly.

To ensure the authenticity and objectivity of the internal survey and facilitate in-depth communication with employees, responses are collected anonymously, and open-ended questions are used to encourage employees to express their views freely.

The Management Department, as the responsible unit, compiles the feedback collected through the survey. Departments responsible for lower-scoring items are then tasked with developing specific improvement plans, and the final results are announced to all employees. This timely feedback mechanism not only allows employees to feel that their opinions are genuinely valued, but also effectively strengthens their trust in the Company and willingness to participate.



Note 1: The full score for the employee satisfaction survey is 100, with a target score of 80 or above
Note 2: The survey period covered the full year of 2025.

4.3.6 Retirement Protection

Tai-Tech's Taiwan Headquarters has established a transparent and robust retirement protection mechanism in accordance with the Labor Standards Act and the Labor Pension Act to help ensure employees' financial security after retirement. In keeping with our commitment to protecting employees' rights and interests, full funding for employees covered by the old pension system who joined the Company on or before June 30, 2005 was completed in 2017 and approved by the Department of Labor, Taoyuan. As of March 31, 2022, the Company had completed the settlement and payment of all pension benefits under the old pension system.

Under the new pension system, the Company contributes 6% of each eligible employee's monthly wages to the employee's individual pension account in accordance with the law. Employees may also elect to make voluntary contributions ranging from 0% to 6%, providing greater flexibility in their personal retirement planning. Employees who meet the statutory retirement requirements may apply for retirement and withdraw their pension benefits in accordance with the law upon reaching the age of 60.

Pension System

Defined Benefits Plan			Defined Contribution Plan
● A defined benefit retirement plan has been established in accordance with the Labor Standards Act. The plan applies to the years of service of all regular employees before the Labor Pension Act took effect on July 1, 2005, as well as the subsequent years of service of employees who elected to remain covered by the Labor Standards Act after the Labor Pension Act took effect.	● According to the "Labor Standards Act," pension benefits are calculated based on the employee's length of service and the average salary for the 6 months prior to retirement.	● The Company contributes monthly an amount equal to 2% of the employees' monthly salaries and wages to the retirement fund deposited with Bank of Taiwan, under the name of the Independent Retirement Fund Committee.	● The Company has established the Employee Retirement Regulations according to the provisions of the "Labor Pension Act" and pension is appropriated for depositing in the individual account at the Bureau of Labor Insurance.

4.4 Human Capital

Material Topics | **Talent Cultivation**

Significance to Tai-Tech

Talent development and cultivation are factors critical to the sustainability of an enterprise. Tai-Tech pays attention to employee function development and is committed to systematic talent cultivation to strengthen organizational capabilities and competitiveness.

Commitments and Policies

Tai-Tech firmly believes that talent is essential to the sustainable development of the organization and that education and training form a vital foundation for talent development and enhanced organizational competitiveness. To ensure that training measures align with organizational strategies, respond to stakeholder needs, and support employees' continuous growth, Tai-Tech has established the following education and training policy principles as the basis for the planning, implementation, and review of all training activities:

- Compliance foundation: Comply with applicable laws and regulations to ensure that education and training activities are lawful, appropriate, and consistent with organizational governance requirements.
- Strategic alignment: Develop training programs that support organizational development by integrating the Company's business policies and annual targets and considering stakeholder feedback and competency requirements.
- Continuous improvement: Encourage employees to pursue diverse learning opportunities and establish a continuous improvement mechanism through training effectiveness assessments and feedback to enhance training quality.
- Collaborative value creation: Support employees' professional development and continuous growth, strengthen departmental operational effectiveness, and enhance the organization's sustainable competitiveness through an ongoing cycle of assessment and improvement.

Resources Invested in the Current Year

- Total training expenses for the year amounted to NT$1.960 million.

2025 Results

- Number of major deficiencies or related penalties from various audits: 0 cases
- Implement a talent development initiative → optimize the compensation system.

Short-Term Goal

- The number of major deficiencies or related penalties from various audits in 2026 is set to be 0 case
- Continue to implement at least one talent development project

Mid- and Long-Term Goal

- Continue to improve performance against the indicators of the Talent Quality-management System (TTQS) administered by the Workforce Development Agency, Ministry of Labor, with the aim of obtaining Silver certification within three to five years.

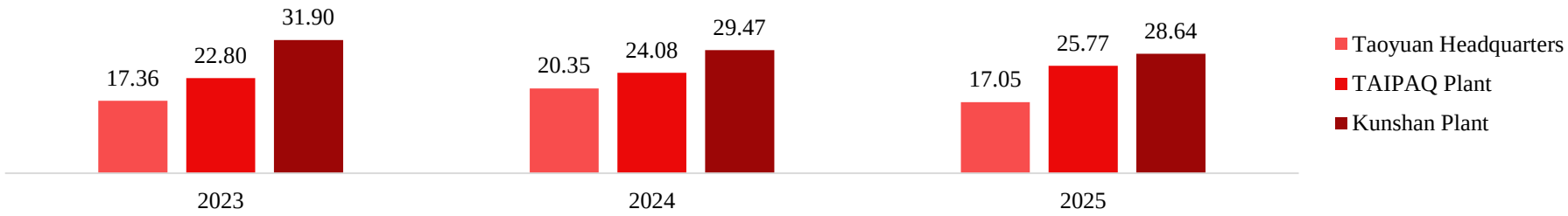
Responsible Department	Management Department - Administration Division
Complaint Filing Mechanism	Department Email Inbox / Extension

4.4.1 Talent Cultivation

Tai-Tech has established a systematic education and training system to fulfill its commitment to talent development and help employees realize their potential at every stage of their careers. To continuously enhance talent competitiveness, we formulate annual education and training plans and adopt a dual-track approach combining internal and external training to encourage employees to deepen their professional expertise.

Internal training courses are planned by each department based on business needs to ensure the timely alignment of technical skills and knowledge with operational requirements. For external training, suitable employees are selected in accordance with each department's business development plans to participate in courses offered by external professional institutions. Upon completion, employees are invited to share their learning or conduct internal training sessions, thereby transforming individual learning into organizational assets, effectively internalizing external knowledge, establishing sound mechanisms for knowledge transfer and the passing on of experience, comprehensively enhancing organizational effectiveness, and building an outstanding professional team.

Average Training Hours of Employees



Note: Average training hours are calculated by dividing the total training hours of all employees during the year by the total number of employees at the end of the year.

Average Training Hours by Employee Category

Year	2023		2024		2025	
Gender	Female	Male	Female	Male	Female	Male
Taoyuan Headquarters	11.24	24.60	16.63	24.78	15.85	18.51
TAIPAQ Plant	22.20	19.10	24.20	22.50	25.18	23.69
Kunshan Plant	24.82	38.14	26.57	36.32	25.21	32.07

Year	2023		2024		2025	
Rank	Executives	General employees	Executives	General employees	Executives	General employees
Taoyuan Headquarters	40.95	13.00	42.23	16.03	26.42	14.74
TAIPAQ Plant	20.20	22.30	22.10	24.20	23.55	24.68
Kunshan Plant	42.00	27.10	46.70	28.05	40.15	27.79

Note 1: The average number of training hours of each type of employee refers to the total number of training hours of the type of employees in that year / total number of the type of employees at the end of that year.
Note 2: The executives are defined as employees at the deputy section chief level and above.

4.4.2 Education & Training Satisfaction Rate

To provide high-quality learning resources, Tai-Tech not only assesses participants' learning outcomes but also regards employee feedback as a key driver for improving its training system. Through the "Education and Training Feedback Survey," we conduct surveys covering four major aspects: course content, instructor professionalism, individual learning gains, and general suggestions. By cross-analyzing quantitative data and specific recommendations, we ensure that training resources are closely aligned with employees' needs.

The implementation rate of the 2025 education and training plan reached 100%. In the training satisfaction survey, employees gave the overall training objectives a rating of 4.62 out of 5. This outstanding result not only demonstrates excellent training effectiveness but also reflects employees' strong recognition of and support for the Company's talent development resources.

Note: The first three aspects of the Education and Training Feedback Survey are assessed using a five-point Likert scale, ranging from 1 for "very dissatisfied" to 5 for "very satisfied," while the fourth aspect is presented in an open-ended questionnaire format.

4.4.3 Periodic Performance Evaluation

To establish an effective performance evaluation system, Tai-Tech has formulated the "Employee Performance Evaluation Management Regulations," with objectivity and fairness as its core principles. The system is designed to unlock employees' potential, improve overall operational effectiveness, and ensure that each employee's contributions receive appropriate recognition and feedback.

In terms of implementation, the Taiwan Headquarters conducted regular performance evaluations for all employees in 2025, ensuring close alignment between talent development and organizational goals. The TAIPAQ Plant and Kunshan Plant prioritized regular evaluations for employees in supervisory positions to strengthen leadership effectiveness and ensure management quality. We will continue to expand the coverage of performance management across all operating sites and implement a performance-oriented talent development strategy.

Scope and Rate of Performance Evaluations

2025		Gender				Employee type			
Operating locations		Male		Female		General employees		Executives	
Taoyuan Headquarters	Number of employees evaluated	201	99.01%	246	100%	360	100%	89	100%
	Total number of employees	203		246		360		89	
TAIPAQ Plant	Number of employees evaluated	28	4.79%	35	2.76%	30	1.65%	34	100%
	Total number of employees	584		1,270		1,820		34	
Kunshan Plant	Number of employees evaluated	5	11.11%	8	7.08%	0	0%	13	100%
	Total number of employees	45		113		145		13	

Note 1: Performance evaluations at the Taoyuan Headquarters cover all employees, while those at the TAIPAQ Plant and Kunshan Plant are conducted only for supervisors.
Note 2: The performance evaluation rate at the Taoyuan Headquarters was below 100% mainly because some newly hired employees had not yet reached the applicable evaluation cycle after joining the Company.

4.5 Friendly Workplace

Material Topics | **Occupational Safety**

Significance to Tai-Tech

Occupational safety is the key cornerstone for protecting employee health and productivity and promoting the sustainable development of the enterprise. The safety and well-being of employees are the most important assets of a company. A safe working environment not only boosts employee morale and efficiency, but also reduces the risk of work-related injuries, legal disputes, and business interruptions. Meanwhile, actively promoting occupational safety demonstrates the Company's commitment to its employees and stakeholders, while also strengthening its brand image and competitiveness to attract more high-quality talent and partners.

Commitments and Policies

Tai-Tech regards occupational safety as one of the core values of sustainable operation and is committed to providing a safe and healthy work environment to protect the physical and mental health and safety of all employees. Based on the core policy of "compliance with laws and regulations, education and training, full participation, health care, risk management, and continuous improvement," we are committed to implementing occupational safety policies at all levels of the Company and in all business activities to ensure that all employees work in a safe and healthy environment. Through the participation and continuous improvement of all employees, we are committed to achieving our safety goal of "zero accidents and zero injuries" and setting a benchmark for responsible corporate citizenship among all stakeholders.

Short-Term Goal

- Continue to maintain ISO 45001 system certification
- Perform inspection periodically with all department heads once monthly
- Report safety and health matters and internal compliance assessment during monthly meeting
- Equipment safety engineering improvement
- Production of educational training videos

Mid- and Long-Term Goal

- Number of accident-free working hours reaches 2.4 million hours
- Implement safety observation on internal operations, and perform safety improvement

Resources Invested in the Current Year

- Install a total of 13 electronic access control systems across the plant
- Install surveillance cameras in blind spots throughout the plant
- Renovate restrooms throughout the plant
- Eliminate odors in the workplace

2025 Results

- No major deficiencies from the audit results
- Passed the audit for ISO45001 occupational safety and health management system certification
- Obtain certification for 1.5 million accident-free work hours

Responsible Department	Occupational Health and Safety Office
Complaint Filing Mechanism	Mr. Wu manage07@tai-tech.com.tw ext. 1377

4.5.1 Occupational Safety and Health Management System

Tai-Tech regards occupational health and safety as fundamental to protecting the physical and mental health and personal safety of all employees. In 2019, the Company implemented the ISO 45001 occupational health and safety management system and has since engaged a qualified third-party certification body to conduct annual audits, ensuring that its management mechanisms remain aligned with international standards. The results of the 2025 third-party audit identified no major nonconformities, demonstrating the high priority we place on maintaining the occupational health and safety management system.

Guided by the six core principles of our "Occupational Health and Safety Policy," we embed safety awareness across all organizational levels and operating activities. Through the Plan-Do-Check-Act (PDCA) cycle, we strive to achieve the goal of "zero accidents and zero injuries."

Workers Covered by an Occupational Health and Safety Management System

Taoyuan Headquarters	2025	Number of People	Proportion
Occupational Safety and Health Act	Internal audit	452	100%
	Labor inspection	452	100%
ISO 45001	Internal audit	452	100%
	External verification	452	100%

Note: The scope covers all employees, workers, and contractors of the Company, with no other workers excluded.

Occupational Safety and Health Policies

Compliance	● Strictly comply with the Occupational Safety and Health Act and related laws and regulations, and adopt the international ISO 45001 standard as the basis for management to ensure workplace compliance and safety. ● Proactively monitor the latest regulatory requirements and conduct regular compliance reviews.
Training and Education	● Develop comprehensive education and training plans to ensure that all employees understand and comply with occupational health and safety requirements and possess emergency response capabilities. ● Regularly conduct training courses covering hazard identification, first-aid skills, disaster response, and other topics, and verify learning outcomes through tests and practical drills.
Total Participation	● Foster a culture of full employee participation, establish employee feedback mechanisms, and encourage employees to proactively report safety hazards and propose improvements. ● Clearly define occupational health and safety authorities and responsibilities at all levels to ensure that every employee can effectively fulfill their role.
Health Care	● Provide regular health examinations, particularly for personnel engaged in high-risk operations, and strengthen health monitoring and the prevention of occupational diseases. ● Implement health promotion programs, including mental health counseling, health seminars, and stress-relief activities, to enhance employees' physical and mental well-being.
Risk Management	● Establish comprehensive risk identification and assessment mechanisms, conduct in-depth analyses of high-risk workplaces and operations, and implement effective risk control measures.
Continuous Improvement	● Regularly review occupational health and safety performance indicators, such as accident rates and the number of violations, and continuously optimize management processes and measures. ● Ensure the transparency and continuous improvement of the management system through external audits and third-party verification, while drawing on industry cases and experience to enhance overall operational performance.

4.5.2 Risk Assessment and Control

In accordance with the "Risk Assessment Technical Guidelines" issued by the Occupational Safety and Health Administration, Ministry of Labor, Tai-Tech has established the "Occupational Health and Safety Risk Assessment Procedures" to protect employees from illness, injury, disability, or death caused by workplace buildings, machinery, equipment, raw materials, chemicals, gases, vapors, dust, operating activities, or other occupational factors. Through ongoing hazard identification and risk assessment, combined with the formulation and tracking of improvement targets and action plans, risks are controlled at an acceptable level.

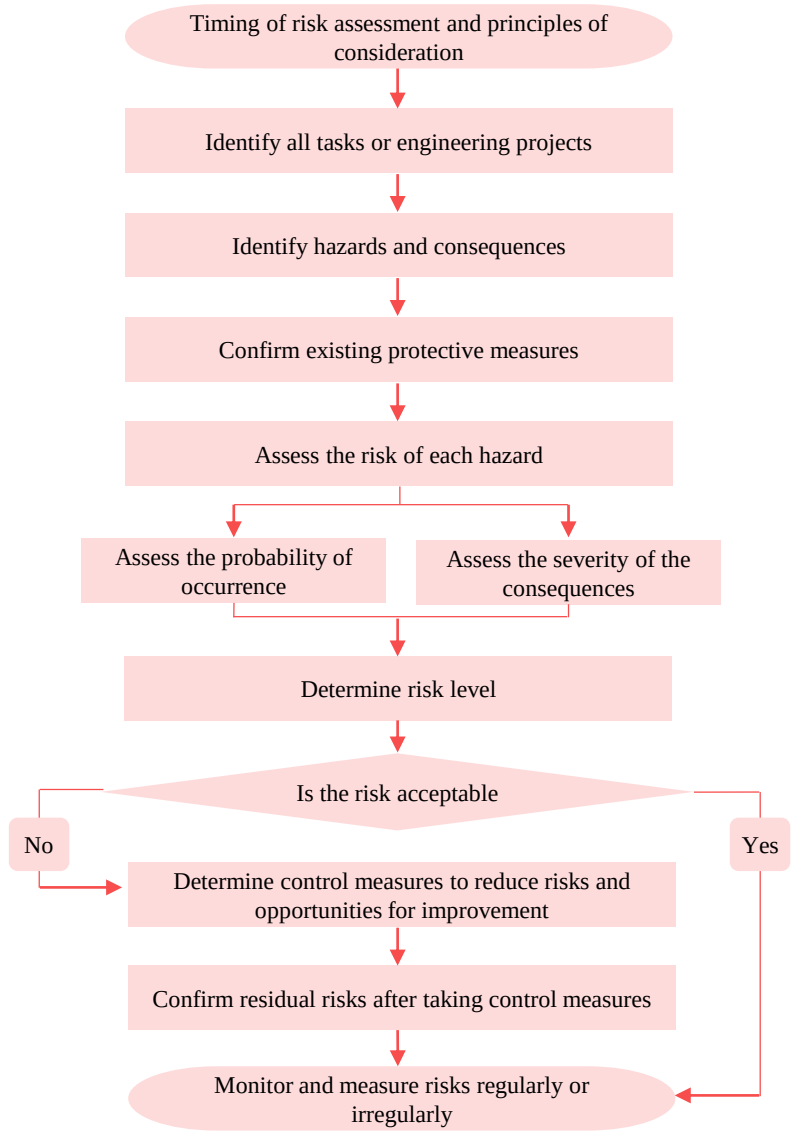
To ensure that all employees possess adequate safety awareness, we incorporate applicable legal requirements into the education and training materials for new hires and current employees. This ensures that employees understand the right granted under Article 18 of the Occupational Safety and Health Act to stop work and withdraw to a safe location when they become aware of an immediate danger in the workplace, provided that doing so does not endanger others. Employees exercising this right shall not be subject to dismissal, reassignment, nonpayment of wages for the work stoppage period, or any other unfavorable treatment.

In addition, we classify business activities as routine or non-routine operations and determine five risk levels by multiplying the "likelihood" of a risk occurring by its "severity." Corresponding measures based on the hierarchy of controls, such as elimination, substitution, or engineering controls, are adopted for each risk level, with the aim of eliminating hazards at the source and safeguarding workplace safety.

Risk Level Determination Table

Risk Level		Countermeasures
5	Extremely high risk	An unacceptable risk level. We will review the integrity of existing protection and control measures immediately, and continue to set out improvement plans.
4	High risk	Barely acceptable risk level. Each unit must prioritize improvement to this level of risk when drawing up a management plan to further review and determine improvement measures.
3	Medium risk	A temporarily acceptable risk level, but we need to pay attention to the current control situation.
2	Low risk	An acceptable risk level. We manage it using the existing method.
1	Ignorable risk	Such risks can be ignored without the need for improvement.

Risk Assessment Process



4.5.3 Accident Investigation Process and Improvement

Tai-Tech takes a proactive approach to preventing accidents and reducing the likelihood of their occurrence. We have established the “Emergency Response Procedures” and conduct simulation drills for different types of disasters to strengthen employees’ emergency response capabilities. When an unexpected event or emergency accident occurs, employees may follow the “Incident Handling and Investigation Management Procedures” to promptly report the incident to the relevant units, provide initial first-aid treatment, assist in establishing an objective factual record, and preserve evidence.

The primary purpose of accident investigations is to prevent similar accidents from recurring. We establish investigation teams to conduct detailed investigations and analyze the direct, indirect, and root causes of accidents. The investigation findings are then translated into concrete preventive actions, including effective immediate corrective measures and prevention plans, with the aim of eliminating hazards at their source.

Recognizing the importance of preventing recurrence, we turn every experience into an opportunity for improvement. Through regular meetings of the Occupational Safety and Health Committee, senior management leads cross-departmental reviews, and accident cases are incorporated into education and training materials. In addition to making improvements in response to individual incidents, we apply preventive measures across relevant operations to eliminate related potential risks and foster a safety culture of continuous improvement.

Accident Investigation Process

Occurrence of an accident

After an incident occurs, the unit where the incident occurred shall complete an incident notification form and notify the Occupational Safety and Health Office within 12 hours, or within one hour in the case of a major accident. In the event of a major occupational accident, such as a fatal accident or an accident involving three or more affected persons, the competent authority must be notified within eight hours.

Accident investigation

The unit where the accident occurred should carry out a preliminary investigation immediately and send the accident investigation report to the Occupational Safety and Health Office within one week. The office will then organize an accident investigation team to conduct a formal investigation based on the accident investigation level.

Subsequent improvement

All investigation reports need to be submitted to the President for approval, and tracking and improvement need to be conducted as per the Corrective and Preventive Measures Management Procedures.

Statistics on Occupational Injuries of Taoyuan Headquarters Employees and Non-Employees

Year	2023		2024		2025	
Total working hours	1,198,874		1,385,054		1,253,163	
Ratio calculated according to every 200,000 working hours	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Death accident due to occupational injury	0	0	0	0	0	0
Severe occupational injury	0	0	0	0	0	0
Recordable occupational injury	8	1.33	2	0.29	7	1.12
Work-related ill health	0	0	0	0	0	0
Recordable occupational disease	0	0	0	0	0	0

Note 1: Traffic accidents that occurred to employees when commuting to and from work are not included in the calculation.
Note 2: Occupational injury ratio calculation equation = (Number of employees subject to occupational injuries / Total number of working hours lapsed) * 200,000 working hours
Note 3: Recognition of occupational accidents is subject to the local Ministry of Labor.

Types of Occupational Injuries and Occupational Diseases Among Employees/Non-Employees of Taoyuan Headquarters

Year		2023	2024	2025	Hazard Causes and Improvement Description
Work-related injuries	Jamming	4	1	4	Install additional safety interlock sensors
	Human factor	1	0	0	
	Falling	0	1	3	Install anti-slip steel plates / Remove oil-leaking equipment / Incorrect material handling methods
	Objects falling down	3	0	0	
Work-related ill health	Overwork	0	0	0	

Statistics on Occupational Injuries of Employees/Non-employees in TAIPAQ Plant

Year	2023		2024		2025	
Total working hours	2,539,241		4,517,981.5		3,058,528	
Ratio calculated according to every 200,000 working hours	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Death accident due to occupational injury	0	0	0	0	0	0
Severe occupational injury	0	0	0	0	0	0
Recordable occupational injury	4	0.32	2	0.09	5	0.33
Work-related ill health	0	0	0	0	0	0
Recordable occupational disease	0	0	0	0	0	0

Note 1: Traffic accidents that occurred to employees when commuting to and from work are not included in the calculation.
Note 2: Occupational injury ratio calculation equation = (Number of employees subject to occupational injuries / Total number of working hours lapsed) * 200,000 working hours
Note 3: Recognition of occupational accidents is made by the local work-related injury certification center.

Types of Occupational Injuries and Occupational Diseases Among Employees/Non-Employees of TAIPAQ Plant

Year		2023	2024	2025	Hazard Causes and Improvement Description
Work-related injuries	Cutting injury	2	0	0	
	Crush injury	2	0	0	
	Mechanical injury	0	1	3	Failure to follow operating procedures while using equipment resulted in crushed and lacerated fingers.
	Burn injury	0	1	0	
	Struck-by injury	0	0	2	An accidental struck-by injury occurred while using transportation equipment.
Work-related ill health	Overwork	0	0	0	

Statistics on Occupational Injuries of Kunshan Plant Employees and Non-Employees

Year	2023		2024		2025	
Total working hours	462,996		516,500		540,221	
Ratio calculated according to every 200,000 working hours	Number of people	Ratio	Number of people	Ratio	Number of people	Ratio
Death accident due to occupational injury	0	0	0	0	0	0
Severe occupational injury	0	0	0	0	0	0
Recordable occupational injury	0	0	0	0	0	0
Work-related ill health	0	0	0	0	0	0
Recordable occupational disease	0	0	0	0	0	0

Note 1: Traffic accidents that occurred to employees when commuting to and from work are not included in the calculation.
Note 2: Occupational injury ratio calculation equation = (Number of employees subject to occupational injuries / Total number of working hours lapsed) * 200,000 working hours
Note 3: Recognition of occupational accidents is made by the local work-related injury certification center.

Types of Occupational Injuries and Occupational Diseases Among Employees/Non-Employees of Kunshan Plant

Year		2023	2024	2025	Hazard Causes and Improvement Description
Work-related injuries	Fall injury	0	0	0	-
	Cutting injury	0	0	0	-
	Burn injury	0	0	0	-
Work-related ill health	Overwork	0	0	0	-

4.5.4 Occupational Safety and Health Worker Participation and Training

Excellence in occupational health and safety management depends not only on sound systems but also on the active participation and professional competence of all employees. In accordance with applicable laws and regulations, we convene the "Occupational Safety and Health Committee" on a quarterly basis as the highest-level internal consultation channel for occupational health and safety matters. The President serves as the Committee Chair, and committee members include department heads, dedicated occupational health service nurses, occupational health and safety personnel, and an adequate proportion of labor representatives, ensuring that employees' needs and suggestions are fully considered in the decision-making process.

Through the Occupational Safety and Health Committee, we regularly oversee and review internal occupational health and safety management measures. Its core responsibilities include preventing hazards associated with machinery, equipment, and the work environment; managing contractors; planning education and training; reviewing occupational accident investigation reports; and examining occupational health and safety audit performance to ensure that relevant procedures and regulations are continuously revised in response to current management conditions. The Committee also closely reviews worker health management, occupational disease prevention, and health promotion programs.

To establish a comprehensive occupational health and safety protection network, Tai-Tech strengthens employees' hazard identification and prevention capabilities through systematic education and training plans, diverse course topics, and innovative learning methods.

To comply with statutory requirements, new employees receive three hours of basic occupational health and safety training on their first day of employment, while current employees receive at least three hours of refresher training every three years. In addition, based on the annual risk assessment results, historical accident analyses, and actual operational needs, we plan and conduct at least four different types of hazard prevention courses each year.

In addition to engaging external professional instructors to provide in-person training, we actively promote digital learning. Employees may flexibly arrange their learning schedules through an online learning platform, overcoming time and location constraints. We also use diverse communication channels, such as system notifications, emails, and announcements, to ensure the smooth dissemination of occupational health and safety information and embed "safety first" in the Company's core values.

Occupational Health and Safety Education and Training Content

Safety and health education and training for new employees	Provide all new employees with basic occupational health and safety knowledge covering workplace hazard identification, safe operating procedures, and emergency response processes, ensuring that they can quickly adapt to and comply with the Company's safety culture.
Safety and health education and training for on-job employees	Regularly conduct occupational health and safety training, with courses tailored to the characteristics of each department and position, to enhance employees' risk identification and response capabilities.
Safety and Health Committee Education and Training	Provide training specifically designed for committee members, focusing on occupational health and safety policies, oversight mechanisms, and legal compliance to enhance the Committee's management capabilities and practical implementation.
ISO 45001 Procedure Description and Usage Timing	Educate employees on the core procedures of ISO 45001 and the circumstances in which they apply, promote standardized operations, and ensure the effective application of the system in daily management.
Chemical Hazards and Emergency Response	Provide employees who handle chemicals with professional training on chemical properties, label identification, and emergency response techniques to reduce the risk of chemical accidents.
Workplace unlawful infringement prevention seminar	Address issues such as workplace bullying, harassment, and violence, and enhance employees' ability to identify and respond to unlawful workplace conduct through case studies and professional guidance.
AED Operation and First Aid Practices	Train employees in the use of automated external defibrillators (AEDs) and first-aid procedures to ensure prompt and effective responses to sudden medical emergencies.
Breathing Protection Education and Training	Train employees engaged in special operations to use respiratory protective equipment correctly and reduce the risk of inhaling hazardous gases.
Electrical Safety and Fire Prevention	Educate employees on the proper operation of electrical equipment and the identification of electrical hazards, while strengthening their knowledge of fire prevention and emergency response capabilities.

4.5.5 Occupational Health Services

Tai-Tech values the physical and mental well-being of every employee. To provide employees with more comprehensive healthcare, we proactively adopt protective measures that exceed statutory requirements. In accordance with the Occupational Safety and Health Act and the Regulations on Labor Health Protection, we employ dedicated occupational health service nurses and occupational health and safety personnel, and we work with contracted occupational medicine specialists to establish a comprehensive protection network.

We have established a comprehensive "Worker Health Service Plan." In addition to conducting professional analyses of individual health examination results and providing ongoing follow-up, we actively implement measures to prevent work-related injuries and illnesses. We also arrange regular on-site services by occupational medicine specialists, maintain sound first-aid and emergency response mechanisms, and promote the four major worker health protection programs and health promotion measures. Through the following objectives, we aim to provide comprehensive care for employees' physical and mental well-being, fulfill our commitment to protecting employee health, and create a safe, healthy, and friendly workplace from within.

- Meet statutory health examination requirements and establish a health management classification system.
- Strengthen workplace hazard prevention measures to protect employees' work safety and physical and mental health.
- Conduct health education and health promotion activities based on needs assessments.





Regular on-site services by contracted occupational medicine specialists

Four Major Programs for Labor Health Protection

Occupational Maternity Health Protection Plan

Purpose: Protect the health and work safety of female employees of childbearing age, pregnant, postpartum, and breastfeeding.

- Encourage proactive reporting of pregnancy status and adjust work scope as needed.
- Provide contracted obstetrics and gynecology services, parking spaces for pregnant women, and breastfeeding rooms.
- Provide health care and health education according to individual needs to ensure effective workplace maternal protection.

Abnormal Workload-Induced Disease Prevention Plan

Purpose: Prevent cardiovascular disease and health risks induced by abnormal workloads.

- Establish a classification management system and provide health care and occupational physician guidance.
- Implement health tracking and care based on workload and health examination data.

Ergonomic Hazard Prevention Plan

Purpose: Prevent repetitive musculoskeletal disorders and ergonomic hazards.

- On-site inspections by the occupational physician with recommendations for environmental improvements.
- Work posture guidance and health education activities, posting of promotional materials to reduce workplace hazards.
- Conduct posture correction and muscle relaxation courses.

Prevention Plan for Unlawful Infringement During Duty

Purpose: Create a safe, non-violent working environment and protect employees' rights.

- Post statements prohibiting workplace violence and sexual harassment.
- Conduct hazard identification and prevention education and training, and provide complaint and reporting channels.

Health Exam

General Health Checkup Management

1. We conduct regular health examinations in accordance with applicable laws and regulations and provide health services that exceed statutory requirements:
   - With employees' consent, provide an annual health checkup exceeding legal standards and add additional examination items (e.g., abdominal ultrasound).
   - Select medical institutions accredited for labor physical and health examinations, and require them to provide a comparative report of the past three years' health data to help employees track health trends.
2. Health management classification: Full-time nurses and contracted occupational physicians provide health management based on examination data.



Health Exam

Special Health Hazard Operations Management

For special health hazards in the Company's manufacturing process (such as noise, dust, nickel, and ionizing radiation):

1. Environmental monitoring: Regularly conduct workplace environment monitoring to ensure compliance with safety standards.
2. Special operations health checkups: Conducted annually according to legal requirements, with health guidance provided according to classification management principles. According to regulations, employees meeting Level 2 management standards are provided with occupational physician guidance; in addition, based on the health examination results for the year, no employees required Level 3 or higher health management.
3. Workplace health and safety promotion: Publish educational materials on prevention for specific hazards in the plant.

Special Operation Classification Management

2025	Noise	Dust	Nickel	Ionizing radiation
Level 1 control	11	15	17	5
Level 2 control	4	5	9	8
Level 3 control	0	0	0	0
Level 4 control	0	0	0	0
Total number of people	15	20	26	13+1 (change operations)

Note 1: For Level 2 personnel, personal health guidance will be implemented according to the laws
Note 2: Changes in operation are not subject to classification.

Health Examination Statistics

2025	Number legally required to undergo health examinations (Note 1)	Number completing legally required health examinations	Statutory completion rate (Note 2)	Number participating under benefits exceeding regulatory requirements (Note 4)	Number of participants in the item (activity statistics)
General health examinations	4	1 person	25% (Note 3)	293 person	294 person
Special health examinations	33	33 person	100%	19 persons (company-sponsored)	52 person

Note 1: Refers to the number of employees required by applicable regulations to undergo periodic health examinations.
Note 2: Number completing legally required health examinations / Number legally required to undergo health examinations × 100%.
Note 3: A total of three employees who were legally required to undergo health examinations had not yet completed them because they were assigned overseas and had not returned to Taiwan for examination.
Note 4: Refers to the number of employees who voluntarily underwent health examinations beyond regulatory requirements under benefits provided by the Company.
Note 5: Some employees who underwent special health examinations also underwent general health examinations. Therefore, the sum of the two categories does not represent the actual number of employees who participated in health examinations.
Note 6: A total of 319 employees actually participated in health examinations in 2025, accounting for 70.4% of the Company's total workforce.
Note 7: Percentage of examined employees to total employees = Actual number of examined employees ÷ Total number of Company employees (based on a total workforce of 453 employees in October 2025) × 100%.

Health Promotion Report

Tai-Tech fully recognizes the importance of a healthy workplace. Health protection measures are no longer limited to preventing accidental injuries or occupational diseases, but also emphasize cultivating employees' health awareness, integrating healthy habits into daily life, and helping employees achieve a balance between work and life.

We regularly distribute health education materials each month to provide employees with accurate healthcare information and free resources offered by government agencies. We also design appropriate health promotion programs based on employees' needs and actively organize a diverse range of activities. To further cultivate a culture of workplace health, senior management actively participates in and leads employees in various health promotion activities, working together to create a supportive and healthy environment.

Advocacy Courses

Date	Advocacy Courses	Number of Participants	Satisfaction Survey
2025/6/3	Practical training on workplace unlawful infringement complaints, investigations, and deliberations (senior management and investigation team)	28	Satisfied
2025/6/3	Prevention of workplace unlawful infringement and sexual harassment (supervisors and labor representatives)	32	Satisfied
2025/8/1-9/1	Online employee education and training course on the prevention of workplace unlawful infringement and sexual harassment	414	Satisfied
2025/8/21	CPR+AED practical operation training	18	Satisfied




CPR+AED practical operation training

Health Promotion Activities

Date	Advocacy Courses	Number of Participants	Satisfaction Survey	Participant Feedback
2025/2/19	Corrective mat exercises – Improve your posture	19	Very satisfied	Helpful / Professional instruction / The instructor was engaging and highly professional! My soreness improved after exercising / I felt relaxed after the exercises. Please offer more courses like this so everyone can participate / The stretching exercises were very comfortable.
2025/5/7	Healthy aging through exercise – Build and maintain muscle strength together	15	Satisfied	The benefits of the exercise exceeded my expectations. More courses like this would be welcome / Very satisfied. It was beneficial to my health.
2025/6/13	Employee stress-relief program – Pastel art workshop	8	Satisfied	Focusing on creating artwork was very relaxing / Sharing our artwork with colleagues created a relaxed and enjoyable atmosphere / Seeing my completed artwork gave me a great sense of accomplishment.







Walk More, Plant More | A dual initiative for health and the environment

From February 3 to March 4, 2025, Tai-Tech launched the month-long “Walk More, Plant More” health promotion campaign. The campaign partnered with the Walkii digital platform to promote the “Healthy Forest Tree-Planting Program,” innovatively integrating employee health with environmental conservation.

In partnership with the Kaohsiung Association for Tree Planting, employees’ walking steps were transformed into meaningful environmental action. By sponsoring tree seedlings and planting native trees in the migratory bird habitats and wetlands of the coastal Cieding area in Kaohsiung, the campaign supported the “Creating a New Coastal Paradise” coastal afforestation initiative. By promoting the right tree species in the right locations and using diverse, multi-layered planting configurations, the initiative aims to gradually establish coastal windbreak forests and ecological habitats while advancing both workplace health and biodiversity.



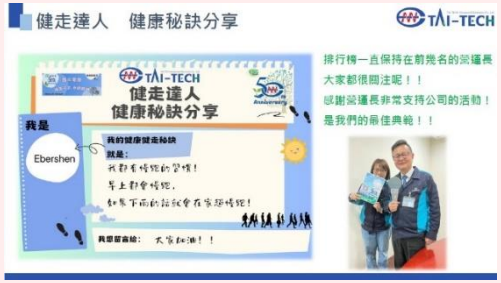
Participated in the Kaohsiung Association for Tree Planting’s “Cieding Gong-14 Land” afforestation project



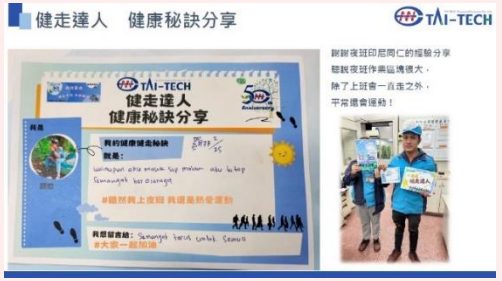
Planted five native Taiwanese tree seedlings at 22°52’53.1 “N, 120°11’31.5”E

The Chief Operating Officer took the lead in supporting the campaign, encouraging all employees to demonstrate the Company’s commitment to sustainability through meaningful action. Meanwhile, the Company nurse served as a health promotion ambassador, fostering a supportive culture through employee interviews, shared experiences, and daily encouragement, making walking more than just exercise, it became a company-wide initiative spanning multiple departments.

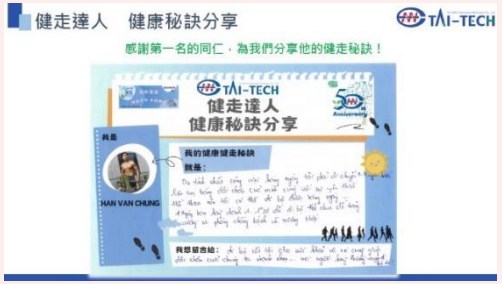
Particularly inspiring was the enthusiastic participation of our Indonesian and Vietnamese colleagues, who worked alongside their Taiwanese counterparts and encouraged one another throughout the campaign. These meaningful interactions across languages and cultures fully demonstrated the Company’s commitment to diversity, inclusion, unity, and teamwork.



The Chief Operating Officer led the campaign, and the Company nurse served as the health promotion ambassador



Indonesian employees shared their walking experiences



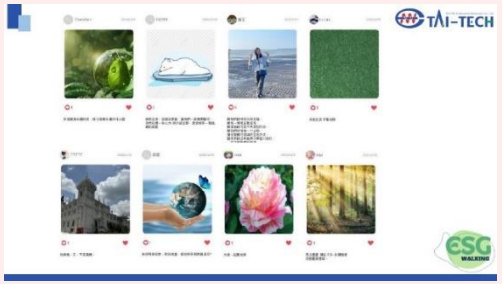
Vietnamese employees shared their walking experiences



Walking Steps Leaderboard



Event Outcomes



Employees shared green wish cards

As of March 5, 2025, this momentum for health had generated remarkable social impact. A total of 251 employees at the Taoyuan Headquarters participated enthusiastically in the month-long walking campaign, accumulating 39,275,477 steps, equivalent to 4,258 campaign points. Together, they planted five tree seedlings, generating an estimated carbon reduction benefit of 5,577.1 kgCO_2e, and shared 81 Green Wish Cards through the campaign app, expressing their vision for protecting the environment. This was not only a step toward better health but also a meaningful demonstration of how individual actions can create a positive social impact.

Enthusiastic Participation
A total of 251 employees at the Taoyuan Headquarters enthusiastically participated in the month-long walking campaign.

Health Vitality
The walking campaign accumulated 39,275,477 steps, equivalent to 4,258 campaign points.

Ecological Contributions
Five native Taiwanese tree seedlings were planted in the coastal Cieding area of Kaohsiung.

Carbon Reduction Benefits
An estimated carbon reduction benefit of 5,577.1 kgCO_2e was achieved

Sharing Our Vision
Employees shared 81 Green Wish Cards, expressing their vision for protecting the environment.



Walking Challenge Achievement Awards

My Health × ESG BINGO Challenge | Small Actions, Big Changes



Guided by the belief that "small actions can create big changes," Tai-Tech held the "My Health × ESG BINGO Challenge" from July 1 to August 16, 2025. Through an engaging bingo-style challenge, the campaign creatively combined health promotion with ESG principles and naturally integrated them into employees' daily lives.

The challenge included tasks such as regular walking, adequate water intake, blood pressure monitoring, health-related reading, community service, and workplace kindness initiatives, encouraging employees to begin with simple daily habits, practice self-health management, strengthen their understanding of sustainability, and incorporate health and sustainability into everyday life. A total of 280 employees registered for the challenge, with 147 successfully completing all tasks and submitting their results, demonstrating strong employee engagement in both health promotion and ESG initiatives.

Healthy Habit Development

Through the challenge activities, employees gradually developed greater awareness of self-health management. A total of 97 participants established regular water-drinking habits, 80 began routinely monitoring and recording their blood pressure, and 73 completed health-related reading, demonstrating that health promotion had progressed beyond awareness and resulted in tangible behavioral changes.

Creating a Friendly Workplace

A total of 90 employees participated in the "Make the Workplace Warmer" challenge, using photos and shared experiences to encourage cross-departmental interaction and a culture of mutual care, strengthening workplace connections and enhancing employees' sense of well-being and belonging.

Community Engagement and Social Care

A total of 65 employees participated in charitable activities through donations, in-kind contributions, volunteer service, and beach cleanups. Total donations amounted to NT$17,462 (excluding undisclosed donations, small donations, recurring donations, and child sponsorships), transforming individual goodwill into meaningful social impact.

Low-Carbon Actions and Environmental Benefits

Seventeen employees completed the 15-day 10,000-step challenge, accumulating more than 2.55 million steps (approximately 1,657.5 km), equivalent to saving 127.5 liters of gasoline and reducing carbon emissions by 372.3 kgCO_2e. This effectively transformed everyday exercise into measurable carbon reduction benefits.

Through the "My Health × ESG BINGO Challenge," the Company successfully integrated health promotion and ESG initiatives into everyday life. Through concrete actions, health and sustainability became more than slogans and were truly incorporated into employees' daily routines and embedded in the Company's corporate culture.





On-site LDCT Lung Cancer Screening Service

As lung cancer has long been the leading cause of cancer-related deaths in Taiwan and often presents no obvious symptoms in its early stages, early screening is especially important. Taking into consideration the Company's operational characteristics, its location within an industrial park, and the Taoyuan City lung cancer screening program, the Company developed health services tailored to employees' needs.

To reduce the time required for medical visits and lower psychological barriers to screening, the Company partnered with the Yangmei District Public Health Center of Taoyuan City on August 22, 2025, to launch the "On-site Lung Cancer Screening Service" project, making screening more accessible and encouraging greater employee participation. A total of 25 employees participated in the program, which not only improved the convenience of screening but also demonstrated the Company's commitment to employee healthcare and its dedication to preventive medicine and workplace health promotion.




Christmas: Gift-Giving Event

Over Christmas, we organized a warm and diverse holiday event for all employees, including foreign staff, allowing them to experience the festive atmosphere and the company's care beyond their busy work schedules. On the day of the event, company supervisors dressed up as Santa Claus and personally delivered candy and blessings to each employee. They also interacted in multiple languages to ensure that colleagues from different cultural backgrounds could enjoy the joy and warmth of the holiday.

Through this event, we hoped that every employee could experience the festive joy and see the company's commitment to diversity and inclusion. In the future, we will continue to hold more employee-centered activities to foster a healthy, happy, and culturally inclusive work environment.






4.6 Care for Society

As a member of society, the Company is closely connected with and interdependent on investors, employees, local communities, and various stakeholders. Guided by the philosophy of "taking from society and giving back to society," Tai-Tech proactively leverages its corporate influence to inspire broader participation in social engagement and charitable initiatives.

In practice, Tai-Tech integrates resources across its operating locations and actively establishes long-term partnerships with local communities and charitable organizations. Based on the needs of different regions, we develop diverse and practical community support programs to ensure that resources are properly allocated and effectively utilized. At the same time, through employee participation and cross-functional collaboration, we strengthen our employees' commitment to social responsibility and create a positive cycle that extends from within the Company to society.

As the starting point and foundation of our sustainability journey, the Taoyuan Headquarters has long regarded the development of the communities surrounding our operating locations as a corporate responsibility, and we actively invest resources to give back to local communities. However, corporate influence should not be limited by geographical boundaries. Whether through rural education, assistance for disadvantaged groups, or environmental conservation initiatives across various cities and counties, we are committed to extending our efforts throughout Taiwan and fostering sustainability in every corner of the country through a borderless vision.

As part of our social engagement strategy, Tai-Tech recognizes the close relationship between professional talent and industrial development. Leveraging our core strengths in the electronic components industry, we actively invest in educational resources for artificial intelligence and innovative technologies to cultivate the next generation of technology professionals. Tai-Tech will continue to respond to society's expectations through concrete actions, remain committed to creating long-term value for society, and work together with all sectors to build a more inclusive and sustainable future.

Social engagement achievements – Taoyuan Headquarters

2025	Funds for Public Welfare Activities	Amount (NT$)
1	Funchao Mental Retardation Traning Center R.O.C	50,000
2	Ling Jiou Mountain Buddhist Charity Foundation	337,000
3	Fundraising activity of Taishin Charity Foundation	30,000
4	Taoyuan Municipal Yang Guang Elementary and Junior High School	360,000
5	Chinese Christian Relief Association – "Together for Public Welfare" charitable donation	400,000
6	National Taipei University of Technology	38,000
7	Parents' Association for Persons with Intellectual Disabilities	24,500
8	Donation of a non-touch digital signage display to the Bethany Foundation	48,000
~~9~~	Baseball Team of National Cheng Kung Commercial Aquaculture Senior Vocational High School	360,000
Total		1,647,500

Social engagement achievements – TAIPAQ Plant

2025	Funds for Public Welfare Activities	Amount (RMB)
1	Year-end assistance	24,077
2	Condolences to Impoverished Households in the Community	14,600
3	Charitable Donations for Student Assistance	10,000
4	Condolences to Sihong County Fire Brigade	7,018
5	"Sihong I Donate" Charity Event	20,000
6	Teachers' Day Condolences to County Experimental Primary School	6,825
7	Teachers' Day Condolences to Tongzhou School	6,435
8	Mid-Autumn Festival visit to the family of a deceased employee	5,000
Total		93,955

Social Engagement Achievements of the Taoyuan Headquarters

Supporting the Development of School Sports

1. Sponsored the taekwondo team of Taoyuan Municipal Yang Guang Elementary and Junior High School with NT$360,000.
2. Sponsored the baseball team of National Cheng Kung Commercial & Aquaculture Senior Vocational High School in Taitung with NT$360,000.







Marine Ecological Restoration

1. Supported the Keelung City Government's marine ecosystem restoration efforts by donating a total of 1,941 fish fry.







Education Resources

1. Sponsored a total of NT$157,000 in licensing fees for the "3D Laboratory System" used by Taoyuan Yong-An Experimental School and Taoyuan Municipal Da-Po Junior High School.
2. Sponsored NT$30,000 in prize money for the first "AI for a Better Future" National Senior High School Artificial Intelligence Innovative Application Competition organized by National Taipei University of Technology.







Caring for the Disadvantaged Groups and Ending Hunger

1. Sponsored 600 charitable food boxes in Taoyuan City through the Ling Jiou Mountain Buddhist Charity Foundation, with a total contribution of NT$180,000.
2. Contributed NT$400,000 in response to the Taipei Exchange's initiative supporting the 1919 Food Bank.
3. Participated in an event organized by the Bethany Children and Family Foundation and provided sponsorship of NT$48,000.













Charitable Donations

1. Donated NT$30,000 to the Taishin Bank Foundation for Arts and Culture through its corporate customer charitable donation program.
2. Purchased 350 copies of the 2026 charity desk calendar from the Parents' Association for Persons with Intellectual Disabilities, Taipei, for NT$24,500.





Social Engagement Achievements of the TAIPAQ Plant







Supporting Employees in Need

1. On January 10, representatives visited the families of employees experiencing financial hardship and employees with disabilities and donated approximately RMB24,077 worth of supplies.
2. Before the Mid-Autumn Festival, representatives visited the family of a deceased employee and provided RMB5,000 in financial assistance.

Community Care

1. On January 15, RMB14,600 was donated to purchase televisions, rice, noodles, cooking oil, and other daily necessities for ten low-income households in neighboring communities.
2. On April 23 and September 5, RMB30,000 was donated to support low-income families and students.
3. On July 19, 150 boxes of daily necessities were donated to the Sihong County Fire and Rescue Brigade as an expression of appreciation for its firefighters.
4. On September 10, before Teachers' Day, 380 bags of rice were purchased and donated to Sihong County Experimental Primary School and Sihong Tongzhou Experimental School.













Appendix 1 GRI Content Index

Statement of Use	GRI 1 adopted	Applicable GRI Standards
Tai-Tech Advanced Electronics's report content for the period from January 1 to December 31, 2025 has been disclosed according to the GRI Standards	GRI 1: Foundation 2021	N/A

Topic	Disclosure Item	Chapter	Page
GRI 2: General Disclosures 2021			
The Organization and Its Reporting Practices	2-1 Organizational details	About Tai-Tech > Company profile	10
	2-2 Entities included in the organization's sustainability reporting	About the Report > ESG Information Disclosure	3
	2-3 Reporting period, frequency and contact point	About this Report > ESG Information Disclosure / Publication Frequency / Contact Information	3/4
	2-4 Restatements of information	About the Report > ESG Information Disclosure	3
	2-5 External assurance	About the Report > Basis of Preparation / Information Verification	4
Activities and Workers	2-6 Activities, value chain and other business relationships	About Tai-Tech > Company profile	10
	2-7 Employees	4.2.1 Employee Diversity Statistics	99
	2-8 Workers who are not employees	4.2.1 Employee Diversity Statistics	99
Governance	2-9 Governance structure and composition	1.1.1 Corporate Governance/ Board	27/28
	2-10 Nomination and selection of the highest governance body	1.1.1 Corporate Governance/ Board	27/28
	2-11 Chair of the highest governance body	1.1.1 Corporate Governance/ Board	27/28
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Sustainable Development > Corporate Sustainable Development Committee 1.1.1 Corporate Governance/ Board	16 27/28
	2-13 Delegation of responsibility for managing impacts	Corporate Sustainable Development/ Stakeholder Communication	16/20
	2-14 Role of the highest governance body in sustainability reporting	Corporate Sustainable Development > Corporate Sustainable Development Committee 1.1.1 Corporate Governance/ Board	16 27/28
	2-15 Conflicts of interest	1.1.1 Corporate Governance/ Board	27/28

Topic	Disclosure Item	Chapter	Page
Governance	2-16 Communication of critical concerns	1.1.1 Corporate Governance/ Board	27/28
	2-17 Collective knowledge of the highest governance body	1.1.1 Corporate Governance/Remuneration Committee	27/31
	2-18 Evaluation of the performance of the highest governance body	1.1.1 Corporate Governance/Remuneration Committee 4.3.1 Remuneration System	27/31 107
	2-19 Remuneration policies	Confidentiality Requirements: Remuneration is a confidential matter of the Company.	
	2-20 Process to determine remuneration	Corporate Sustainable Development > Corporate Sustainable Development Committee 1.1.1 Corporate Governance/ Board	16 27/28
	2-21 Annual total compensation ratio	Confidentiality Requirements: Remuneration is a confidential matter of the Company.	
Strategy, Policies and Practices	2-22 Statement on sustainable development strategy	Message from the Chairman	6
	2-23 Policy commitments	2.2.1 Sustainable Supply Chain Strategy 4.1 Human Rights Protection	61 97
	2-24 Embedding policy commitments	2.2.4 Supplier Management Guidelines 4.1 Human Rights Protection	60 97
	2-25 Processes to remediate negative impacts	Corporate Sustainable Development/ Stakeholder Communication 1.2 Risk Management	16/20 46
	2-26 Mechanisms for seeking advice and raising concerns	Corporate Sustainable Development/ Stakeholder Communication	16/20
	2-27 Compliance with laws and regulations	1.1.3 Legal Compliance	35
	2-28 Membership associations	About Tai-Tech > Involvement in External Associations	15
Stakeholder Engagement	2-29 Approach to stakeholder engagement	Corporate Sustainable Development/ Stakeholder Communication	16/20
	2-30 Collective bargaining agreements	Not applicable: The company does not have collective bargaining agreements with employees, but communicates with them through labor–management meetings. Labor relations have been harmonious in recent years, with no labor disputes.	
GRI 3: Material Topics 2021			
Material Topics	3-1 Process to determine material topics	Corporate Sustainability/ Identification of Material Topics	16/22
	3-2 List of material topics	Corporate Sustainability/ Identification of Material Topics	16/22

Topic		Disclosure Item	Chapter	Page
Economic aspect				
★ Economic Performance	GRI 3: Material Topics 2021	3-3 Management of material topics	1.1.5 Operational Performance	38
	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.1.5 Operational Performance	41
		201-2 Financial implications and other risks and opportunities due to climate change	3.1 Climate Change Risks and Opportunities	78
		201-3 Defined benefit plan obligations and other retirement plans	4.3.6 Retirement Protection	113
		201-4 Financial assistance received from government	Information unavailable: The Company has not yet collected relevant information while preparing the report.	
★ Market Position	GRI 3: Material Topics 2021	3-3 Management of material topics	4.3 Employee Care	106
	GRI 202: Market Position 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	4.3.1 Remuneration System	107
		202-2 Proportion of senior management hired from the local community	4.2.1 Employee Diversity Statistics	99
★ Procurement Practices	GRI 3: Material Topics 2021	3-3 Management of material topics	2.2 Supply Chain Management	60
	GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2.2.3 Local Procurement	63
★ Information Security Protection	GRI 3: Material Topics 2021	3-3 Management of material topics	1.1.6 Information Security	42
	Custom Topics	Information security-1 Information security investment in the current year	1.1.6 Information Security	42
★ Innovation and R&D	GRI 3: Material Topics 2021	3-3 Management of material topics	2.1 Innovation Capabilities	53
	Custom Topics	Innovation-1 Invest energy in R&D	2.1.2 R&D Capabilities	55
★ Customer Service	GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 Market Operation	68
	Custom Topics	Customer-1 Customer Satisfaction Survey	2.3.1 Customer Relationship Maintenance	69
Environmental aspect				
★ Energy	GRI 3: Material Topics 2021	3-3 Management of material topics	3.2 Energy conservation and carbon reduction	81
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.2.1 Energy Consumption	82
		302-2 Energy consumption outside of the organization	3.2.1 Energy Consumption	82

Topic		Disclosure Item	Chapter	Page
★ Energy	GRI 302: Energy 2016	302-3 Energy intensity	3.2.1 Energy Consumption	82
		302-4 Reduction of energy consumption	3.2.1 Energy Consumption	82
		302-5 Reductions in energy requirements of products and services	2.1.3 Green Design > Column: Green Concept Products 3.2.1 Energy Consumption	58 82
★ Water and effluents	GRI 3: Material Topics 2021	3-3 Management of material topics	3.3 Water Resource Management	85
	GRI 303: Water and Effluents 2018 Management Approach	303-1 Interactions with water as a shared resource	3.3 Water Resource Management	85
		303-2 Management of water discharge-related impacts	3.3 Water Resource Management	85
	GRI 303: Water and Effluents 2018	303-3 Water withdrawal	3.3 Water Resource Management	85
		303-4 Water discharge	3.3 Water Resource Management	85
		303-5 Water consumption	3.3 Water Resource Management	85
Emissions	GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.2.2 Greenhouse Gas Inventory	84
		305-2 Energy indirect (Scope 2) GHG emissions	3.2.2 Greenhouse Gas Inventory	84
		305-3 Other indirect (Scope 3) GHG emissions	Not applicable: The Company has not yet completed a comprehensive Scope 3 greenhouse gas inventory	
		305-4 GHG emissions intensity	3.2.2 Greenhouse Gas Inventory	84
		305-5 Reduction of GHG emissions	3.2.2 Greenhouse Gas Inventory	84
		305-6 Emissions of ozone-depleting substances (ODS)	Not applicable: The Company does not discharge related substances	
		305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable: The Company does not discharge related substances	
Waste	GRI 306: Waste 2020 Management Approach	306-1 Waste generation and significant waste-related impacts	3.4 Waste Management	88
		306-2 Management of significant waste-related impacts	3.4 Waste Management	88
	GRI 306: Waste 2020	306-3 Waste generated	3.4 Waste Management	88
		306-4 Waste diverted from disposal	3.4 Waste Management	88

Topic		Disclosure Item	Chapter	Page
Waste	GRI 306: Waste 2020	306-5 Waste directed to disposal	3.4 Waste Management	88
★ Supplier Environmental Assessment	GRI 3: Material Topics 2021	3-3 Management of material topics	2.2 Supply Chain Management	60
	GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2.2.4 Supplier Management Guidelines	63
		308-2 Negative environmental impacts in the supply chain and actions taken	2.2.4 Supplier Management Guidelines	63
★ Green Product	GRI 3: Material Topics 2021	3-3 Management of material topics	2.1.3 Green Design	57
	Custom Topics	Green-1 Annual Green Design Achievement	2.1.3 Green Design 3.2.1 Energy Consumption	57 82
Social aspect				
★ Employment	GRI 3: Material Topics 2021	3-3 Management of material topics	4.3 Employee Care	106
	GRI 401: Employment 2016	401-1 New employee hires and employee turnover	4.2.2 Data on New and Resigned Employees	104
		401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.3.2 Benefits Policy	109
		401-3 Parental leave	4.3.3 Infant Care	110
		Salary-1 The number of full-time employees of non-executives, the average and median salary of full-time employees of non-supervisory positions, and the difference between the aforementioned three values with the values of last year shall be disclosed	4.3.1 Remuneration System	107
★ Labor/Management Relations	GRI 3: Material Topics 2021	3-3 Management of material topics	4.3.4 Labor-Management Communication	111
	GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational change	4.3.4 Labor-Management Communication	111
★ Occupational Safety and Health	GRI 3: Material Topics 2021	3-3 Management of material topics	4.5 Friendly Workplace	117
	GRI 403: Occupational Health and Safety 2018 Management Approach	403-1 Occupational health and safety management system	4.5.1 Occupational Safety and Health Management System	118
		403-2 Hazard identification, risk assessment, and incident investigation	4.5.2 Risk Assessment and Control	119
		403-3 Occupational health services	4.5.5 Occupational Health Services	125
		403-4 Worker participation, consultation, and communication on occupational health and safety	4.5.4 Occupational Safety and Health Worker Participation and Training	124

Topic		Disclosure Item	Chapter	Page
★ Occupational Safety and Health	GRI 403: Occupational Health and Safety 2018 Management Approach	403-5 Worker training on occupational health and safety	4.5.4 Occupational Safety and Health Worker Participation and Training	124
		403-6 Promotion of worker health	4.5.5 Occupational Health Services	127
		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.5.3 Accident Investigation Process and Subsequent Improvement Measures	120
	GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	4.5.1 Occupational Safety and Health Management System	118
		403-9 Work-related injuries	4.5.3 Accident Investigation Process and Subsequent Improvement Measures	120
		403-10 Work-related ill health	4.5.3 Accident Investigation Process and Subsequent Improvement Measures	120
★ Training and Education	GRI 3: Material Topics 2021	3-3 Management of material topics	4.4 Human Capital	114
	GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.4.1 Talent Cultivation	115
		404-2 Programs for upgrading employee skills and transition assistance programs	4.4.1 Talent Cultivation	115
		404-3 Percentage of employees receiving regular performance and career development reviews	4.4.3 Periodic Performance Evaluation	116
★ Diversity and Equal Opportunity	GRI 3: Material Topics 2021	3-3 Management of material topics	4.3 Employee Care	106
	GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	1.1.1 Corporate Governance/ Board 4.2.1 Employee Diversity Statistics	27/29 99
		405-2 Ratio of basic salary and remuneration of women to men	4.3.1 Remuneration System	107
★ Supplier Social Assessment	GRI 3: Material Topics 2021	3-3 Management of material topics	2.2 Supply Chain Management	60
Customer Health and Safety	GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2.2.4 Supplier Management Guidelines	63
		414-2 Negative social impacts in the supply chain and actions taken	2.2.4 Supplier Management Guidelines	63
	GRI 416: Customer health and safety 2016	416-1 Assess the health and safety impacts of product and service categories	2.3.2 Customer Health and Safety	72
		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2.3.2 Customer Health and Safety	72
Customer Privacy	GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.3.1 Customer Relationship Maintenance	69

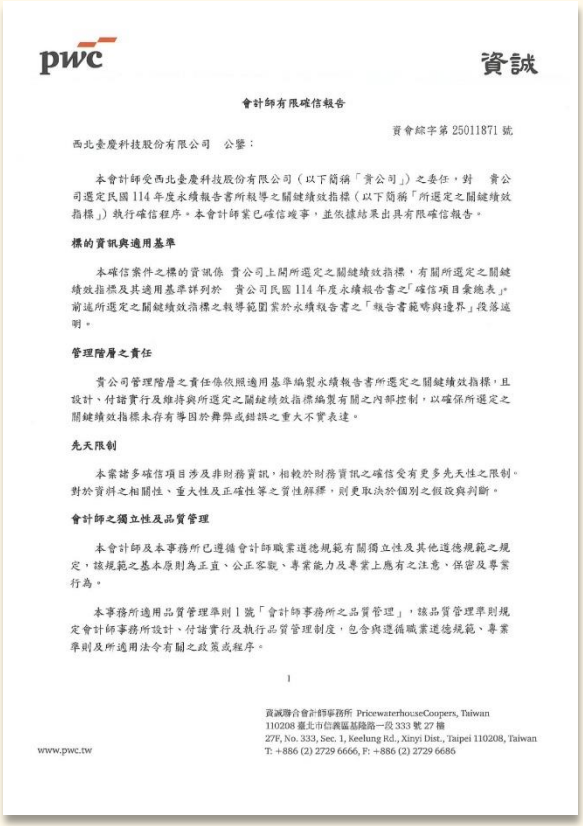
Appendix II Sustainability Disclosure Indicators of the Electronic Component Industry

Disclosure is made in accordance with Table 1-12 of Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies

Indicator	Disclosure in 2025	Unit
I. Total energy consumption, percentage of externally purchased electricity, and utilization rate of renewable energy	● Taoyuan Headquarters total energy consumption 68,302.70 GJ ● Total energy consumption of TAIPAQ Plant 184,630.12 GJ ● Total energy consumption of Kunshan Plant 31,131.66 GJ	Quantification Gigajoules (GJ), percentage (%)
	The percentage of purchased electricity in the Group was 0%.	
	The Group's renewable energy utilization rate was 0%.	
II. Total water withdrawal and water consumption	● The Taoyuan Headquarters had a total water withdrawal of 65.252 thousand m³, total water discharge of 34.283 thousand m³, and total water consumption of 30.969 thousand m³. ● The TAIPAQ Plant had a total water withdrawal of 54.865 thousand m³, total water discharge of 16.157 thousand m³, and total water consumption of 38.708 thousand m³. ● The Kunshan Plant had a total water withdrawal of 17.396 thousand m³, total water discharge of 9.886 thousand m³, and total water consumption of 7.510 thousand m³.	Quantification Thousand cubic meters (1,000 m³)
III. Weight and recycling percentage of hazardous waste generated	● Total weight of waste generated at Taoyuan headquarters was 525.183 metric tons The weight of hazardous waste was 297.75 metric tons, and the hazardous waste recycling rate was 95.71% ● The total weight of waste generated by the TAIPAQ Plant was 907.067 metric tons. The weight of hazardous waste was 185.251 metric tons, and the hazardous waste recycling rate was 87.50% ● The total weight of waste at the Kunshan Plant was 136.666 metric tons. The weight of hazardous waste was 85.556 metric tons, and the hazardous waste recycling rate was 71.18%	Quantification Metric tons (t), percentages (%)
IV. Description of the type, number of people, and percentage of occupational accidents	● Excluding commuting traffic accidents, a total of seven occupational injuries resulting in one or more lost workdays occurred among all workers at the Taoyuan Headquarters, involving seven injured persons. The types of occupational injuries included cuts, entanglement or being caught in machinery, and falls, with a rate of 1.1171%. ● Excluding commuting traffic accidents, a total of five occupational injuries resulting in one or more lost workdays occurred among all workers at the TAIPAQ Plant, involving five injured persons. The types of occupational injuries included machinery-related injuries and struck-by injuries, with a rate of 0.3269%. ● Excluding commuting traffic accidents, no occupational injuries resulting in one or more lost workdays occurred among workers at the Kunshan Plant. The number of injured persons and the occupational injury rate were both zero.	Quantification Number, Percentage (%)

Indicator	Disclosure in 2025	Unit
V. Disclosure of product life cycle management: Including the weight of end-of-life products and electronic waste, and the percentage of recycling	● Taoyuan Headquarters' electronic waste weight of 6.5 tons, recycled waste of 6.5 tons, and recycle percentage of 100 % ● The weight of electronic waste in the TAIPAQ Plant was 15.608 metric tons. 15.608 metric tons were recycled, and the recycling percentage was 100%. ● Relevant waste from Kunshan Plant is transferred to TAIPAQ Plant for centralized treatment.	Quantification Metric tons (t), percentages (%)
VI. Description of risk management related to the use of key materials	1. To expand the sources of the supply chain, there is a need to not only find a second supplier, but also to diversify into different geographical locations or different suppliers to reduce the dependence on a single supplier. At the same time, we establish good supplier relationships to ensure transparency and smooth communication throughout the supply chain. 2. Due to fluctuations in international metal raw material prices, long-term orders are placed to secure supply sources and stable pricing. 3. Consider the social and political risks in the raw material production areas, such as political stability, labor issues, changes in regulations, and formulate corresponding countermeasures, including communication and cooperation with local governments and stakeholders.	Qualitative Description N/A
VII. Total amount of pecuniary losses resulting from legal proceedings related to the Anti-Competitive Conduct Act	None	Quantification Reporting currency
VIII. Production volume of main products according to product type	**Taoyuan Headquarters** ● Wire-wound products: 1,316,606 K PCS ● Multilayer products: 95,124 K PCS ● Ferrite core: 0 PCS (excluding 196,003 K for internal use) ● Ferrite materials: 185 tons **The Group** ● Multilayer products: 21,113,494 K PCS ● Wire-Wound: 3,791,724 K PCS (excluding 9,043 K for internal use)	Quantification K PCS, metric tons (t)

Appendix 3. CPA's Assurance Statement



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會計師有限確信報告

資會綜字第 25011871 號

西北臺慶科技股份有限公司　公鑒：

本會計師受西北臺慶科技股份有限公司（以下簡稱「貴公司」）之委任，對　貴公司選定民國 114 年度永續報告書所報導之關鍵績效指標（以下簡稱「所選定之關鍵績效指標」）執行確信程序。本會計師業已確信竣事，並依據結果出具有限確信報告。

標的資訊與適用基準

本確信案件之標的資訊係　貴公司上開所選定之關鍵績效指標，有關所選定之關鍵績效指標及其適用基準詳列於　貴公司民國 114 年度永續報告書之「確信項目彙總表」。前述所選定之關鍵績效指標之報導範圍業於永續報告書之「報告書範疇與邊界」段落述明。

管理階層之責任

貴公司管理階層之責任係依照適用基準編製永續報告書所選定之關鍵績效指標，且設計、付諸實行及維持與所選定之關鍵績效指標編製有關之內部控制，以確保所選定之關鍵績效指標未存有導因於舞弊或錯誤之重大不實表達。

先天限制

本案諸多確信項目涉及非財務資訊，相較於財務資訊之確信受有更多先天性之限制。對於資料之相關性、重大性及正確性等之質性解釋，則更取決於個別之假設與判斷。

會計師之獨立性及品質管理

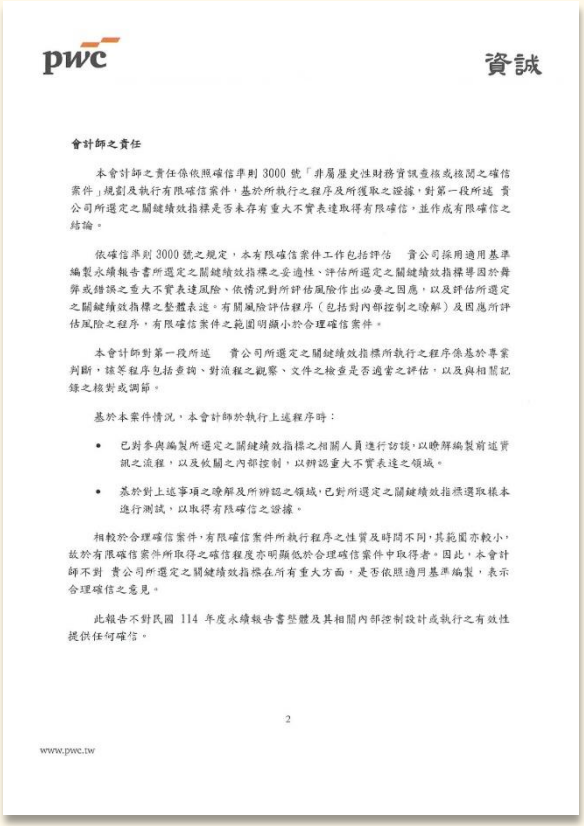
本會計師及本事務所已遵循會計師職業道德規範有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所適用品質管理準則 1 號「會計師事務所之品質管理」，該品質管理準則規定會計師事務所設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及所適用法令有關之政策或程序。

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會計師之責任

本會計師之責任係依照確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」規劃及執行有限確信案件，基於所執行之程序及所獲取之證據，對第一段所述　貴公司所選定之關鍵績效指標是否未存有重大不實表達取得有限確信，並作成有限確信之結論。

依確信準則 3000 號之規定，本有限確信案件工作包括評估　貴公司採用適用基準編製永續報告書所選定之關鍵績效指標之妥適性、評估所選定之關鍵績效指標導因於舞弊或錯誤之重大不實表達風險、依情況對所評估風險作出必要之回應，以及評估所選定之關鍵績效指標之整體表述。有關風險評估程序（包括對內部控制之瞭解）及因應所評估風險之程序，有限確信案件之範圍明顯小於合理確信案件。

本會計師對第一段所述　貴公司所選定之關鍵績效指標所執行之程序係基於專業判斷，該等程序包括查詢、對流程之觀察、文件之檢查是否適當之評估，以及與相關記錄之核對或調節。

基於本案件情況，本會計師於執行上述程序時：

- 已對參與編製所選定之關鍵績效指標之相關人員進行訪談，以瞭解編製前述資訊之流程，以及敘關之內部控制，以辨認重大不實表達之領域。
- 基於對上述事項之瞭解及所辨認之領域，已對所選定之關鍵績效指標選取樣本進行測試，以取得有限確信之證據。

相較於合理確信案件，有限確信案件所執行程序之性質及時間不同，其範圍亦較小，故於有限確信案件所取得之確信程度亦明顯低於合理確信案件中取得者。因此，本會計師不對　貴公司所選定之關鍵績效指標在所有重大方面，是否依照適用基準編製，表示合理確信之意見。

此報告不對民國 114 年度永續報告書整體及其相關內部控制設計或執行之有效性提供任何確信。

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有限確信之結論

依據所執行之程序與所獲取之證據，本會計師並未發現第一段所述　貴公司所選定之關鍵績效指標在所有重大方面有未依照適用基準編製之情事。

其它事項

貴公司網站之維護係　貴公司管理階層之責任，對於確信報告於　貴公司網站公告後任何所選定之關鍵績效指標或適用基準之變更，本會計師將不負就核等資訊重新執行確信工作之責任。

資誠聯合會計師事務所

會計師 吳　偉　豪

中華民國 115 年 8 月 13 日

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Assurance Statement Summary Table

No.	Assurance subject	Applicable benchmarks	Page
1	● In 2025, the total energy consumption of the Taiwan Headquarters was 68,302.70 GJ, with purchased electricity accounting for 92.24%. The total energy consumption of the TAIPAQ Plant was 184,630.12 GJ, with purchased electricity accounting for 99.77%. The total energy consumption of the Kunshan Plant was 31,131.66 GJ, with purchased electricity accounting for 99.82%. ● Tai-Tech Advanced Electronics does not use purchased coal or purchased steam and renewable energy in Taiwan region and for the subsidiaries in China. Note: Energy consumption in Taiwan was converted using the Energy Product Unit Calorific Value Table published by the Bureau of Energy, Ministry of Economic Affairs, while gasoline consumption in mainland China was converted in accordance with the Energy Statistics Knowledge Handbook.	● The Taiwan Headquarters calculated the total energy consumption for 2025 based on the details of CPC's fleet card for refueling, the bills from Taipower, and the purchase order of liquefied petroleum gas. ● The statistics of the total energy consumption of TAIPAQ and Kunshan Plants in 2025 were based on the Jiangsu value-added tax invoices issued by State Grid JiangSu Electric Power Company and Sinopec Sales Co., Ltd.	Page 82
2	● In 2025, the total tap water withdrawal for the Taiwan Headquarters was 65.25 million liters, with total water consumption at 30.97 million liters. The total tap water withdrawal for the TAIPAQ Plant was 54.87 million liters, with total water consumption at 38.71 million liters. The total tap water withdrawal for the Kunshan Plant was 17.40 million liters, with total water consumption at 7.51 million liters. Note: Water consumption = total water withdrawal - total water discharge	● The total tap water withdrawal in 2025 was calculated according to the water fee payment certificates from the water company of each location. ● The statistics of the annual discharge in 2025 were based on the water meters of the sewage treatment plants in each region. If there was no water meter installed, the discharge volume was calculated by taking the water withdrawal volume * 80% according to the Regulation for the Use and Management of Sewage System in the Youth Industrial Park.	Page 86
3	● In 2025, the Taiwan Headquarters generated 297.75 metric tons of hazardous waste, with a recycling rate of 95.71%. The TAIPAQ Plant generated 185.25 metric tons of hazardous waste, with a recycling rate of 87.50%. The Kunshan Plant generated 85.56 metric tons of hazardous waste, with a recycling rate of 71.18%.	● The Taiwan Headquarters calculated the weight of hazardous waste generated in 2025 according to the 3-part receipts reported and filed with the Resource Circulation Administration, Ministry of Environment - Industrial Waste Recycling Control. ● The TAIPAQ Plant and the Kunshan Plant calculated the weight of the hazardous waste generated in 2025 according to the Department of Ecology and Environment of Jiangsu Province - Jiangsu Province Solid Waste Management Information Declaration System.	Page 91 Page 92 Page 93

Appendix 4 SASB Content Index

Classified under the Electrical & Electronic Equipment industry according to the SICS® classification system.

Topic	Standard No.	Disclosure Item	Disclosure in 2025
Energy Management	RT-EE-130a.1	Total energy consumed (GJ)	● Taoyuan Headquarters total energy consumption 68,302.70 GJ ● Total energy consumption of TAIPAQ Plant 184,630.12 GJ ● Total energy consumption of Kunshan Plant 31,131.66 GJ
		Percentage grid electricity (%)	● Purchased electricity consumption at the parent company's Taoyuan Headquarters was 63,002.22 GJ. accounting for 92.24% of energy consumption. ● 184,206.00 GJ of electricity externally purchased by the subsidiary, TAIPAQ Plant, accounting for 99.77% of energy consumption. ● The subsidiary Kunshan Plant externally purchased 31,075.08 GJ of electricity, accounting for 99.82% of energy consumption.
		Percentage renewable (%)	The utilization rate of renewable energy in the Group is 0%.
Hazardous industrial waste	RT-EE-150a.1	Amount of hazardous waste generated (metric tons), recyclable percentage (%)	● Total weight of waste generated at Taoyuan headquarters was 525.183 metric tons The weight of hazardous waste was 297.75 metric tons, and the recycling rate was 95.71%. ● The total weight of waste generated by the TAIPAQ Plant was 907.067 metric tons. The weight of hazardous waste was 185.251 metric tons, and the recycling rate was 87.50%. ● The total weight of waste at the Kunshan Plant was 136.666 metric tons. The weight of hazardous waste was 85.556 metric tons, and the recycling rate was 71.18%.
	RT-EE-150a.2	Reportable leakage incident (case) and recovered quantity (KG)	0
Product Safety	RT-EE-250a.1	Number of recalls issued; total units recalled	0
	RT-EE-250a.2	Property damage due to product safety-related lawsuits	None
Product Lifecycle Management	RT-EE-410a.1	Percentage of revenue from products that comply with IEC 62474 standards (%)	0%
	RT-EE-410a.2	Percentage of revenue from products that meet the Energy Star standard (%)	0%
	RT-EE-410a.3	Revenue from renewable energy-related and energy efficiency-related products	0

Topic	Standard No.	Disclosure Item	Disclosure in 2025
Raw Material Source	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	1. Actively expand raw material supply channels by developing secondary suppliers and diversifying suppliers across different geographic locations and sources. Reduce heavy reliance on any single source by geographically diversifying suppliers and establishing a robust network of partners. At the same time, maintain strong supplier relationships to ensure supply chain transparency and effective communication. 2. In response to fluctuations in international metal and raw material prices, place long-term orders to secure stable sources of supply and pricing. 3. Consider the social and political risks associated with the regions where raw materials originate, including political stability, labor issues, and regulatory changes, and formulate corresponding response strategies, including communication and cooperation with local governments and stakeholders.
Business Ethics	RT-EE-510a.1	Description of strategies and measures against bribery, corruption, and anti-competitive behavior	Established the “Anti-Corruption Management Procedures” and the “Operating Guidelines for the Investigation and Management of Anti-Corruption Incidents.”
	RT-EE-510a.2	Property loss due to corruption and bribery-related litigation	None
	RT-EE-510a.3	Property loss due to litigation related to anti-competitive practices	None
Activity Indicator	RT-EE-000.A	Number of units produced by product category	**Taoyuan Headquarters** ● Wire-wound products: 1,316,606 K PCS ● Multilayer products: 95,124 K PCS ● Ferrite core: 0 PCS (excluding 196,003 K for internal use) ● Ferrite materials: 185 tons **The Group** ● Multilayer products: 21,113,494 K PCS ● Wire-Wound: 3,791,724 K PCS (excluding 9,043 K for internal use)
	RT-EE-000.B	Number of employees	● Taoyuan Headquarters: 449 people ● TAIPAQ Plant: 1,854 people ● Kunshan Plant: 158 people

Appendix 5 Climate-Related Information of TPEX-Listed Companies

Disclosure is made in accordance with Table 2 of Rules Governing the Preparation and Filing of Sustainability Reports by TWSE/TPEx Listed Companies

1.	Describe the supervision and governance of Board of Directors and the management on climate-related risks and opportunities	For more information, please see page 78
2.	Describe how the climate risks and opportunities identified affect the business, strategy and finance of the company (short, medium and long term)	For more information, please see page 78
3.	Describe the impact of extreme climate events and transformation action on finance	For more information, please see page 78
4.	Describe how to integrate the climate risk identification, assessment and management processes in the risk management system	For more information, please see page 78
5.	If the scenario analysis is used to assess the resilience against the climate change risk faced, it is necessary to explain the scenario, parameters, assumptions, analysis factors used and main financial impacts	For more information, please see page 79
6.	If there is a transformation plan for management of climate-related risks, explain the plan content, and the indicators and targets used for identifying and managing physical risks and transformation risks	For more information, please see page 80
7.	If internal carbon pricing is used as a planning tool, the basis for determining the price should be explained.	(Internal carbon pricing has not yet been established)
8.	If climate-related target is set, it is necessary to explain the information of activities, greenhouse gas emissions scope, schedule plan and annual achievement progress covered. If carbon offset or renewable energy certificates (RECs) are used to achieve relevant goals, it is necessary to explain the source or quantity of the carbon reduction offset or the quantity of renewable energy certificates (RECs)	See page 80 for details (no carbon offsets or renewable energy certificates [RECs] were used)
9.	Greenhouse gas inventory and assurance status, and reduction targets, strategies, and specific action plans	Please see Section 1-1 and Section 1-2 for details

1-1 The Company's Greenhouse Gas Inventory and Assurance in the Recent Two Years

1-1-1 Greenhouse Gas Inventory Information

Unit: Metric tons of CO_2e/NT$ million

GHG Emissions Intensity	2024	Ratio	2025	Ratio
Parent company (Taoyuan headquarters)	3.47	21.80%	2.44	14.02%
Subsidiary (TAIPAQ Plant)	5.61	35.24%	7.68	44.14%
Subsidiary (Kunshan Plant)	6.84	42.96%	7.28	41.84%
Group total	15.92	100%	17.40	100%

Unit: Metric tons of CO_2e

Greenhouse Gas Emissions		2024	Ratio	2025	Ratio
Scope 1	Parent company (Taoyuan headquarters)	467.96	58.74%	460.89	77.89%
	Subsidiary (TAIPAQ Plant)	323.79	40.65%	126.77	21.42%
	Subsidiary (Kunshan Plant)	4.87	0.61%	4.07	0.69%
	Sub-Total	796.62	1.78%	591.73	1.14%
Scope 2	Parent company (Taoyuan headquarters)	10,414.80	29.01%	8,295.29	20.12%
	Subsidiary (TAIPAQ Plant)	20,858.40	58.10%	28,173.89	68.35%
	Subsidiary (Kunshan Plant)	4,626.38	12.89%	4,752.86	11.53%
	Sub-Total	35,899.58	80.05%	41,222.04	79.60%
Scope 3	Parent company (Taoyuan headquarters)	2,221.78	27.26%	2,155.17	21.60%
	Subsidiary (TAIPAQ Plant)	5,928.24	72.74%	7,820.79	78.40%
	Subsidiary (Kunshan Plant)	0	0%	0	0%
	Sub-Total	8,150.02	18.17%	9,975.96	19.26%
Group total		44,846.22	100%	51,789.73	100%

Note 1: This report corrects the 2024 greenhouse gas emissions data disclosed in Section 1-1-1, Greenhouse gas inventory information.
Note 2: The 2024 Scope 3 data included only emissions from “waste generated in operations,” while “employee commuting” was added to the Scope 3 categories calculated for 2025.
Note 3: For the Taoyuan Headquarters in 2025,the emission factors published in Version 6.0.4 of the Greenhouse Gas Emission Factor Management Table issued by the Ministry of Environment were applied. The Scope 1 emission factors were 2.201 $kgCO_2e/L$ for gasoline, 2.679 $kgCO_2e/L$ for diesel, and 1.583 $kgCO_2e/L$ for liquefied natural gas. Scope 2 emissions from electricity were calculated using the 2024 electricity carbon emission factor of 0.474 $kgCO_2e/kWh$ published by the Energy Administration, Ministry of Economic Affairs.

1-1-2 Greenhouse Gas Assurance Information

The Taoyuan Headquarters of the parent company and the subsidiary's TAIPAQ Plant completed their 2025 greenhouse gas emissions inventories and obtained third-party verification in accordance with ISO 14064-1:2018. The greenhouse gas emissions inventory for the Taoyuan Headquarters covered the period from January 1 to December 31, 2025. Ares International Certification Co., Ltd. verified the direct and indirect greenhouse gas emissions in accordance with the requirements of ISO 14064-3:2019. The verification covered the Young Lion Main Plant (No. 1, Yousi Rd., Yangmei Dist., Taoyuan City), TAIPAQ Plant III (No. 5, Yousi Rd., Yangmei Dist., Taoyuan City), the Zhongli Plant site (No. 15, Changchun 6th Rd., Zhongli Dist., Taoyuan City), and the Zhongyuan Plant site (No. 1, Ln. 318, Sec. 1, Zhongshan E. Rd., Zhongli Dist., Taoyuan City). The greenhouse gases covered by the verification included carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3), with reference to the latest list of greenhouse gases published by the IPCC.

Taoyuan Headquarters		2024	Assurance Level	2025	Assurance Level
Scope 1	Category 1	467.9592	Reasonable assurance	460.8848	Reasonable assurance
Scope 2	Category 2	10,414.7960	Reasonable assurance	8,295.2925	Reasonable assurance
Scope 3	Category 3	NS	N/A	54.1814	Limited assurance
	Category 4	2,221.7835	Limited assurance	2,100.9870	Limited assurance
Total Direct and Indirect Greenhouse Gas Emissions		13,104.5387	Metric tons CO_2e	10,911.346	Metric tons CO_2e

Note 1: The global warming potential (GWP) values used to quantify greenhouse gas emissions were based on the IPCC's 2021 Sixth Assessment Report.
Note 2: The 2024 electricity emissions were calculated using the 2023 electricity carbon emission factor of 0.494 kgCO_2e/kWh published by the Energy Administration, Ministry of Economic Affairs, while the 2025 electricity emissions were calculated using the 2024 electricity carbon emission factor of 0.474 kgCO_2e/kWh.

1-2 Greenhouse Gas Reduction Goals, Strategies and Concrete Action Plans

Tai-Tech actively supports global climate action and closely monitors the trend toward "net-zero emissions by 2050" and issues related to greenhouse gas reduction. At this stage, in addition to meeting the government's target of an average annual electricity savings rate of 1% for major energy users, the parent company has set a target of reducing carbon emissions by 1–2% annually, using 2025 as the base year in consideration of changes in organizational locations. Through the implementation of greenhouse gas inventories and effectiveness tracking, we continue to evaluate a range of emissions reduction measures with the aim of gradually realizing our long-term vision of a low-carbon transition.

Taoyuan Headquarters	Electricity Savings (kWh)	Emission Reduction (Metric tons CO_2e)	Annual Electricity Saving Rate
2024	597.60	0.30	0%
2025	449,014.52	212.83	2.58%