

2025 SUSTAINABILITY REPORT

ENVIRONMENTAL. SOCIAL. GOVERNANCE



INNOVATION



SUSTAINABILITY



COLLABORATION





2025 TA-I Technology Sustainability Highlights



Environmental



CDP Ratings

- Climate Change
- Water Security

B
B-



ISO 50001 Certified
Purchased Electricity Intensity
(Taiwan)

↓ 16.1% vs. 2024



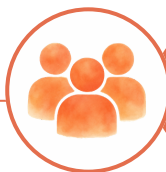
Rooftop Solar PV Capacity

520kW



GHG Protocol Verified
Greenhouse gas emissions intensity
(Taiwan)

↓ 15.9% vs. 2024



Social



Female Workforce &
Women in STEM

45.2%、21%



Employee Experience Score

4.76 / 6



Industry-Academia Collaboration
Overseas Chinese Student Special
Class Program Retention Rate

90%



Migrant Worker Zero-Fee
Policy Coverage Rate

100%



Governance



Sustainable Supply Chain
Management Targets

100% Achievement



R&D Investment

NT\$ 90.39 Million



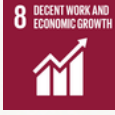
Customer Satisfaction Score

91.5分



Regulatory Penalties
(Information Security, Business
Integrity, Labor, or Environmental)

Zero

Material Topics	Key Actions of TA-I Technology	SDGs
Regulatory Compliance	- Comply with local laws and regulations in all operating locations. - Zero penalty cases in 2025. - Regularly conduct integrity management and legal compliance training for directors and employees.	
Information Security	- Deployed Endpoint Detection and Response (EDR) defenses. - Conduct annual social engineering drills and cybersecurity training to protect trade secrets and customer data.	 
Innovative Product R&D	- Focus on thin-film and yellow-light process technologies to develop high-precision components for AI, 5G, and automotive electronics applications. - Implemented green design review mechanisms and continuously advanced lead-free process improvement. - R&D investment reached NT\$ 90,394,000, with a cumulative total of 24 active patents.	  
Customer Relationship Management	- Established a global sales and service network. - Annual average customer satisfaction score reached 91.5 in 2025. - Established a 24-hour response mechanism for customer complaints.	  
Sustainable Supply Chain Management	100% of required suppliers signed the "Supplier Code of Conduct Commitment Letter". 100% of required suppliers completed the "Supplier Social Responsibility Assessment Form".	  
Energy & GHG Management	- Group Scope 1 and Scope 2 GHG emissions intensity reduced by 14% compared to 2024. - Promoted process energy conservation and obtained ISO 50001 Energy Management Certification. - Initiated 520 kW solar photovoltaic deployment in 2025 (~0.78% of Taiwan sites' electricity).	  
Human Rights Issue Management	- Continued implementation of the "Zero Recruitment Fees" policy. - Established diverse grievance and whistleblowing channels to safeguard labor rights. 1,393 individuals completed human rights training.	   
Occupational Health & Safety	- Implemented ISO 45001 system, regularly executing workplace environmental monitoring and employee health checkups. - Continued promotion of the "Zero Disaster" plan. - In 2025, Group Frequency Rate (FR) = 0.32; Severity Rate (SR) = 7.	  

Overview of UN Sustainable Development Goals (SDGs) Alignment	3
About This Report	5
Message from the Chairman	6

1

2

3

About TA-I Technology

1.1 Organizational Overview

1.2 History & Milestones

1.3 Corporate Vision & Core Values

1.4 Products & Value Chain

1.5 Operational Performance

1.6 Industry Associations & External Participation

Sustainability Management

2.1 Sustainability Governance Structure

2.2 Material Topics Management

2.3 List of Material Topics

2.4 Stakeholder Engagement

Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethics & Integrity

3.3 Risk Management

3.4 Information Security (Material Topic)

3.5 Tax Management

3.6 Regulatory Compliance (Material Topic)

3.7 Anti-Competitive Behavior

7

8

9

10

11

13

14

15

16

17

20

21

22

23

26

28

32

35

36

36

4	Products & Services	37
	4.1 Innovative Product R&D (Material Topic)	38
	4.2 Customer Relationship Management (Material Topic)	42
5	4.3 Sustainable Supply Chain Management (Material Topic)	44
	Environmental Sustainability	48
	5.1 Environmental Policy	49
	5.2 Climate Change Response & Adaptation	50
	5.3 Energy & Greenhouse Gas Management (Material Topic)	54
6	5.4 Pollution Control & Prevention	58
	5.5 Raw Materials & Waste Management	61
	Social Inclusion	64
	6.1 Human Rights Management (Material Topic)	65
	6.2 Workforce Composition & Diversity and Inclusion	70
	6.3 Talent Cultivation & Development	75
	6.4 Talent Attraction & Retention	78
	6.5 Occupational Health & Safety (Material Topic)	83
	6.6 Community / Social Engagement	97

Appendix 1	GRI Standards Content Index	100
Appendix 2	Climate-Related Information for Listed Companies (TCFD)	104
Appendix 3	Sustainability Disclosure Indicators – Electronic Components Industry	107
Appendix 4	SASB Standard Index – Electrical & Electronic Equipment (RT-EE)	108
Appendix 5	Third-Party Independent Assurance Statement	109
Appendix 6	GRI 201-4 Financial Assistance Received from Government	111

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Basic Report Information

TA-I Technology Co., Ltd. (hereinafter referred to as "TA-I Technology") regularly issues an annual sustainability report starting in 2023. This report discloses in detail TA-I Technology's sustainability vision, management policies, concrete actions, and performance in environmental protection (E), social inclusion (S), and corporate governance (G). We are committed to strengthening communication with stakeholders such as investors, customers, employees, and suppliers through transparent and honest information disclosure. Through the publication of this report, various stakeholders can understand TA-I Technology's efforts in promoting corporate sustainable development, which serves as a foundation for continuously improving the company's ESG performance in the future.

Reporting Period and Frequency (GRI 2-3)

Reporting Period: This report discloses performance from January 1, 2025, to December 31, 2025. Some indicators cover data from the past three years (2023–2025) to show trends.

Publication Frequency: Published regularly every year. The previous annual report was published in August 2025, and the next annual report is expected to be published in August 2027.

Report Compilation and Management

This report is compiled according to the following major domestic and international standards and guidelines to ensure information comparability and completeness:

GRI Standards: Disclosed with reference to the "GRI Standards 2021" issued by the Global Reporting Initiative (GRI).

SASB Industry Standards: References the Sustainability Accounting Standards Board (SASB) "Electrical & Electronic Equipment" industry standards.

TCFD Framework: References the Task Force on Climate-related Financial Disclosures (TCFD) guidelines to assess climate change risks and opportunities.

Regulatory Compliance: Complies with the Taiwan Stock Exchange "Rules Governing the Preparation and Filing of Sustainability Reports by Listed Companies."

Financial data cited in this report has been audited and certified by Deloitte & Touche. ESG-related statistical data is collected and compiled by internal responsible units, reviewed by the "Sustainability Development Committee," and approved by the Board of Directors for publication.

External Assurance / Verification (GRI 2-5)

To enhance report transparency and credibility, relevant information disclosed in this report was verified by third-party international certification body "British Standards Institution Taiwan Branch (BSI)" under AA1000 AS v3 Type 1 Moderate Level assurance. The verification results confirm that this report meets the disclosure requirements of GRI Standards. Please refer to the Appendix of this report for the Independent Assurance Statement.

Reporting Boundary (GRI 2-2)

Financial Data: The reporting scope covers TA-I Technology and its subsidiaries included in the consolidated financial statements, consistent with the scope of the annual financial report. All financial amounts are presented in New Taiwan dollars (NT\$).

Environmental and Social Data: Mainly covers Taiwan plants (Nanshan Plant, Changxing Plant) and China plants (Suzhou, Dongguan) as the primary disclosure boundary; other plant locations will be gradually included based on operational scale expansion. Any differences in the disclosure scope for individual indicators will be explained separately in each chapter.

Restatements of Information (GRI 2-4)

Erratum information will be corrected and explained in relevant chapters. For detailed content, please refer to Section 5.3.3 Energy Consumption Statistical Information.

Publishing Channels & Responsible Unit (GRI 2-3)

Our company's sustainability report is announced in the Sustainability section of our official website. All stakeholders are welcome to browse online. If you have any suggestions or questions regarding TA-I Technology's 2025 Sustainability Report, please feel free to contact us through the following channels:

- Deputy Spokesperson : Jin-Xian Lai
- Telephone : 03-3246169 ext. 2246
- Email : adidas.lai@tai.com.tw
- Company Website : www.tai.com.tw

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

A Letter to Stakeholders: Resilient Operations, Co-Creating a Sustainable Future

To all shareholders, customers, and stakeholders:

Looking back at the past year, the global political and economic situation as well as the industrial environment faced severe tests. Unrest in the Middle East directly impacted the oil supply chain, while dramatic fluctuations in the prices of gold, silver, and rare precious metals put significant pressure on production costs. Under the global wave of net-zero emissions, ESG (Environmental, Social, and Governance) is no longer just a corporate social responsibility, but has become a core indicator for measuring corporate competitiveness and investment value. With the gradual expansion of carbon tax collection and carbon trading mechanisms, corporate transformation is imminent.

In this environment, through the united efforts of the management team and all employees, TA-I Technology has demonstrated a high degree of operational resilience. Unfazed by challenges, we turned pressure into momentum for upgrading, committing ourselves to the deep integration of product innovation and operational transformation.

Refining Core Technologies, Deepening High-Reliability Product Layout

With the continuous development of electric vehicles, AI servers, high-speed computing, communication equipment, and smart applications, market demand for high-power, high-precision, and high-reliability resistors and protective components is expected to grow steadily. Especially in areas such as power management, current sensing, and circuit protection, components must feature high precision, low resistance, and high power-handling capacity while offering stability and reliability to meet the performance and safety requirements of various electronic systems. Our company will continue to invest high-level R&D resources, enhance process integration capabilities, and strengthen quality management foundations to gradually increase product added value and market competitiveness, striving to provide solutions that meet high-end application needs and solidifying our key position in the global supply chain.

Practicing Environmental Sustainability, Strengthening Global Operational Resilience

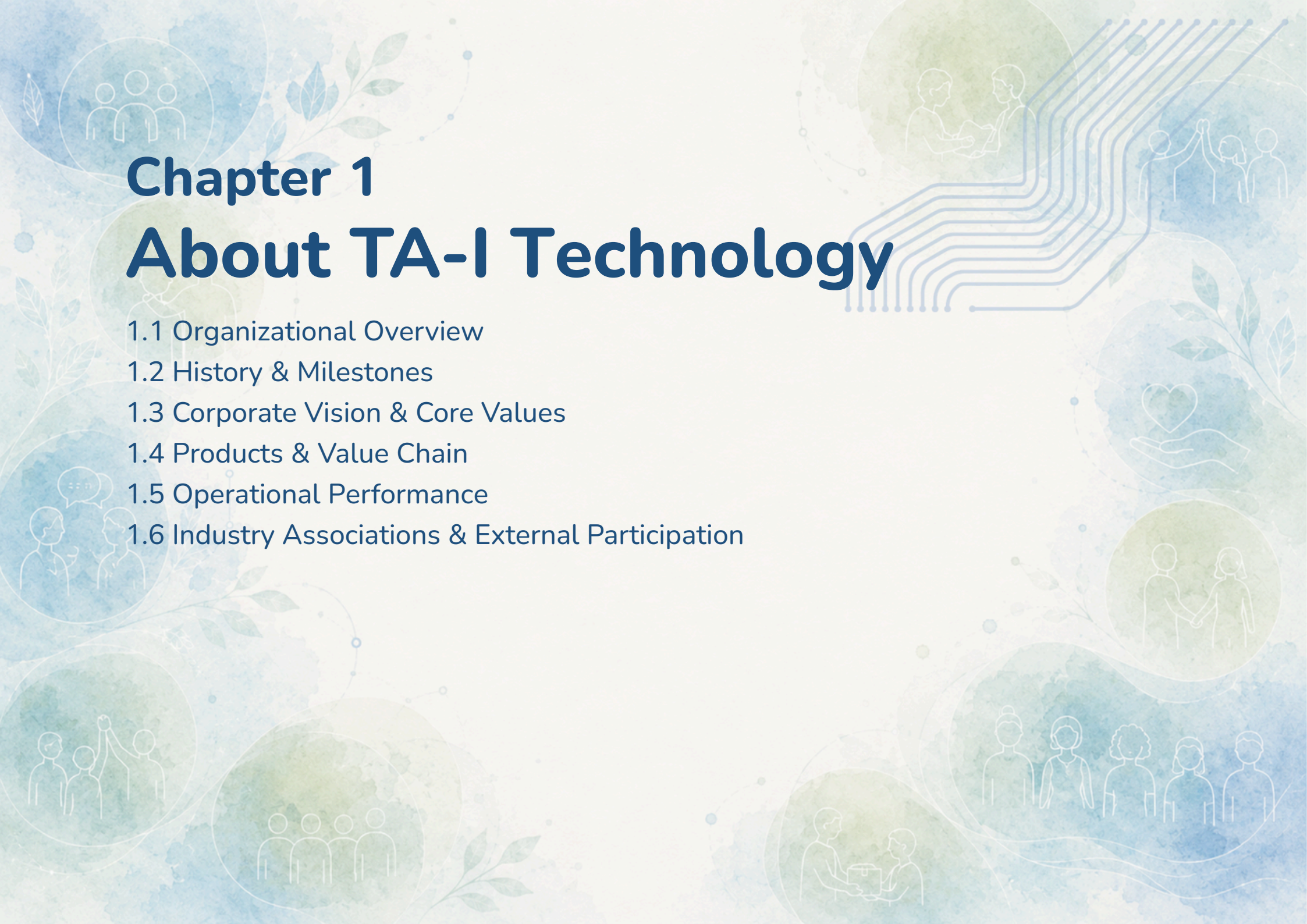
While pursuing corporate profits, TA-I Technology deeply understands that "green transformation" is the cornerstone of sustainable development. In 2025, we continued to conduct greenhouse gas verification and ISO 50001 energy management system certification, marking a solid step forward in energy conservation, carbon reduction, and energy efficiency optimization to respond to global carbon neutrality goals through concrete actions. In response to regional geopolitics and supply chain restructuring, we are actively strengthening our global footprint. The capacity construction of the new Hai Duong plant in Vietnam will complement production bases in Taiwan, China, and Malaysia, enhancing the responsiveness and flexibility of regional supply to ensure stable delivery dates and customized services for customers under any circumstances.

Looking Ahead: Niche Development and Digital Transformation

Looking ahead, TA-I Technology will adhere to the R&D policy of "High Precision, Miniaturization, and High Reliability," focusing on niche products and special specification developments. Driven by the explosive growth of the electric vehicle and AI industries, we will continue to optimize our product portfolio and promote AI smart manufacturing and automated production. This will balance the pressure of rising raw material costs while achieving dual improvements in yield rate and efficiency. Facing the future, we will continuously strengthen our organizational structure—building a comprehensive, high-efficiency operating model across financial management, human resources, and information security. We promise that TA-I Technology will remain grounded in technological refinement with sustainable development at its core, advancing steadily through volatile times. Finally, we sincerely thank all shareholders for their long-term support and encouragement. The TA-I team will continue its tireless efforts, striving for excellent performance to create long-term and stable value for shareholders, employees, and society, moving together toward a sustainable future.

Chairman: Tsai-Pao Chiang





Chapter 1

About TA-I Technology

1.1 Organizational Overview

1.2 History & Milestones

1.3 Corporate Vision & Core Values

1.4 Products & Value Chain

1.5 Operational Performance

1.6 Industry Associations & External Participation

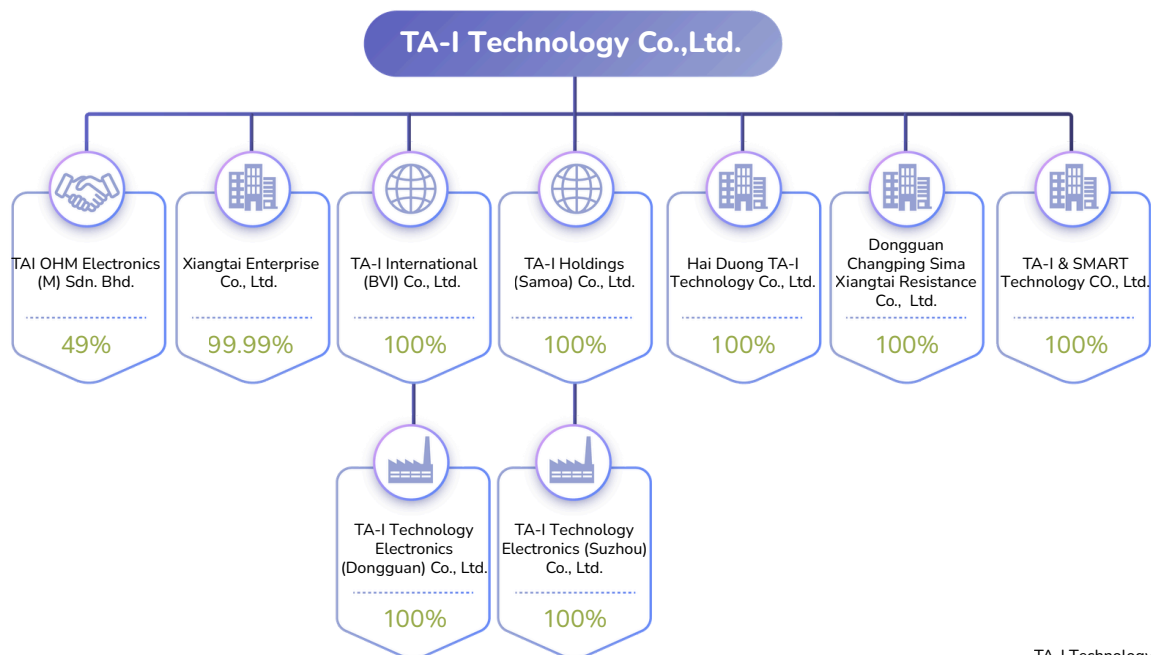
1.1 Organizational Overview

TA-I Technology Co., Ltd. was established in 1989 and is a global R&D and manufacturing provider of passive components (chip resistors, protective components). We are not only committed to technological innovation and improving product quality, but also gradually embed the spirit of "sustainable development" into our organizational culture.

As overseas plants gradually come into operation, TA-I Technology has established a globalized, flexible supply system spanning Taiwan, China (Suzhou, Dongguan), and Southeast Asia (Malaysia, Vietnam). Through digital transformation to optimize production efficiency, combined with greenhouse gas inventory and ISO 50001 energy management, we actively reduce the environmental footprint across our value chain. Meanwhile, adhering to the Responsible Business Alliance (RBA) Code of Conduct, we continuously promote human rights policies such as Zero Recruitment Fees, ensuring social inclusion and integrity governance while pursuing economic performance, becoming the most trusted green value-chain partner for customers.

Item	Details	Item	Details
Company Name	TA-I Technology Co.,Ltd.	Headquarters Location	No. 4, Lane 17, Sec. 3, Nanshan Rd., Luzhu Dist., Taoyuan City
Establishment Date	November 13th, 1989	Paid-in Capital	NT\$ 1,447,313 thousand
Stock Code	2478	Annual Revenue	NT\$ 5,423,977 thousand
Chairman	Tsai-Pao Chiang	Production Capacity	52 billion pcs of electronic components
Total Employees	Approx. 1,500 people	Revenue Share	Taiwan: 16.75%, Asia (excl. Taiwan): 77.37%, Other Regions: 5.88%
Main Products / Services	Passive components, protective components, current sensing components	Operating Locations	Taiwan (Nanshan, Changxing), China (Suzhou, Dongguan), Malaysia (Penang), Vietnam (Hai Duong)

【TA-I Technology Group Organizational Chart】



About This Report

Message from Management

About TA-I Technology

1.1 Organizational Overview

1.2 History & Milestones

1.3 Corporate Vision & Core Values

1.4 Products & Value Chain

1.5 Operational Performance

1.6 Industry Associations & External Participation

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

1.2 History & Milestones

Foundation and Listing (1989–2003)

- 1989** Established TA-I Technology, specializing in manufacturing chip resistors, with a capital of NT\$ 37.5 million.
- 1993** Verified by DNV ISO 9002 quality system
- 1999** Shares officially listed on the Over-The-Counter (OTC) market.
- 2000** Approved by the Investment Commission to reinvest in Suzhou, China- establishing TA-I Technology Electronic (Suzhou) Co., Ltd.
- 2001** Approved for listing on the Taiwan Stock Exchange.
- 2002** Approved by the Investment Commission to reinvest in Dongguan, China—establishing TA-I Technology Electronic (Dongguan) Co., Ltd.
- 2003** Validated by ISO 14001 Environmental Management System

Management System Deepening (2005–2017)

- 2005** Certified to OHSAS 18001:1999 Occupational Health and Safety Management System
- 2006** Obtained ISO/TS 16949 Automotive Quality Management System Certification, and entered the automotive electronics supply chain.
- 2010** Launched high-power LED ceramic heat dissipation substrates, upgrading process technology and accelerating production efficiency.
- 2017** Awarded the Bronze Award in "TTQS Talent Quality Management System" for the first time.

Sustainability Governance Launch (2021–2022)

- 2021** Certified by ISO 45001:2018 Occupational Safety and Health Management System
- 2022** Completed ISO 14064-1:2018 verification of the organizational greenhouse gas inventory.

Low-Carbon Transformation Results (2023–2025)

- 2023** Obtained investment registration certificate and business license for Hai Duong, Vietnam.
- 2024** Won the TCSA Taiwan Corporate Sustainability Award - Silver Award for Sustainability Report.
- 2025** Obtained ISO 50001:2018 Energy Management System certification.
Completed ISO 14067:2018 verification of the product carbon footprint.

About This Report

Message from Management

About TA-I Technology

- 1.1 Organizational Overview
- 1.2 History & Milestones
- 1.3 Corporate Vision & Core Values
- 1.4 Products & Value Chain
- 1.5 Operational Performance
- 1.6 Industry Associations & External Participation

Sustainability Management

Corporate Governance

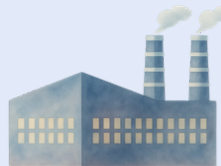
Products & Services

Environmental Sustainability

Social Inclusion

Appendices

2025 (Recent Operational Highlights)



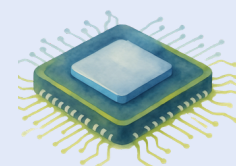
Launch of New Vietnam Plant

The new production base in Vietnam officially commenced operations, building a more resilient supply chain network in the Asia-Pacific region, with plans to introduce self-consumption solar photovoltaic systems within the plant.



Deepening Green Power Layout

The first batch of solar photovoltaic equipment in the Taiwan and Dongguan plant areas was officially connected to the grid, transitioning from "energy saving" to "low-carbon energy" transformation.



Low-Carbon Product R&D

Launched low-energy consumption, high-stability passive component solutions for AI, 5G, and electric vehicle applications, helping downstream value chains achieve carbon reduction goals.

1.3 Corporate Vision & Core Values

Facing the trend of the global electronics industry moving toward high-performance computing, low-carbon transformation, and smart applications, TA-I Technology centers on passive component technology, continuously deepening R&D capabilities and strengthening global supply chain deployment. With sustainable development as the core operational theme, we integrate economic growth, environmental protection, and social responsibility to construct a corporate development blueprint with long-term competitiveness. To ensure strategic consistency and long-term value creation, TA-I Technology established a "Sustainable Development Strategy Pyramid," cascading down from vision to mission, goals, strategies, and core values to form a complete management philosophy framework.

Technology-Driven Innovation · Green and Sustainable Growth · Creating Value for a Better Future



Become the most resilient and trusted green innovation partner in the global tech value chain

Based on technological innovation and green manufacturing, actively deploy in key application markets such as AI, electric vehicles, and high-frequency communications. Through sustainable supply chains and low-carbon transformation, become a long-term trusted partner for customers and society.



Innovative Technology × Green Manufacturing × Sustainable Co-creation



Meeting key application needs



Building a resilient global supply chain system



Promoting eco-friendly, resource-efficient manufacturing.



Creating shared value and prosperity for employees, customers, and society.



Economic

- Increase the revenue contribution of High-Value-Added products
- Strengthen core tech & R&D
- Drive long-term profitable growth



Environmental

- Promote Process Pollution Prevention and Energy Management
- Strengthen core competitiveness and innovation capabilities
- Build low-carbon products & green supply chains



Social

- Build a safe, caring workplace
- Advance diversity, inclusion, and talent development
- Strengthen community engagement



Governance

- Enhance governance transparency
- Strengthen risk control & compliance
- Build sustainability governance



Technological Upgrade

- Continuous R&D innovation
- Improve yield rates and efficiency
- Strengthen core competitiveness



Low-Carbon Transformation

- Implement low-carbon transformation
- Improve energy efficiency
- Promote green manufacturing



Supply Chain Management

- Strengthen supplier partner collaboration
- Enhance supply resilience
- Practice sustainability management



Global Footprint

- Deepen global market presence
- Strengthen localized service
- Expand operational cooperation



Digital Transformation

- Smart manufacturing upgrade
- Accelerate digitized management
- Improve operational efficiency



Teamwork



Innovation



Quality Excellence



Service



Sharing

About This Report

Message from Management

About TA-I Technology

1.1 Organizational Overview

1.2 History & Milestones

1.3 Corporate Vision & Core Values

1.4 Products & Value Chain

1.5 Operational Performance

1.6 Industry Associations & External Participation

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

About This Report

Message from Management

About TA-I Technology

- 1.1 Organizational Overview
- 1.2 History & Milestones
- 1.3 Corporate Vision & Core Values
- 1.4 Products & Value Chain
- 1.5 Operational Performance
- 1.6 Industry Associations & External Participation

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

1.4 Products and Value Chain

【Product Application Area Share】

In 2025, consumer electronics products accounted for the highest share (22%); followed by computer and related peripheral products, and communication products (20% each); industrial products accounted for 18%; automotive electronic products accounted for 17%; and others accounted for 3%.

TA-I Technology takes R&D and manufacturing of passive components, protective components, and current sensing components as its core. Its operational activities cover raw material procurement, product design and manufacturing, end applications, and customer service, forming a complete electronics industry value chain. Its value chain is mainly divided into three major stages: Upstream (Raw Material Supply) – Midstream (Manufacturing & R&D) – Downstream (Application Markets & Customers). Through cross-departmental integration and institutionalized management, the overall operation is ensured to align with sustainable development trends.

【Upstream: Raw Material Supply and Responsible Procurement Management】

Business Relationship	Major Impacts and Risk Issues	Sustainability Management Strategies and Actions
Mainly procures key raw materials such as substrates, pastes, and metallic materials from domestic and foreign suppliers. The supply chain covers Asian and global markets, serving as an important foundation for product quality and stable supply.	1. Mineral sources involving environmental destruction and human rights issues 2. Raw material price fluctuations and geopolitical risks 3. Supplier environmental and labor condition uncertainties	1. Responsible Procurement and Conflict Minerals Management: Following the Responsible Business Alliance (RBA) Code of Conduct, the company established a conflict minerals management policy, requiring suppliers to disclose tantalum, tin, tungsten, and gold (3TG) sources and execute due diligence to avoid funding conflicts or violating human rights. 2. Supplier Sustainability Assessment and Governance: Comprehensively promoting ESG management through supplier code of conduct commitments and evaluation mechanisms to strengthen supply chain transparency and risk control capabilities. 3. Green Procurement and Environmental Regulatory Compliance: Introducing green procurement systems, prioritizing materials with lower environmental impacts, and ensuring products comply with international environmental standards like RoHS and REACH to reduce hazardous substance usage. 4. Supply Chain Risk Diversification and Resilience Enhancement: Establishing diversified supply sources and long-term cooperative relationships to lower supply disruption risks and boost overall supply chain stability.

【Midstream: Manufacturing Operations and Technology R&D Management】

Business Relationship	Major Impacts and Risk Issues	Sustainability Management Strategies and Actions
Responsible for product R&D and manufacturing in the midstream, applying core technologies such as thin-film, thick-film, and photolithography processes to produce high-precision resistors and protective components, while continuously investing in the development of high-end application products.	1. Energy usage and greenhouse gas emissions 2. Process pollution and waste management 3. Employee occupational safety and health risks	1. Energy & Climate Management (ISO 50001 / ISO 14064-1): Optimize energy efficiency and manage GHG inventory and reductions. 2. Environmental Management & Pollution Prevention (ISO 14001): Execute process pollution control, strengthen waste reduction, and boost resource recycling. 3. Quality & Product Responsibility (IATF 16949 / ISO 9001): Ensure products meet automotive and high-reliability standards through certified quality systems. 4. Occupational Safety & Human Rights (ISO 45001): Lower occupational risks to ensure workplace safety while promoting diversity, inclusion, and talent growth. 5. Manufacturing Efficiency & Digital Transformation: Upgrade smart manufacturing capabilities. 6. Resource Efficiency & Operational Costs: Apply lean production and smart manufacturing to improve resource efficiency and lower operating costs.

【Downstream: Application Market and Customer Relationship Management】

Business Relationship

The company's products are widely applied in automotive electronics, communication equipment, industrial control, and consumer electronics, and are gradually expanding into high-growth areas such as AI, 5G, and electric vehicles.

Major Impacts and Risk Issues

1. Product quality impacts end-device safety and stability
2. Increasing customer demands regarding environmental protection and legal requirements
3. Rapid technological evolution bringing market competitive pressure

Sustainability Management Strategies and Actions

1. Product Safety & Regulatory Compliance (RoHS / REACH): Ensure compliance with international environmental standards while meeting automotive and high-reliability criteria.
2. Customer Relationship & Service Management: Build long-term partnerships through customized solutions, technical support, and elevated customer satisfaction.
3. Green Products & Low-Carbon Applications: Develop high-efficiency power management and energy-saving components to advance EVs, smart applications, and carbon reduction.
4. Innovative Applications & Market Expansion: Deepen presence in AI, 5G, and automotive sectors, collaborating with global partners to drive technological innovation.

About This Report

Message from Management

About TA-I Technology

- 1.1 Organizational Overview
- 1.2 History & Milestones
- 1.3 Corporate Vision & Core Values
- 1.4 Products & Value Chain
- 1.5 Operational Performance
- 1.6 Industry Associations & External Participation

Sustainability Management

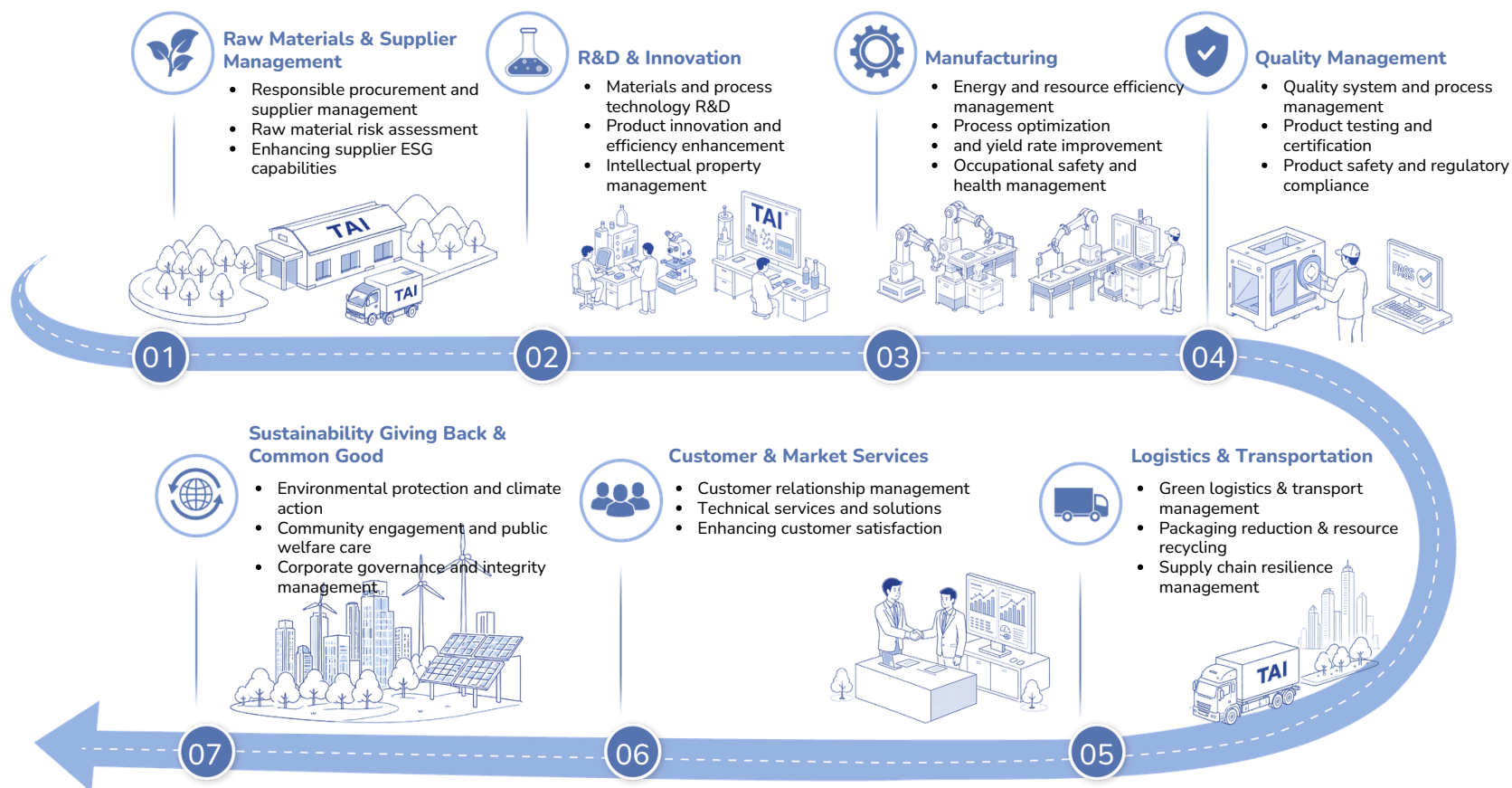
Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices



1.5 Operational Performance

Product and Revenue Breakdown

Item	2023		2024		2025	
	Revenue (NT\$ thousands)	Revenue Share	Revenue (NT\$ thousands)	Revenue Share	Revenue (NT\$ thousands)	Revenue Share
Chip Resistors	4,409,639	96%	4,567,711	91%	4,819,703	89%
Protective Components	185,143	4%	463,573	9%	604,274	11%
Tota	4,594,781	100%	5,031,284	100%	5,423,977	100%

Direct Economic Value Generated and Distributed Over the Years (Group)

Item (Unit: NT\$ Thousand)	2023	2024	2025
(1) Direct Economic Value - Operating Revenue	4,628,200	5,083,959	5,481,300
Operating Revenue	4,594,781	5,031,284	5,423,977
Non-Operating Revenue	33,419	52,675	57,323
(2) Distributed Economic Value	4,586,359	4,990,223	5,163,543
Operating Costs and Expenses	3,642,024	4,094,531	4,186,135
Employee Wages and Benefits	475,377	550,460	613,657
Interest and Dividend Payments	310,193	240,315	276,236
Tax Payments	157,951	104,120	86,284
Community Investments	814	797	1,231
(3) Retained Economic Value	41,841	93,736	317,757

About This Report

Message from Management

About TA-I Technology

1.1 Organizational Overview

1.2 History & Milestones

1.3 Corporate Vision & Core Values

1.4 Products & Value Chain

1.5 Operational Performance

1.6 Industry Associations & External Participation

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

About This Report

Message from Management

About TA-I Technology

- 1.1 Organizational Overview
- 1.2 History & Milestones
- 1.3 Corporate Vision & Core Values
- 1.4 Products & Value Chain
- 1.5 Operational Performance
- 1.6 Industry Associations & External Participation

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Historical Financial Report (Group)

Item (Unit: NT\$ Thousand)	2023	2024	2025
Operating Revenue	4,594,781	5,031,284	5,423,977
Gross Operating Profit	952,757	936,753	1,237,842
Operating Expenses	475,377	550,460	613,657
Selling & Marketing Expenses	165,144	183,255	185,972
Administrative Expenses	239,693	280,148	337,291
Research & Development Expenses	70,540	87,057	90,394
Operating Income	477,380	386,293	624,185
Net Income Before Tax	532,074	558,742	583,016
Net Income for the Period	374,123	454,622	496,732
Earnings Per Share (NT\$)	2.56	3.13	3.45

1.6 External Associations

TA-I Technology is a member company of the following external associations. By joining organizations such as the Taiwan Electrical and Electronic Manufacturers' Association, Taiwan Passive Components Industry Association, and Taiwan Climate Partnership, we deepen industrial exchange and collaboration, stay abreast of industry development trends, align with 2050 net-zero emissions targets, and support sustainable development initiatives, continuously improving corporate governance, environmental management, and overall competitiveness.

Name of External Association	Participation Status	Serving as Director/Officer?
Taiwan Electrical and Electronic Manufacturers' Association	Member	No
Taiwan Passive Components Industry Association	Member	Serving as Director
Taiwan Climate Partnership	Member	No



Chapter 2

Sustainable Management

2.1 Sustainability Governance Structure

2.2 Material Topics Management

2.3 List of Material Topics

2.4 Stakeholder Engagement

About This Report

Message from Management

About TA-I Technology

Sustainability Management

2.1 Sustainability Governance Structure

2.2 Material Topics Management

2.3 List of Material Topics

2.4 Stakeholder Engagemen

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

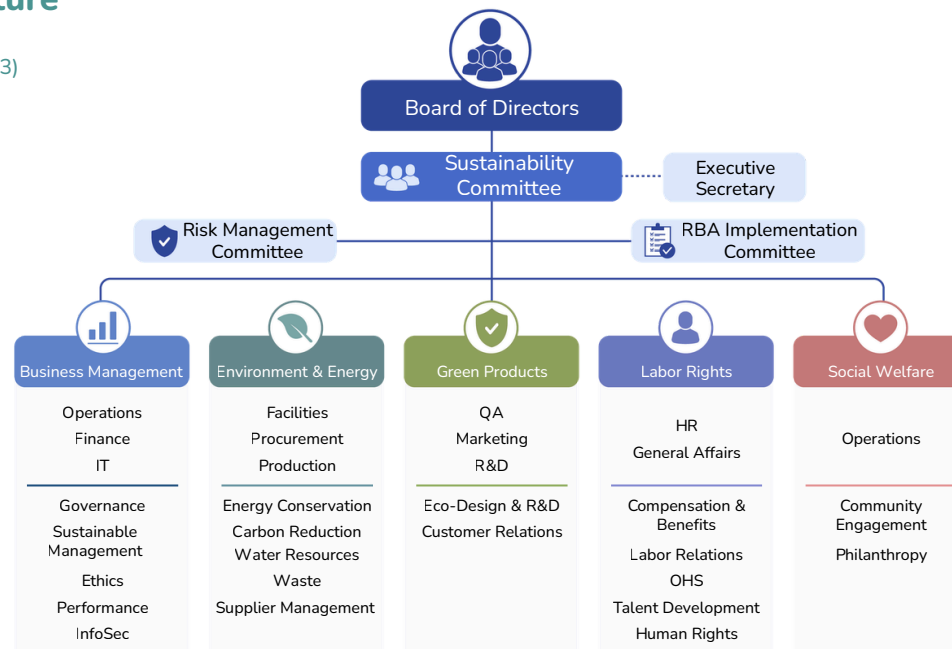
Appendices

2.1 Sustainability Governance Structure

2.1.1 Sustainability Committee (GRI 2-9、2-13)

To reinforce its commitment to sustainable development and integrate sustainability into core decision-making, TA-I Technology established the Sustainability Committee in 2022 to drive sustainability strategies and report progress to the Board. On April 18, 2024, the Board approved the "Organizational Regulations of the Sustainability Committee" to further strengthen governance.

Chaired by the Chairman (concurrently President) and supported by an Executive Secretary, the Committee oversees five functional task forces: Business Management, Sustainable Environment & Energy Management, Green Products, Labor Rights, and Social Welfare. Each task force executes specific initiatives to align sustainability goals with operational objectives.



2.1.2 Role of the Highest Governance Body in Overseeing the Management of Impact (GRI 2-12)

The Board of Directors of TA-I Technology serves as the Company's highest governance body and the highest decision-making authority for sustainable development. The Board oversees the implementation and effectiveness of sustainability initiatives and delegates the identification and management of material topics to the Sustainability Committee.

The Sustainability Committee makes policy decisions and conducts ad-hoc discussions with functional task forces on implementation progress. Convening at least annually, the Committee reports execution results and sustainability plans to the Board. Through these reports, the Board reviews sustainability performance to ensure alignment with corporate vision and strategic goals, while monitoring potential negative impacts and risks.

2.1.3 Communicating Critical Concerns (GRI 2-16)

Sustainability matters reported by the TA-I Technology Sustainability Committee to the Board of Directors include critical concerns, such as negative impacts and risk events with high potential impact on company operations. Responsible departments for these critical concerns are designated during meetings, progress on remediation measures is tracked and reported in subsequent meetings, and the status of relevant topics is disclosed to stakeholders.

2025 Sustainability Committee Communications with the Board of Directors:

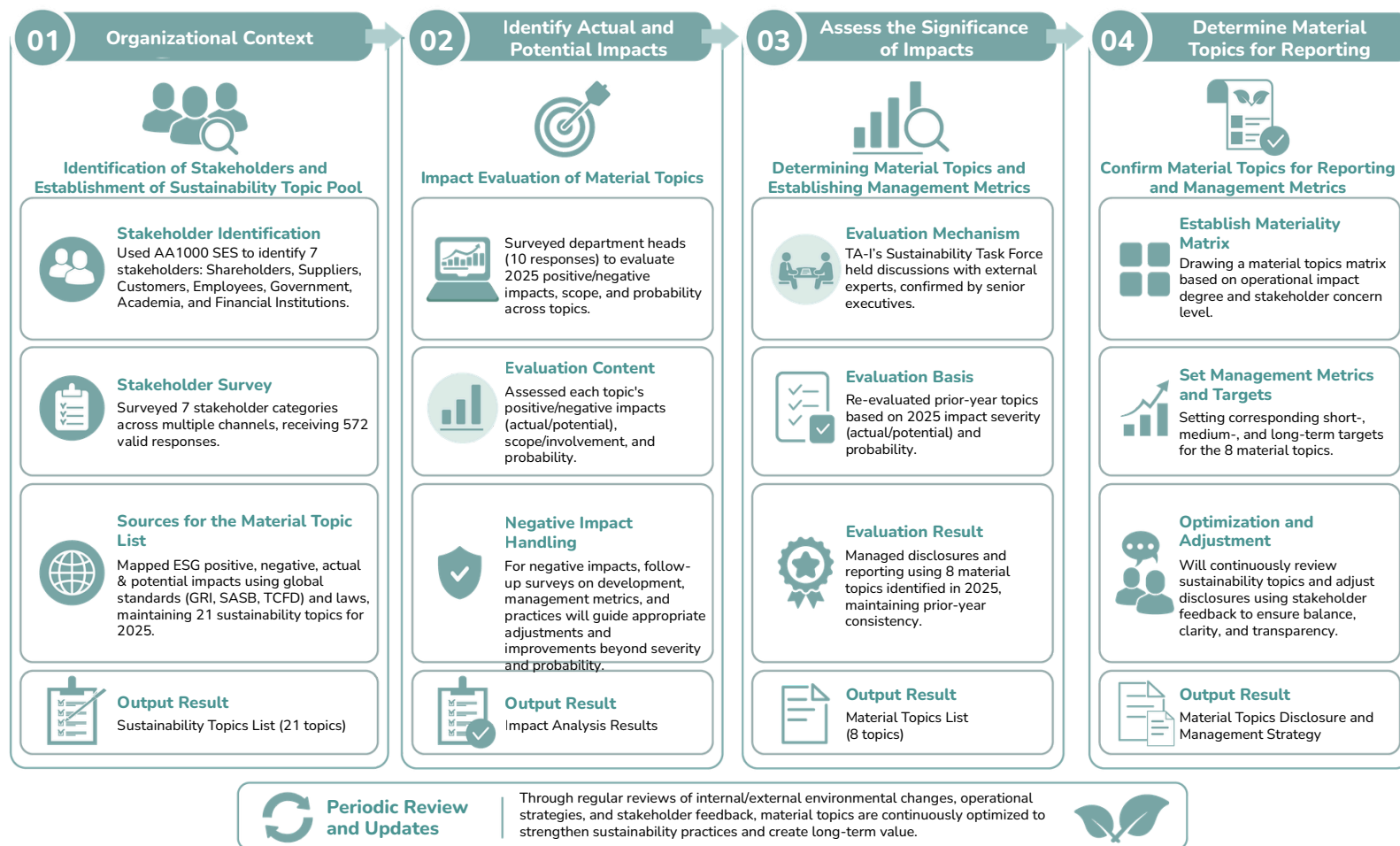
Meeting Date	Communication Topics	Resolution
January 15, 2025	Stakeholder Engagement and Material Topic Identification	Approved
May 28, 2025	2024 GHG Inventory & Sustainability Report Content	Approved
September 10, 2025	FY2026 Sustainability Budget	Approved
September 17, 2025	Energy Audit Report & Equipment Optimization Plan	Approved

2.2 Material Topic Management

To understand stakeholder expectations and communicate effectively, TA-I Technology follows GRI 3: Material Topics and the AA1000 Stakeholder Engagement Standard (SES) to conduct stakeholder identification and materiality analysis. Based on stakeholder identification, TA-I Technology applies GRI 3 and Double Materiality principles to conduct annual reviews of its economic, environmental, and social (including human rights) impacts, alongside stakeholder feedback. Short-, medium-, and long-term sustainability goals are then set accordingly.

2.2.1 Stakeholder Identification & Materiality Assessment Process

TA-I Technology identifies stakeholders and material topics through four key steps:



About This Report

Message from Management

About TA-I Technology

Sustainability Management

2.1 Sustainability Governance Structure

2.2 Material Topics Management

2.3 List of Material Topics

2.4 Stakeholder Engagement

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

2.2.2 Sustainability Topics

TA-I Technology refers to domestic and international regulations, global norms and standards (Global Risks Report, UN Sustainable Development Goals SDGs, TCFD, CDP, SASB), industry norms and standards, and domestic regulatory requirements. The 21 concern topics for 2025 include 6 Governance topics, 3 Economic topics, 6 Environmental topics, and 6 Social topics.

Global norms and standards (Global Risks Report, UN SDGs, TCFD, CDP, SASB), industry norms and standards, and domestic regulatory requirements include 6 Governance topics, 3 Economic topics, 6 Environmental topics, and 6 Social topics.



01 Governance

Strengthen corporate governance, ensure integrity management and risk management, and guarantee operational transparency and compliance.



Integrity Management



★ Regulatory Compliance



★ Information Security



★ Customer Relationship Management



Financial Performance



Risk Management



02 Economic

Create economic value, enhance supply chain resilience and product quality competitiveness, and move toward sustainable growth.



★ Sustainable Supply Chain Management



★ Innovative Product R&D



Product Quality and Product Responsibility



03 Environmental

Implement environmental protection actions, promote resource recycling, action resources, and safeguard the natural environment.



★ Energy Management



★ Greenhouse Gas Management



Air Pollution Control



Water Resource Management & Wastewater Treatment



Waste Management



Biodiversity



04 Social

Care for employees and society, promote diversity and inclusion along with workplace safety, and create shared good value.



★ Human Rights Management



Labor-Management Communication



Talent Recruitment, Retention & Development



Diversity & Inclusion



★ Occupational Health & Safety



Community Engagement

★ 2025 Material Topics

About This Report

Message from Management

About TA-I Technology

Sustainability Management

2.1 Sustainability Governance Structure

2.2 Material Topics Management

2.3 List of Material Topics

2.4 Stakeholder Engagement

Corporate Governance

Products & Services

Environmental Sustainability

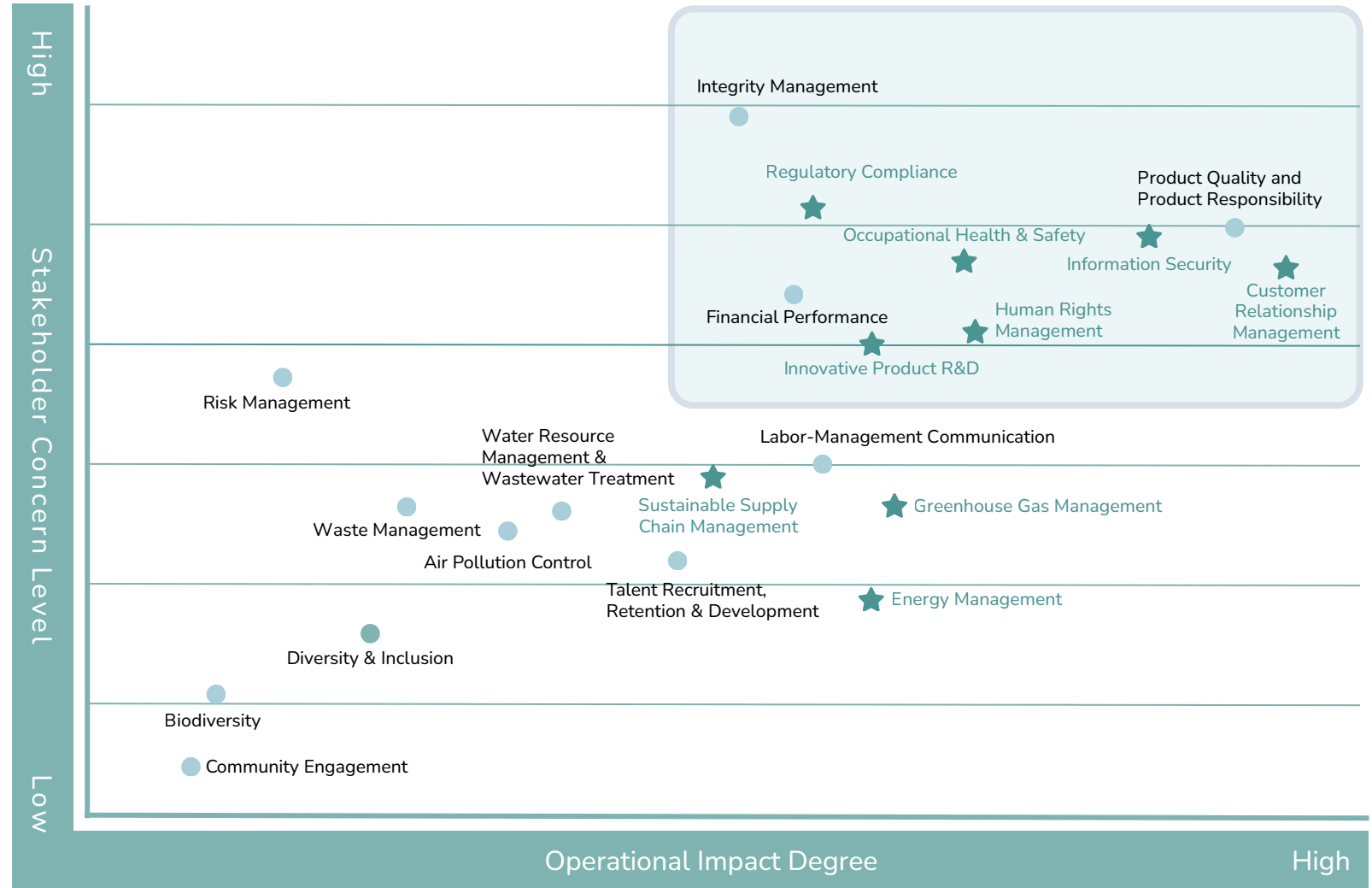
Social Inclusion

Appendices

2.2.3 Materiality Analysis

Through Sustainability Task Force meetings, referencing external expert opinions, and confirmation by senior executives, TA-I Technology maintained the 8 material topics identified from the previous year in 2025 to draw a materiality matrix chart and perform management and disclosure. These include: Customer Relationship Management, Innovative Product R&D, Information Security, Occupational Health & Safety, Human Rights Management, Regulatory Compliance, Energy & Greenhouse Gas Management, and Sustainable Supply Chain Management.

【Materiality Analysis Matrix】 ★ Material Topics



Note: Greenhouse gas management and energy management are combined into a single material topic.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

2.1 Sustainability Governance Structure

2.2 Material Topics Management

2.3 List of Material Topics

2.4 Stakeholder Engagemen

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

2.3 Material Topic Management (GRI 3-2)

Material Topic	Responsible Department	Impact Category	Stakeholder Concern Level	Operational Impact Degree	Management Metric	2025 Actual	2025 Target	Target Met	2026 Target	2030 Target	2040 Target
Customer Relationship Management	Marketing Dept.	Positive / Actual	★★★	★★★★	Customer satisfaction survey coverage rate	93%	80%	V	93%	95%	95%
					Customer satisfaction survey response rate	100%	100%	V	100%	100%	100%
					Customer satisfaction score	91.5分	90分	V	92分	92分	92分
					Average customer complaint processing timeliness completion rate	100%	100%	V	100%	100%	100%
					Number of patents	4	≥ 2	V	≥ 2	≥ 2	≥ 2
Innovative Product R&D	R&D Dept. / Quality Dept.	Positive / Actual	★★	★★★★	R&D team	67 people	≥ 50 people	V	R&D and product improvement personnel share in Taiwan plant area		
					-	6.99%	0	-	7%	7.5%	8%
					R&D expenses	NT\$ 90.39M	≥ NT\$ 70M	V	R&D expenditure share of current year's annual revenue		
					-	1.67%	0	-	1.7%	1.8%	2%
Information Security	InfoSec Dept.	Negative / Potential	★★	★★★★	Information security incidents	0 cases	0 cases	V	0 cases	0 cases	0 cases
					Annual information security training hours	1 hr	1 hr	V	1 hr	1 hr	1 hr
					Social engineering drills	2 times	2 times	V	2 times	2 times	2 times
					ISO 27001 Information Security Certification	Newly added target in 2025			Passed	Passed	Passed
					Server vulnerability scans	Newly added target in 2025			2 times	2 times	2 times
Occupational Health & Safety	EHS Dept.	Negative / Potential	★★★★	★★	Disabling injury frequency rate (FR)	0.32	< 0.87	V	< 3-year average value of electronic components manufacturing industry		
					Disabling injury severity rate (SR)	7	< 12	V	< 1/2 of 3-year average value of electronic components manufacturing industry		
					Zero paid labor coverage rate	100%	100%	V	100%	100%	100%
Human Rights Management	HR Dept.	Negative / Potential	★★	★★★★	Human rights training completion rate	Taiwan plants		V	Group		
						100%	100%		100%	100%	100%
					Grievance case resolution rate	100%	100%	V	100%	100%	100%
					Integrity management training completion rate	99%	90%	V	100%	100%	100%
Regulatory Compliance	All Departments	Negative / Potential	★★	★★	Labor fines	0 cases	0 cases	V	0 cases	0 cases	0 cases
					Environmental fines	0 cases	0 cases	V	0 cases	0 cases	0 cases
					Taiwan plant area Scope 1 & 2 GHG reduction volume (tCO ₂ e) (vs. 2021 base year)	Reduction 8.06%	Reduction 13%	X	Reduction 15%	Reduction 28%	Reduction 40%
Energy & Greenhouse Gas Management	All Departments	Negative/ Positive / Actual	★★	★★	GHG Scope 1 & 2 emissions intensity reduction (tCO ₂ e/million output) (vs. previous year)	Taiwan plant		V	Group		
						Reduction 15.9%	Reduction 2%		Reduction 2%	Reduction 2%	Reduction 2%
					Reduction in Purchased Electricity Intensity (GJ / million output) (vs. previous year)	Taiwan plant		V	Group.		
Sustainable Supply Chain Management	Procurement Dept.	Negative / Potential	★★	★★★★	Percentage of suppliers returning signed Code of Conduct Commitment	100%	100%	V	100%	100%	100%
					Percentage of suppliers returning completed Social Responsibility	100%	100%	V	100%	100%	100%
					Percentage of suppliers conducting Scope 1 & 2 GHG inventory (Self-Inventory + Verification)	Newly added target in 2025			40%	80%	100%
					Supplier Training Sessions	Newly added target in 2025			2 Sessions	2 Sessions	2 Sessions

Note: Stakeholder Concern Level & Operational Impact Degree: ★ indicates lowest concern/impact; ★★★ indicates highest concern/impact.

2.4 Stakeholder Engagement

To fully grasp the perspectives of stakeholders from all sectors, TA-I Technology references the 5 core principles of the AA1000 Stakeholder Engagement Standard (Dependency, Responsibility, Tension, Influence, and Diverse Perspectives). Responsible units jointly identified the following 7 categories of stakeholders: Shareholders, Suppliers/Contractors, Customers, Employees, Government Agencies, Academic/Research Institutions, and Financial Institutions. Due to varying identity categories, key topics of concern differ among stakeholder groups. Departments maintain positive interactions via diverse channels to ensure stakeholders understand operational overviews and communicate through appropriate channels.

Stakeholder Category	Purpose of Engagement	Corresponding Material Topics	Topics of Concern	Communication Channels & Frequency	2025 Engagement Performance
Shareholders	Shareholders are investors in the company; the company should protect shareholder rights, treat all shareholders fairly, and ensure full awareness, participation, and decision-making rights on major matters. Expected to maintain shareholder confidence in the company.	- Regulatory Compliance - Innovative R&D	- Financial Performance - Talent Recruitment, Retention & Development - Occupational Health & Safety - Innovative Product R&D	- Annual General Meeting / Annually - Official Website Investor Zone / Annually - Market Observation Post System (MOPS) / Irregularly	- Annual General Meeting: 1 session - Investor Conference: 1 session - Material Information Announcements: 23 times
Suppliers / Contractors	Maintaining long-term positive interactions with supplier partners, our products and services rely on suppliers providing materials and components stably. Leveraging company industry influence, we work with partners to prevent labor human rights violations.	Sustainable Supply Chain Management	- Supplier Management - Product Quality - Integrity Management - Regulatory Compliance - Occupational Health & Safety	- Factory Audits / Quarterly - Supplier Meetings / Monthly - Phone, Email / Irregularly	- Engaged suppliers via online conference: 123 companies - audits: 9 on-site, 8 document - SSR management assessments: 72 companies).
Customers / Distributors	Customers are the primary revenue source. Providing product quality, safety, and post-sales service is our highest commitment to customers. Maintaining high satisfaction helps secure customer recognition.	- Customer Relationship Management - Information Security - Human Rights Management - Innovative Product R&D	- Customer Relationship Management - Integrity Management - Human Rights Management - Information Security - Product Quality & Product Responsibility	- Customer Meetings / Quarterly - Business Visits / Monthly - Customer Surveys / Annually - Phone, Email / Irregularly	Communicated with customers through irregular on-site visits, briefings, emails, phone calls, and participation in customer events.
Employees	Employees are an indispensable foundation of operations. The company commits to providing a healthy and diverse workplace environment, allowing employees to work without worries. Expected to reduce turnover rate.	- Regulatory Compliance - Information Security - Occupational Health & Safety - Human Rights Management	- Information Security - Regulatory Compliance - Occupational Health & Safety - Product Quality & Product Responsibility - Customer Relationship Management - Integrity Management	- Phone, Email / Irregularly - Labor-Management Meetings / Quarterly - EAP / Irregularly - Grievance Channels / Irregularly	- Labor-Management Meetings: 4 sessions - EAP Consultations: 55 person-times - Diverse Grievances: 68 cases
Government Agencies	The company implements environmental protection measures to prevent environmental pollution at operational sites, avoiding degradation of nearby community quality of life.	- Regulatory Compliance - Energy & Greenhouse Gas Management	- Regulatory Compliance - Energy Management - Air Pollution Control - Human Rights Management - Integrity Management	Grievance Channels / Irregularly	Regularly participated in briefing sessions organized by competent authorities on relevant topics.
Academic / Research Institutions	Academic/research institutions are key partners. Through industry-academic collaboration projects, academic research can be transformed into practical applications to cultivate professional talent with practical capabilities, driving technological breakthroughs and creating a virtuous cycle to foster tech development and economic growth.	- Human Rights Management - Innovative Product R&D	- Regulatory Compliance - Information Security - Diversity & Inclusion - Occupational Health & Safety - Financial Performance	Grievance Channels / Irregularly	- Campus Recruitment Fairs: 5 sessions - Regularly participated in briefing sessions organized by competent authorities on relevant topics.
Financial Institutions	Continuously providing capital at favorable interest rates to support corporate operational growth.	- Regulatory Compliance - Human Rights Management - Energy & Greenhouse Gas Management	- Integrity Management - Risk Management - Regulatory Compliance - Greenhouse Gas Management	- Annual General Meeting / Annually - Official Website Investor Zone / Monthly - Market Observation Post System (MOPS) / Irregularly	Irregular visits and exchanges.

Chapter 3

Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethics & Integrity

3.3 Risk Management

3.4 Information Security (Material Topic)

3.5 Tax Management

3.6 Regulatory Compliance (Material Topic)

3.7 Anti-Competitive Behavior



3.1 Corporate Governance Structure

TA-I Technology builds its corporate governance system in accordance with the Taiwan Securities and Exchange Act and relevant regulations to enhance protection of shareholder rights, strengthen Board functions, respect stakeholder rights, and improve information transparency, including:

- "Corporate Governance Best Practice Principles": Adheres to fair, just, and open director election procedures, establishing measures such as independent directors to strengthen management and oversight functions of the Board of Directors.
- "Procedures for Handling Material Inside Information": Passed by the Board of Directors to prohibit insiders, including directors, managers, and employees, from profiting off information unavailable in the market.
- "Ethical Corporate Management Best Practice Principles": Passed by the Board of Directors based on an honest, transparent, and responsible management philosophy to formulate ethics-based policies and establish corporate governance and risk management mechanisms for a sustainable business environment.

The operation and execution status of the above three corporate governance regulations and designated units are disclosed on the company website and annual report, and reported to the Board of Directors at least once a year.

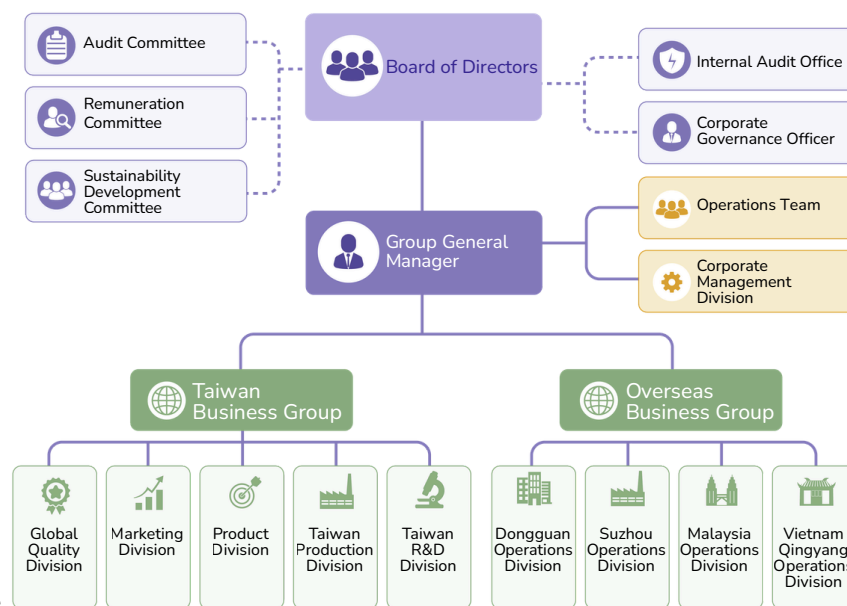
Board of Directors & Committees

The Board of Directors is the highest governance unit of TA-I Technology, featuring three functional committees: Audit Committee, Remuneration Committee, and Sustainability Development Committee. An independent Internal Audit Office is established directly under the Board of Directors to perform audit operations regularly and report results to the Audit Committee and Board of Directors.

Committee Composition and Attendance Rates

Committee	Composition	2025 Meetings Held	Attendance Rate
 Board of Directors	9 seats (4 independent directors, accounting for 44%)	7 times	100%
 Audit Committee	4 independent directors (including 1 convener and 1 financial/accounting expert)	6 times	100%
 Remuneration Committee	4 independent directors	5 times	100%
 Sustainability Development Committee	Chairman serves as Chairman	5 times	100%

Note 1: Taiwan Stock Exchange Market Observation Post System (MOPS): mops.twse.com.tw/mops/web/index
Note 2: TA-I Technology Corporate Governance Section URL: <http://www.tai.com.tw/zh-Hant/governance>



Board Nomination and Election Process (GRI 2-10)

The Board plans operational strategies, acts responsibly toward shareholders and stakeholders, executes duties faithfully, and exercises due care. Except for matters required by law or articles of incorporation to be resolved at shareholder meetings, all business execution and governance arrangements are resolved by the Board. The company established the "Regulations for Election of Directors," adopting a candidate nomination system and periodic re-elections based on merit-based selection principles to construct a professional, diverse, and independent Board.

Board Diversity (GRI 2-9, 2-11)

The current Board of Directors consists of 9 members (including 4 independent directors), comprising 8 males and 1 female, all holding Republic of China (Taiwan) nationality, with a 3-year term of office. Independent directors account for 44%, and the company plans to continuously increase female director seats to achieve gender diversity goals. The Board maintains independence; no independent directors are spouses or relatives within the second degree of kinship to any other director. For disclosures on professional qualifications and independence of independent directors, please refer to pages 6–7 of the company's 2025 (114th) Annual Report; for education, experience, gender, and work experience of directors, please refer to pages 4–5.

Board Diversity Management Objectives and Achievement Status

Management Target	Achievement Status
 Designate three independent director seats	 Achieved
 Directors concurrently serving as company officers should not exceed one-third of total seats	 Achieved
 Diversity in gender, age, and culture	The ages of the current 9 directors range from 61 to 80 years old. The company will increase female director seats in the future to promote diversity in Board composition.

Board Continuing Education (GRI 2-17)

The company arranges continuing education for directors annually, covering topics in corporate governance, environment, and society. In 2025, courses focused on climate change, sustainability information disclosure, and corporate governance. All directors completed a total of 57 hours of training, with each person meeting the requirement of 6 hours under the "Directions for Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies".

 Chiang Tsai-Pao, Liu Li-Wen, Wang Chin-Jung, Lin Chiu-Sung, Yang Pei-Chieh, Chen Yung-Tai, Tseng Chen-Hui, Chang Hsien-Ming			
 Course Titles	 Sustainability Information Disclosure Trends: Release, Impact, and Response to IFRS S1 and S2 Sustainability Disclosure Standards	Course Sessions	Total Training Hours
	 Risks and Opportunities of Climate Change on Enterprise Management	3 hr	6 hr
 Wu Ping-Tse			
 Course Titles	 Sustainability Information Disclosure Trends: Release, Impact, and Response to IFRS S1 and S2 Sustainability Disclosure Standards	Course Sessions	Total Training Hours
	 Risks and Opportunities of Climate Change on Enterprise Management	3 hr	9 hr
	 Corporate Governance and Securities Regulations		

Basic Profile of Directors

Name	Title	Gender	Professional Background	Age
Chiang Tsai-Pao	Chairman / Presiding Officer (Concurrently General Manager)	Male	Business, Industry, Technology	71-80
Wang Chin-Jung	Director	Male	Business, Industry	71-80
Liu Li-Wen	Director	Female	Business, Industry, Technology	71-80
Lin Chiu-Sung	Director	Male	Business, Industry	71-80
Yang Pei-Chieh	Director	Male	Business, Finance, Law, Industry	61-70
Chen Yung-Tai	Independent Director	Male	Business, Industry	61-70
Tseng Chen-Hui	Independent Director	Male	Business	61-70
Wu Ping-Tse	Independent Director	Male	Business, Finance, Industry	61-70
Chang Hsien-Ming	Independent Director	Male	Business, Industry	61-70

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethics & Integrity

3.3 Risk Management

3.4 Information Security

3.5 Tax Management

3.6 Regulatory Compliance

3.7 Anti-Competitive Behavior

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Board Performance Evaluation (GRI 2-18)

To implement corporate governance, enhance board functionality, set performance targets, and improve board operational efficiency, the Company has established the "Regulations for Self-Evaluation or Peer Evaluation of the Board of Directors and Functional Committees." Pursuant to these regulations, performance evaluations for the Board as a whole, individual board members, and functional committees (including the Audit Committee, Remuneration Committee, and Sustainability Committee) are conducted at least once annually at the end of each fiscal year. The evaluation results are reported to the Board of Directors in the first quarter of the following year and disclosed in the Company's annual report.

The execution of the Company's board performance evaluation may be conducted by an external independent professional institution or an external team of experts and scholars once every three years. The results of the board performance evaluation may serve as a reference basis for selecting or nominating directors in the future; the individual director performance evaluation results may also serve as a reference basis for determining individual remuneration.

Compensation Policy (GRI 2-19, 2-20)

According to the Company's Articles of Incorporation, if the Company makes a profit for the year, employee compensation and director remuneration shall be allocated. The proposed director remuneration and employee compensation shall be submitted to the Board of Directors for approval upon recommendation by the Remuneration Committee in accordance with regulations, and subsequently reported to the annual general meeting of shareholders.

Conflict of Interest Management (GRI 2-15)

The Board of Directors is the Company's highest governance body, chaired by the Chairman, who leads the Board in formulating and overseeing the implementation of business strategy and policies. To enhance operational efficiency and streamline decision-making and execution, the Company's General Manager concurrently serves as Chairman. In accordance with relevant laws and regulations, an additional independent director seat has been added, bringing the total to four independent directors to strengthen the Board's oversight function.

To enhance corporate governance and implement mechanisms for preventing and managing conflicts of interest, the Company has established preliminary identification, voluntary disclosure, and recusal systems for director (committee member) conflicts of interest within its "Corporate Governance Best Practice Principles" and "Rules of Procedure for Board of Directors Meetings." Prior to each meeting, a conflict-of-interest risk assessment is conducted for all agenda items to proactively identify directors (committee members) who may have a potential conflict of interest—including examining whether directors (committee members) themselves, their spouses, relatives within the second degree of kinship, or companies with controlling/subsidiary relationships have direct or indirect conflicts of interest with the meeting agenda. The audit room notifies the directors (committee members) in advance to recuse themselves from participating in the relevant proposal, thereby implementing risk control.

If a director (committee member) or the legal entity they represent has a personal interest in a meeting matter, they must voluntarily disclose the essential content of the conflict of interest at that meeting. If such interest may prejudice the interests of the Company, the relevant director (committee member) shall voluntarily recuse themselves prior to discussion and voting, shall not participate in the discussion or voting, and shall not act as a proxy for other directors (committee members) to exercise voting rights, thereby ensuring the objectivity, fairness, and independence of the decision-making process.

2025 Performance Evaluation Results

Evaluation Period: January 1, 2025 to December 31, 2025

Scope	Evaluation Dimensions	Assessment Rating	Qualitative Result
 Overall Board of Directors	Participation in company operations, quality of Board decision-making, Board composition and structure, director selection and continuing education, internal control, etc.	90+ points; Rated "Excellent"	Good communication between the Board and executive management, respecting expertise; Board operations remain effective.
 Individual Directors	Alignment with company goals and tasks, awareness of director duties, degree of participation in operations, internal relationship communication, expertise and continuing education, internal control, etc.	90+ points; Rated "Excellent"	Directors (including independent directors) act with professional responsibility and maintain good communication; Board operations remain effective.
 Audit Committee  Remuneration Committee  Sustainability Development Committee	Degree of participation in operations, awareness of committee duties, decision-making quality, committee composition and selection, internal control, etc.	90+ points; Rated "Excellent"	Independent directors operate independently and effectively; Audit, Remuneration, and Sustainability Committees operate effectively.

Corporate Governance

- 3.1 Corporate Governance Structure
- 3.2 Ethics & Integrity
- 3.3 Risk Management
- 3.4 Information Security
- 3.5 Tax Management
- 3.6 Regulatory Compliance
- 3.7 Anti-Competitive Behavior

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

3.2 Ethics & Integrity

3.2.1 Integrity Management

A-I Technology upholds honesty and integrity as core operational cornerstones. To implement integrity management and reduce corruption risks, the company complies with relevant laws including the "Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies". Provisions regarding recusal due to conflict of interest and strict prohibition of improper benefit transfers among interested parties are established in the "Rules of Procedure for Board Meetings" and "Corporate Governance Best Practice Principles". Regulations such as the "Ethical Corporate Management Best Practice Principles," "Employee Code of Conduct," and "Code of Ethics for Directors, Audit Committee Members, and Managers" strictly require every employee to implement integrity management policies, preventing dishonest behaviors to build an ethical corporate culture, sound development, and fulfill operational commitments.

3.2.3 Anti-Corruption Risk Assessment

TA-I Technology periodically conducts anti-corruption risk assessments across headquarters and operational sites. Based on identified risks, action plans are formulated. Following evaluation in 2025, no major risks violating integrity management or anti-corruption rules were found.

Signatory	Signing Time	Document Signed	Ratio
New Employees	Onboarding Date	Declaration against sexual assault and sexual harassment, Workplace Violence Prevention Statement, and Employee Code of Conduct (Taiwan Sites) / Personnel Management Regulations (China Sites)	100%
Qualified Suppliers	2025	Supplier Code of Conduct Commitment	100%



2025 Training on Topics Related to Integrity and Ethics

Plant Site	Training Topics	Training Completers	Training Hours	Training Ratio
Taiwan (Nanshan / Changxing)	Internal Awareness Program (Integrity Management Policy, Anti-Corruption Strategy Management, Fair Trade Act, and Responsible Business Alliance(RBA))	957	1,337.5	99.9%
Suzhou	Responsible Business Alliance (RBA) ESG Training	163	250	96.4%
Dongguan	Responsible Business Alliance (RBA) ESG Training	272	429	97.5%
Total		1,392	2,016.5	99%

3.2.1 Integrity Management

In business interactions, TA-I Technology requires employees to clearly explain integrity management policies and relevant regulations to counterparties, refuse any form of improper benefits, and exercise caution to avoid transactions with dishonest agents, suppliers, or customers. Integrity commitments are specified in sales contracts for customers and procurement agreements for suppliers, regulating ethical management clauses and penalty measures for breaches. If a partner is involved in dishonest behavior, they will be listed as a blacklisted entity after investigation. As of the end of 2025, no whistleblowing reports regarding business ethics violations were received or processed.

3.2.4 Policy Commitments (GRI 2-23, 2-24)

Policy Category	Scope of Application	Material Topics
Corporate Social Responsibility Policy	Employees of TA-I Technology and all controlled subsidiaries, suppliers, subcontractors, and other key business partners	Human Rights Management, Occupational Health & Safety, Supply Chain Management
Ethics Policy	Employees, Contractors, Suppliers, and Community	Regulatory Compliance (including Integrity Management)
Human Rights Policy	Employees	Human Rights Management
EHS & Energy Management Policy	Employees	Energy & Greenhouse Gas Management
Integrity Management Policy	Employees, Contractors, Suppliers, and Community	Regulatory Compliance (including Integrity Management)
Conflict Minerals Policy	All Products	Sustainable Supply Chain
TA-I Anti-Counterfeiting Statement	All Products	Customer Relationship Management
Workplace Illegal Harassment Statement	Employees, Contractors, and Community	Occupational Health & Safety

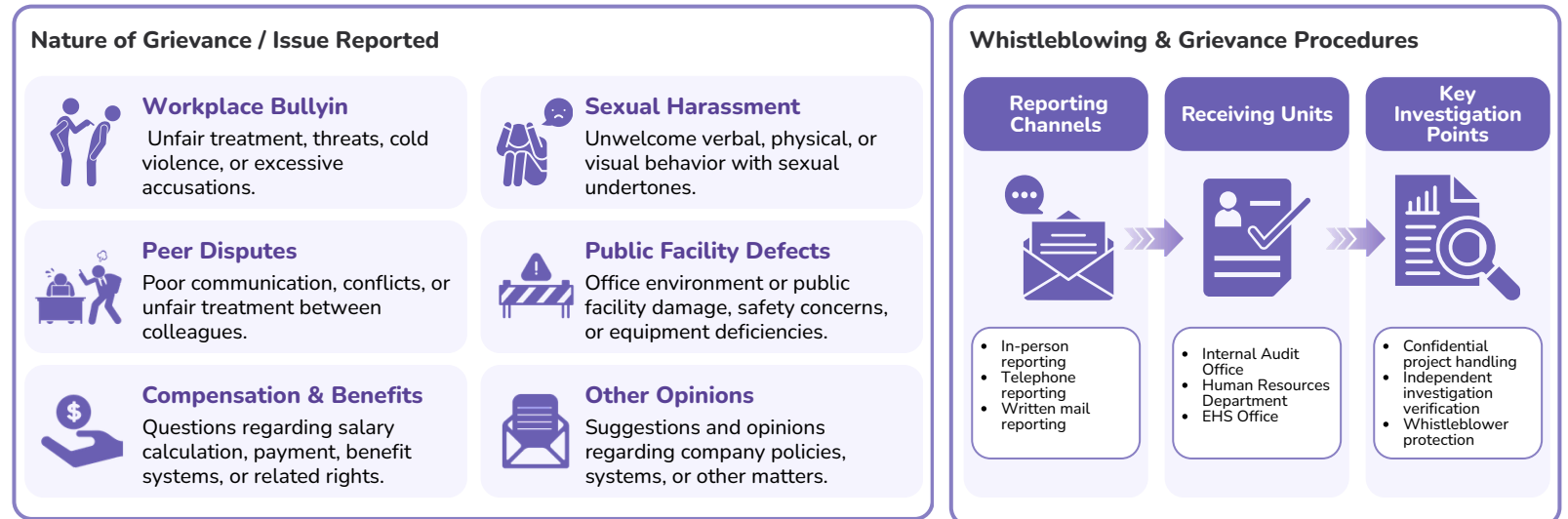
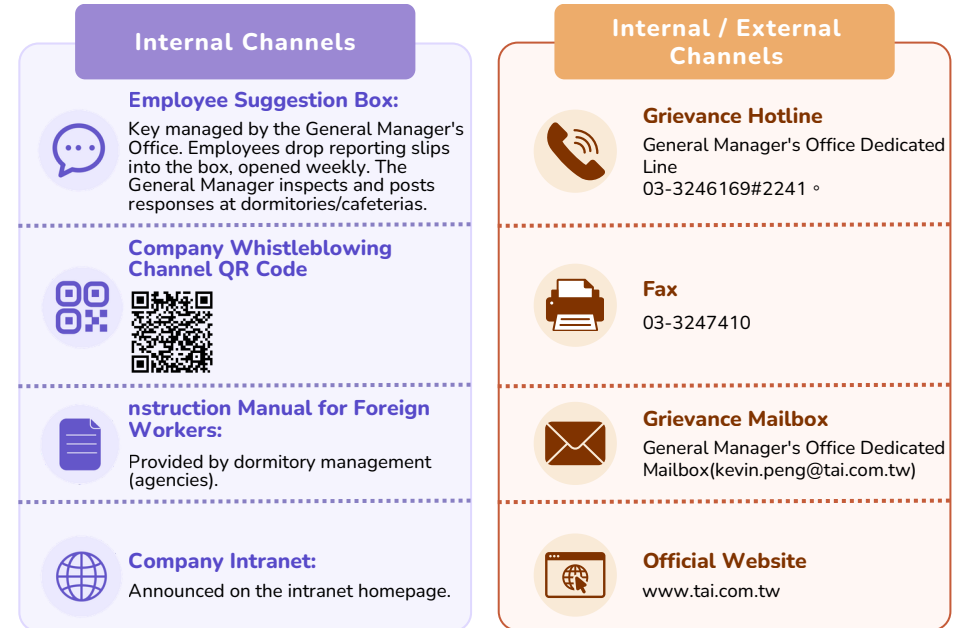
All policy documents of TA-I Technology have the General Manager as the highest level of approval.

- About This Report
- Message from Management
- About TA-I Technology
- Sustainability Management
- Corporate Governance**
 - 3.1 Corporate Governance Structure
 - 3.2 Ethics & Integrity
 - 3.3 Risk Management
 - 3.4 Information Security
 - 3.5 Tax Management
 - 3.6 Regulatory Compliance
 - 3.7 Anti-Competitive Behavior
- Products & Services
- Environmental Sustainability
- Social Inclusion
- Appendices

3.2.5 Mechanisms for Seeking Advice and Raising Concerns (GRI 2-25, 2-26)

TA-I Technology has established multi-level grievance and remediation mechanisms, actively collaborating with stakeholders to mitigate negative impacts. We encourage any individuals or groups potentially affected by our operations—including employees, community residents, and supplier partners—to raise concerns or grievances via the corporate website, email, or dedicated hotline. Every grievance is kept anonymous, carefully recorded, investigated, and handled by dedicated teams. To protect whistleblowers, strict anti-retaliation measures are enforced, and regular employee training is conducted. If a conflict of interest or potential impact on the investigation is found, relevant personnel will be recused. We commit to protecting whistleblower identities, ensuring safety from retaliation or unfair treatment during reports and investigations. Grievance channels operate 24/7 year-round and offer multi-language support to ensure all stakeholders can fully express their views.

In 2025, a total of 68 grievance/feedback requests were received, including 7 unlawful infringement cases, 43 improvement suggestions, 16 internal whistleblowing cases, and 2 sexual harassment cases. 100% of these cases were responded to and handled. The company will continue refining mechanisms to ensure all concerns are properly addressed and suggestions proactively answered.



Corporate Governance

- 3.1 Corporate Governance Structure
- 3.2 Ethics & Integrity
- 3.3 Risk Management
- 3.4 Information Security
- 3.5 Tax Management
- 3.6 Regulatory Compliance
- 3.7 Anti-Competitive Behavior

3.3 Risk Management

TA-I Technology passed the "Risk Management Regulations" via its Board of Directors on April 18, 2024, serving as the highest guiding principle for company-wide risk management. This aims to strengthen corporate governance and risk control, reasonably ensure operational goal achievement, and balance sustainable operations, management efficiency enhancement, information reliability, and optimal resource allocation.

3.3.1 Management Policy

The company's risk management system aims to effectively identify, analyze, measure, monitor, and control various types of risks during business execution through institutionalized and systematic management mechanisms. Following appropriate evaluation and response procedures, potential risks are controlled within acceptable limits to mitigate potential impacts on operations, finances, legal compliance, information security, and sustainable development. According to the "Risk Management Regulations," TA-I Technology has established a standardized risk management process. Through procedures such as risk identification, analysis, evaluation, response, monitoring, and reporting, the company systematically manages various risks and embeds risk management mechanisms into daily operations and key decision-making processes, thereby enhancing overall risk resilience and governance quality.

Furthermore, based on these regulations, six major risk categories and risk factor inventories have been established, along with an evaluation framework for risk probability and impact levels, serving as the institutional foundation for risk disclosure and management. Relevant information is simultaneously disclosed on the corporate website.

3.3.1 Management Policy

TA-I Technology has established a top-down risk management structure with the Board of Directors as the highest governance unit, responsible for approving risk management policies and systems, and periodically reviewing risk tolerance capacity and overall control environment appropriateness.

The Board of Directors established the Sustainability Development Committee underneath it to supervise risk management operation mechanisms, review major risk issues and control priorities, and report execution status to the Board at least once a year.

The company established a Risk Management Team to strengthen cross-departmental coordination and information integration, consolidate unit risk information, track major risks and improvement progress, and timely report to sustainability-related committees and the Board as a basis for business decision-making and resource allocation.

The Corporate Governance Unit serves as the dedicated risk management unit, coordinating system promotion, data integration, and report compilation. It assists departments in establishing risk management procedures, strengthening risk information gathering and communication. Each operational unit acts as the first line of defense, responsible for risk identification, evaluation, and control, proposing control and improvement measures for major risks to enhance response capability and operational resilience.



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethics & Integrity

3.3 Risk Management

3.4 Information Security

3.5 Tax Management

3.6 Regulatory Compliance

3.7 Anti-Competitive Behavior

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

3.3.3 Risk Management Process

TA-I Technology's risk management system encompasses processes including risk identification, risk analysis, risk evaluation, risk response, risk monitoring, and risk reporting. Referencing the "Risk Management Best Practice Principles for TWSE/TPEX Listed Companies," management mechanisms and response plans are established for various risk sources potentially faced during operations.

TA-I Technology adopts a two-dimensional quantitative evaluation principle of "Probability of Occurrence × Degree of Impact" to classify risk levels and build a risk matrix. This helps identify major risk items and formulate follow-up management strategies. Currently, risk inventories have been completed across six major risk categories: Operational, Financial, Legal Compliance, Information Security, Human Resources, and Climate & Environment. Risk factors are evaluated based on their probability of occurrence and degree of impact, serving as the basis for risk prioritization, management focus, and resource allocation.



3.3.3.1 Risk Identification

Risk identification is the primary step in risk management. Each operational unit continuously monitors changes in internal and external environments, operational activities, and sustainability issues based on its business responsibilities to identify risk sources that may affect corporate goal achievement. The identification scope covers six major categories: Operational Risk, Financial Risk, Legal Compliance Risk, Information Security Risk, Human Resources Risk, and Climate & Environmental Risk.

The company regularly reviews industry environments, regulatory changes, market trends, technological developments, stakeholder concerns, and corporate operational strategies. Combining internal information, external scans, and expert opinions, it enhances the breadth and completeness of risk identification. Identified risks are consolidated by each unit and reported to the Risk Management Team and Corporate Governance Unit, forming the foundation for subsequent risk analysis and management to grasp risk changes in real time and mitigate operational impacts.

3.3.3.1 Risk Identification

The company categorizes identified risk factors into six major risk categories—Operational, Financial, Legal Compliance, Information Security, Human Resources, and Climate & Environment—and incorporates them into the risk management matrix. Quantitative evaluation using "Probability of Occurrence × Degree of Impact" determines risk levels and priorities, defining major risks and establishing management priorities and resource allocations. Analysis results are as follows:



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethics & Integrity

3.3 Risk Management

3.4 Information Security

3.5 Tax Management

3.6 Regulatory Compliance

3.7 Anti-Competitive Behavior

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

3.3.3.3 Risk Evaluation

Risk evaluation combines the probability of risk occurrence and the degree of impact, using a 1–5 rating scale to quantify importance. A higher probability score indicates a higher likelihood of the risk occurring in operations. The impact level is determined by quantified financial loss; a larger impact level represents a greater impact on company finances. The quantification method is shown in the table below:

Risk Level	Risk Probability Description	Impact Level	Financial Impact Description
1	Very low probability, <15%	1	Financial impact below NT\$ 1 million
2	Relatively low probability, 15%~30%	2	Financial impact approx. NT\$ 1.01 million ~ 5 million
3	Moderate probability, 30%~50%	3	Financial impact approx. NT\$ 5.01 million ~ 10 million
4	Relatively high probability, 50%~75%	4	Financial impact approx. NT\$ 10.01 million ~ 20 million
5	Fairly high probability, >75%	5	Financial impact NT\$ 20.01 million or above

TA-I Technology conducts quantitative scoring based on risk occurrence probability and financial impact level to establish a risk matrix, defining the relative importance of each risk factor. Evaluation results show that "Supply Chain Stability" falls into the highest category for both probability and impact degree, making it the primary key risk of primary concern for the company. Items such as "Greenhouse Gas Emissions Management," "Lease and Major Capital Expenditure Risk Management," and "Energy Management Performance" fall into the medium-to-high risk zone, requiring prioritized resource allocation. Other risk factors are distributed across medium and low risk zones, serving as a basis for continuous monitoring and rolling review.

3.3.3.4 Risk Response / Countermeasures

Based on the risk matrix evaluation results, the company formulates mitigation measures and feasible directions for the top three risk indicators.

Risk Category	Likelihood of Risk Occurrence	Financial Impact Description
Supply Chain Stability	Mitigate raw material shortages and supply disruption risks through supplier classification, diversified procurement, and safety stock management.	Continuously monitored supply conditions of major suppliers and key components, completed risk inventories, and planned backup and alternative sources.
Greenhouse Gas Emissions Management	Promote greenhouse gas inventories along with energy-saving and carbon-reduction measures, establishing emission management mechanisms across Scope 1, Scope 2, and Scope 3.	Completed Scope 1–3 GHG inventories and obtained third-party inventory verification.
Lease & Major Capital Expenditure Risk Management	Establish evaluation mechanisms for leases and major capital expenditures, balancing capital efficiency, investment returns, and risk control.	Reviewed major investment and lease cases per internal procedures, tracking execution progress and resource usage to reduce financial and operational risks.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

3.1 Corporate Governance Structure

3.2 Ethics & Integrity

3.3 Risk Management

3.4 Information Security

3.5 Tax Management

3.6 Regulatory Compliance

3.7 Anti-Competitive Behavior

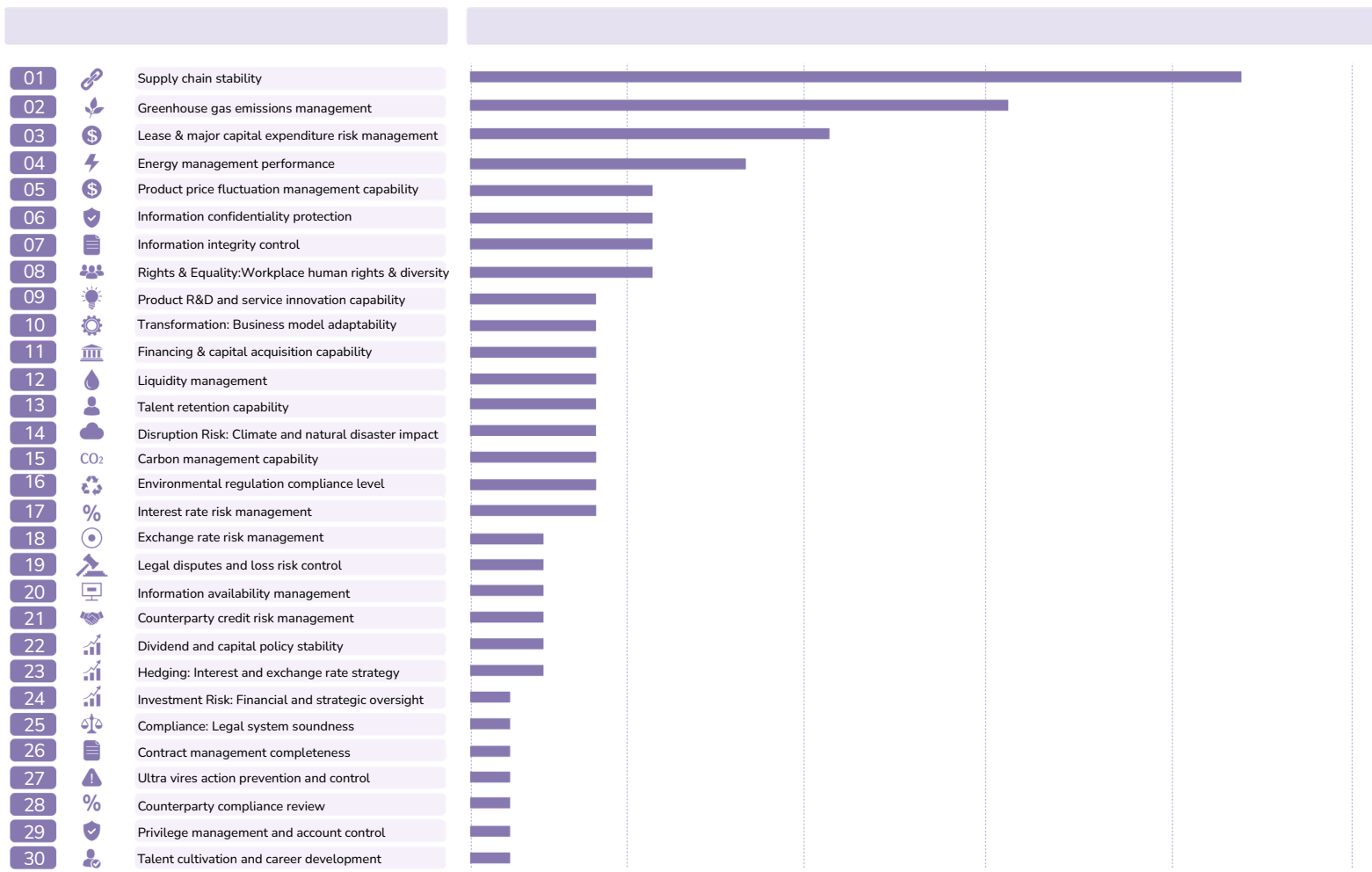
Products & Services

Environmental Sustainability

Social Inclusion

Appendices

【Risk Prioritization Chart】



3.3.3.5 Risk Reporting

A-I Technology has established a bottom-up risk reporting mechanism. Operational and functional units periodically compile risk identification, evaluation results, and control progress for analysis by the Risk Management Team and Corporate Governance Unit. After review by the Corporate Governance and Sustainability Development Committees, reports are submitted to the Board of Directors at least once a year. These serve as the foundation for operational decision-making, resource allocation, and sustainability strategy adjustments. Key risk disclosures and management outcomes are published via annual reports, sustainability reports, and the corporate website to enhance transparency and respond to stakeholder concerns.

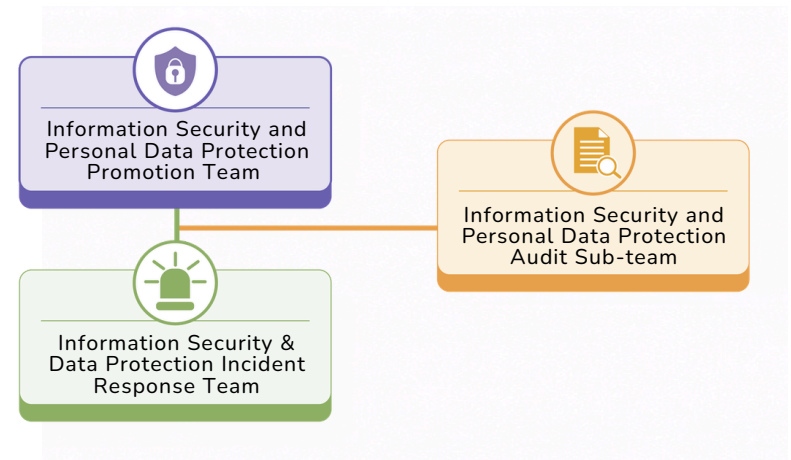
3.4 Information Security (Material Topic)

3.2.1 Description of Material Topic

Responsible Unit (Governance)

TA-I Technology establishes a three-in-one governance structure of "Promotion, Execution, and Supervision" based on its information security management system:

- Coordinating Unit: The "Information Security and Personal Data Protection Promotion Team" coordinates relevant policies and management systems.
- Execution & Supervision: Sub-teams under the main unit include the "Information Security and Personal Data Protection Execution & Emergency Response Sub-team" and the "Information Security and Personal Data Protection Audit Sub-team."
- Executive Review & Improvement: Executive management hosts an information security management review meeting at least once a year to comprehensively review information security goal achievement, risk handling progress, internal/external audit results, and corrective measures as a basis for continuous management system optimization.



Policy Commitments (Strategy)

TA-I Technology adheres to the "Information Security and Personal Data Management Policy" and "Information Security and Personal Data Protection Management Statement" approved by executive management as highest guidelines, applicable to all employees, vendors, and visitors. Core policies include:

- Management Goals: Ensure confidentiality, integrity, availability, and compliance of information assets.
- Personal Data Protection: Comply with legal bases, specific purpose, and data minimization principles to safeguard data subject rights.
- Execution Mechanism: Dedicated teams drive asset inventory, risk assessment, incident reporting, and business continuity plans across communications, physical environments, mobile devices, and system development.

Short-Term Strategy (1–2 Years) :

- Implement Multi-Factor Authentication (MFA) and behavioral identification to reduce static password risks.
- Implement or optimize Endpoint Detection and Response (EDR) to strengthen monitoring of remote and mobile devices.
- Establish automated vulnerability scanning and patching mechanisms to shorten vulnerability exposure windows.

Medium-to-Long-Term Strategy (3–5 Years) :

- Implement micro-segmentation to strengthen internal network isolation and lateral movement defenses.
- Establish a supplier information security management system to review third-party software and services while continuously monitoring risks

【Annual Information Security Promotion Plan】

Annual work plans are formulated with key items including:

- Education & Training: At least 1 information security and personal data protection course annually.
- Social Engineering Drills: At least 2 phishing email drills annually.
- Vulnerability Scanning: Perform server vulnerability scanning and patching semi-annually.
- SIEM Platform: Plan implementation to strengthen anomaly detection and centralized monitoring.
- Asset Management Platform: Implement an asset inventory and vulnerability patch management platform.



Impact Assessment (Risk Management)

Negative Impact (Risk):

Facing new types of attack threats, variations in supplier information security maturity, and delays in system vulnerability patching can easily create protection gaps, increasing data leak and operational risks.

Positive Impact (Opportunity):

Implementing AI monitoring, Zero Trust architecture, and complying with international information security standards to comprehensively enhance defense efficiency, customer trust, and market competitiveness.

Impact Assessment (Risk Management)



Number of information security incidents

2025 Actual 0 2025 Target 0 2026 0 2030 0 2040 0



Information security training courses

2025 Actual 1 2025 Target 1 2026 1 2030 1 2040 1



Social engineering drills

2025 Actual 2 2025 Target 2 2026 2 2030 2 2040 2



ISO 27001 Information Security Certification Newly Added for FY2025

2026 Certification Obtained 2030 Certification Maintained 2040 Certification Maintained



Server vulnerability scanning Newly Added for FY2025

2026 Biannually 2030 Biannually 2040 Biannually



SIEM (InfoSec Data Integration) Platform evaluation

2026 Implementation Evaluation 2030 Implementation Evaluation 2040 Implementation

Ensuring Action Effectiveness

- Network Security: Deploy firewalls and SD-WAN architecture (including encryption and dual-backup); mandate VPN for remote access with logs retained; enforce internet behavior controls.
- Endpoint & Email Defense: Deploy endpoint protection with automatic updates on servers and endpoint devices; fully implement antivirus and filtering mechanisms in the email system.
- Access Control: Implement tiered account authorization, password complexity management, and immediate account deactivation upon employee departure.
- Business Continuity: Daily off-site backups for critical systems, and regular disaster recovery drills.
- Security Awareness: Continuously promote information security training and daily awareness campaigns.

Stakeholder Communication

- Social Engineering Drills: Conducted drills for 281 employees who can receive external emails in 2025, achieving a 100% completion rate. The phishing email click rate was only 3.56% (10 people); targeted training was conducted for affected personnel to strengthen defense capabilities.
- Vulnerability Scanning & Patching: In 2025, critical system vulnerability scanning identified 5 high-risk items (all due to outdated ERP system versions). Upgrades and improvements are planned for completion before October 2026.

3.4.2 Information Security Audit (GRI 418-1)

In 2025, TA-I Technology experienced no complaints regarding customer privacy violations or lost customer data, nor were there any major security incidents affecting corporate operations.

In addition, TA-I Technology implemented the ISO 27001 Information Security Management System in 2025 and conducted an internal audit on January 19, 2026 in accordance with ISO 27001 standards. Details of the internal audit findings, results, and corresponding corrective actions are as follows:

Audit Item	Audit Findings	Result	Corrective Actions
7.5 Documented Information	The "TQ-MQP003 Document Management Regulations" was revised, establishing notification mechanisms before effective dates and expiration. However, the definition of "Document Effective Date" remains unclear.	Non-conformity	Revised "TQ-MQP003 Document Management Regulations" to clearly define document effective date and validity period, adjusting system settings so document effective date aligns with expiration management rules.
6.8 Information Security Incident Reporting	Information security incident management procedures were established. However, regarding the company network outage on 2026/01/18, incident reporting and records were not completed per procedure.	Non-conformity	Re-promulgated and emphasized the use of "TIMMB 028 Information Security Incident Registration Form," requiring future information security incidents to be fully filled out, reported, and retained per procedures.
8.8 Technical Vulnerability Management	Vulnerability scanning was performed on key systems, but periodic tracking and patching mechanisms based on results were not established. OS versions for certain equipment (e.g., legacy AIX, Win10 and higher versions) were not included in unified vulnerability control procedures.	Non-conformity	Amended "TI-MMP012 Information Systems and Equipment Operation & Maintenance Management Procedures" to add vulnerability rating and remediation time limits, establishing reporting and patch-tracking mechanisms for high-risk (Critical/High) vulnerabilities, and incorporating all key equipment into control scope.
8.32 Change Management	System change procedures were established, but handling of emergency changes in practice (e.g., emergency handling during the office network disconnection on 2026/01/18) lacked clearly defined handling and post-registration record procedures.	Non-conformity	Amended "TI-MMP012 Information Systems and Equipment Operation & Maintenance Management Procedures" to add change applications and emergency change rules, requiring post-event registration for change applications and review records, while strengthening personnel training.

3.4.3 Information Security Budget and Resource Allocation

To strengthen information security governance, TA-I Technology planned a special information security budget of approximately NT\$ 1.98 million for the year. This budget is dedicated to implementing management systems, enhancing system protection capabilities, and continuously conducting vulnerability scanning and defense maintenance. Key resource allocations include:

- Nanshan Plant ISO 27001 Implementation: Introduces ISO 27001 Information Security Management System, covering framework setup, audits, and training to establish an info-sec governance framework aligned with international standards.
- Asset Inventory & Vulnerability Patching Platform: Establishes a platform to enhance efficiency in managing info-sec asset inventories and vulnerability patching, improving risk visibility.
- Antivirus Software Licenses: Purchases antivirus licenses to strengthen endpoint equipment malware defense capabilities.
- Annual System Vulnerability Scanning: Procures annual scanning services to periodically detect security vulnerabilities in key systems and propose patching recommendations.
- Firewall Maintenance & License Renewal: Renews firewall maintenance contracts to ensure stable operation of external intrusion defense mechanisms.
- Spam Filtering System Renewal: Renews spam filtering subscriptions to lower corporate operational disruption risks from phishing and malicious emails.

Through the aforementioned cybersecurity investments and resource allocation, the Company aims to continuously enhance the maturity of its information security management, mitigate the risks of business disruptions and cybersecurity incidents, and support its broader sustainability and regulatory compliance objectives.

- About This Report
- Message from Management
- About TA-I Technology
- Sustainability Management
- Corporate Governance**
 - 3.1 Corporate Governance Structure
 - 3.2 Ethics & Integrity
 - 3.3 Risk Management
 - 3.4 Information Security
 - 3.5 Tax Management**
 - 3.6 Regulatory Compliance
 - 3.7 Anti-Competitive Behavior
- Products & Services
- Environmental Sustainability
- Social Inclusion
- Appendices

3.5 Tax Management

3.5.1 Tax Risk Management and Policies

TA-I Technology upholds the principles of honest management and legal compliance, refrains from engaging in fictitious transactions, and evaluates applicable tax incentives under reasonable premises to balance shareholder rights and sustainable operations.

- **Governance & Execution:** Dedicated finance and accounting units coordinate tax estimation calculations, filings, and daily risk monitoring in accordance with internal controls and approval limits.
- **Risk Control:** Major tax issues and risks are incorporated into the overall risk management framework, reported to executive management, the Board of Directors, or the Audit Committee as necessary, and professional consultants are consulted to mitigate potential risks.
- **Supervision & Verification:** Internal audit mechanisms and CPA audit attestations are used to ensure the authenticity and completeness of tax data, preventing tax disputes and derivative legal and reputational risks.

3.5.2 Tax Governance, Control, and Risk Management

TA-I Technology adheres to the principles of honest management and regulatory compliance. In accordance with the local tax laws of each operating location, the company calculates, reports, and pays taxes according to law, and evaluates applicable tax incentives and subsidies under legal and reasonable premises to balance shareholder rights and sustainable operations.

Tax planning and execution are handled by dedicated finance and accounting units per internal authorization limits and internal control systems. Significant tax impact items and major tax risks are discussed with management and relevant governance units, tracked, and controlled within the overall risk management framework as needed.

The Company also utilizes external audits by independent certified public accountants and internal audit mechanisms to ensure the accuracy and completeness of tax-related information, thereby mitigating legal and reputational risks arising from tax disputes or non-compliance.

3.5.4 Annual Tax Status

The company tracks stakeholder expectations regarding tax transparency through annual sustainability surveys, implementing segmented communication and disclosure for different audiences:

- **General Public & Competent Authorities:** Disclose operational performance and income tax expenses in annual reports and sustainability reports, announcing major tax information in accordance with regulations.
- **Government Tax Authorities:** Proactively cooperate with regulatory advocacy and audits, communicating business models and transaction substance through official documents or meetings.
- **Investors & Industry Experts:** Proactively explain effective tax rate changes and major tax matters via investor conferences and material information disclosures.

3.5.2 Tax Governance, Control, and Risk Management

A summary of TA-I Technology's consolidated net profit before tax, income tax paid, and other information over the past 3 years is presented below:

Tax Information (NT\$ thousands)	2023	2024	2025
Operating Revenue	4,594,781	5,031,284	5,423,977
Net Profit Before Tax	532,704	558,742	583,016
Income Tax Expense	157,951	104,120	86,284
Statutory Tax Rate	20%-25%	20%-25%	20%-25%



Corporate Governance

- 3.1 Corporate Governance Structure
- 3.2 Ethics & Integrity
- 3.3 Risk Management
- 3.4 Information Security
- 3.5 Tax Management
- 3.6 Regulatory Compliance
- 3.7 Anti-Competitive Behavior

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

3.6 Regulatory Compliance (Material Topic)

3.6.1 Description of Material Topic

Responsible Unit (Governance)

A-I Technology complies with laws and regulations across its global operating sites (including corporate governance, labor human rights, environmental protection, and anti-corruption) to construct a comprehensive compliance framework. Supervised by the General Manager, the framework is jointly promoted by internal audit, legal affairs, and business units. Management periodically reviews systems and implements education and training, taking "zero major violations, zero major penalties" as core targets.

Policy Commitments (Strategy)

- Environment: Build a group-wide environmental management system aligning management practices with international standards.
- Human Rights: Adhere to Responsible Business Alliance (RBA) principles to protect worker and supplier labor rights, eliminating human rights violations.
- Corporate Governance: Take integrity as a foundation, perfect governance and risk control mechanisms, and create a sustainable business environment.

Impact Assessment (Risk Management)

Negative Impact (Risk):

Frequent regulatory changes, insufficient employee awareness, or supplier compliance deficiencies may trigger fines, litigation, operational disruptions, and reputational damage.

Positive Impact (Opportunity):

Implementing compliance management and anticipating regulatory trends helps improve corporate governance evaluations, deepen customer and supply chain cooperation, and strengthen long-term operational resilience and competitive advantage.

Ensuring Action Effectiveness

The Company has established an audit department to ensure that all units execute business operations in compliance with relevant legal regulations, including the Company Act, Securities and Exchange Act, TWSE/TPEx-listed company regulations, and other commercial legislation, as a fundamental prerequisite for practicing integrity management.

Impact Assessment (Risk Management)



Stakeholder Communication

- Training & Advocacy: Continuously enhance employee and supplier awareness and emphasis on regulatory compliance through regular and ad-hoc educational campaigns.
- Transparency: Periodically publish corporate sustainability reports to transparently disclose the execution and results of integrity management and legal compliance to stakeholders.

3.7 Anti-Competitive Behavior

In 2025, TA-I Technology had zero legal actions regarding anti-competitive behavior, anti-trust, or monopoly practices, resulting in a total monetary loss of NT\$ 0.





Chapter 4

Products & Services

- 4.1 Innovative Product R&D (Material Topic)
- 4.2 Customer Relationship Management (Material Topic)
- 4.3 Sustainable Supply Chain Management (Material Topic)

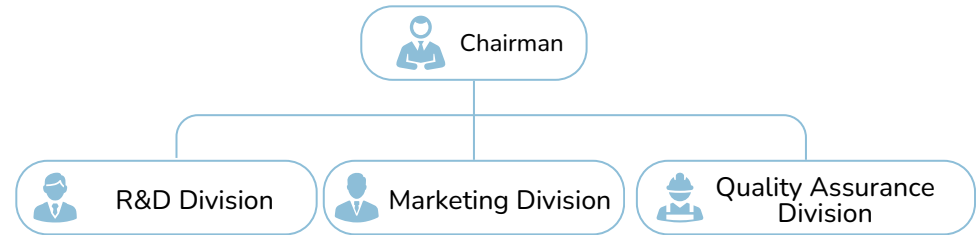
4.1 Innovative Product R&D (Material Topic)

TA-I Technology passed the "Risk Management Regulations" via its Board of Directors on April 18, 2024, serving as the highest guiding principle for company-wide risk management. This aims to strengthen corporate governance and risk control, reasonably ensure operational goal achievement, and balance sustainable operations, management efficiency enhancement, information reliability, and optimal resource allocation.

4.1.1 Description of Material Topic

Responsible Unit (Governance)

The Chairman regularly presides over new product development meetings, joined by executives from R&D, Sales, and Quality Assurance (QA). Technical feasibility and market potential are evaluated by senior management, with progress continuously tracked to ensure alignment between R&D direction and overall business goals.



Policy Commitments (Strategy)

- **Focus on High-End Applications:** In response to trends in AI, high-performance computing, and automotive electronics, focus on high-power, high-reliability, and high-precision products.
- **Optimization & Eco-Design:** Continuously upgrade products through materials, design, and manufacturing processes while incorporating eco-design (green design) to balance market demands with sustainability goals.

Policy Commitments (Strategy)

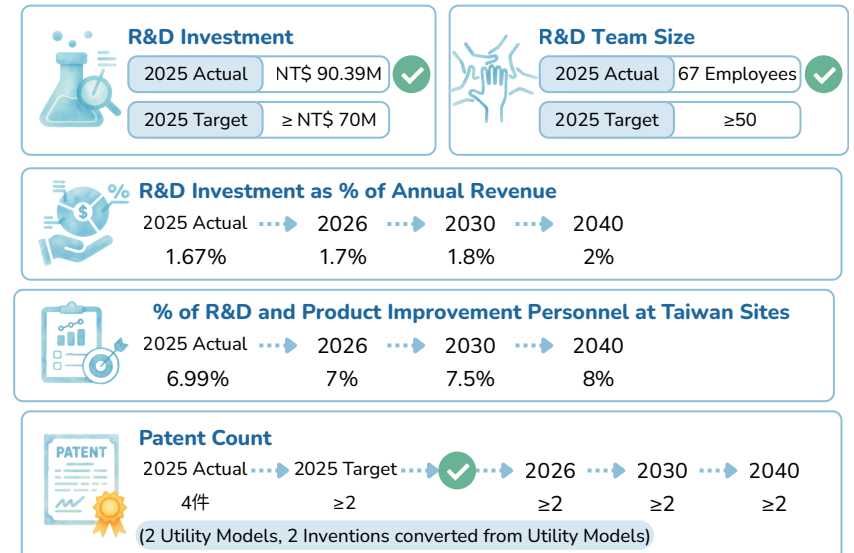
Negative Impact (Risk):

Difficulty in acquiring R&D talent, errors in technology roadmap assessment, supply chain instability for critical raw materials, or shifts in regulatory and customer requirements may impact development schedules, cost structures, and profitability.

Positive Impact (Opportunity):

AI and high-performance computing applications drive demand for high-end products, propelling revenue growth. Positioning in high-end markets enhances product differentiation, strengthens order stability, and bolsters long-term competitiveness.

Metrics and Target



Ensuring Action Effectiveness



Talent Cultivation

Cultivate internal seed instructors, integrate professional training with technical exchanges, and strengthen cross-departmental collaboration and practical capabilities.



Process Optimization

Conduct joint test validations with clients to accelerate mass production of new products; drive process digitization, uploading critical information in real time to monitor and control improvements.



System Management

Implement international management systems such as ISO 9001 and IATF 16949 to standardize R&D and manufacturing processes, and regularly review and optimize resource allocation.

Stakeholder Communication

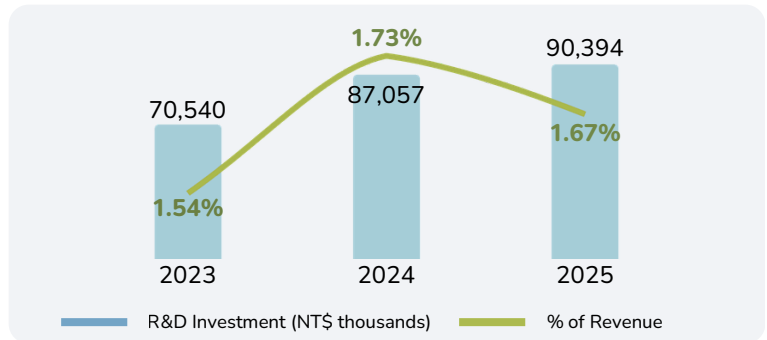
Communicate with stakeholders on an ad-hoc basis through business development proposals, internal meetings, emails, and phone calls.

4.1.2 Investment in Innovative R&D

In response to the rapid growth of the AI industry driving demand for high-power, high-reliability passive components, TA-I Technology continuously increases R&D investment. By deploying high-value-added niche products, the company successfully expands into high-end application sectors, reducing reliance on price competition and enhancing long-term operational resilience.

- R&D Investment: NT\$90.394 million.
- R&D Team: 67 engineers specializing in materials, manufacturing processes, product design, and reliability verification.
- Project Achievements: Total of 43 development projects were initiated during the year, of which 22 were completed and progressed to mass production or customer validation.

[R&D Investment Analysis by Year]



Product Development and Management Process

TA-I Technology operates in accordance with the "New Product Development Management Procedure," covering a complete workflow from concept formation, design validation, and pilot production to product launch, ensuring development processes are controlled and traceable:

- Cross-Departmental Collaboration & Stage-Gate Control: Sales teams gather market requirements, and R&D evaluates technical feasibility. Key documents—such as Advanced Product Quality Planning (APQP) and Production Part Approval Process (PPAP)—must be delivered at each stage and approved by a cross-departmental team before proceeding.
- Multi-Dimensional Target Management: Continuously track metrics including time, cost, quality, patent layout, and "environmental impact" through R&D meetings to ensure resource allocation aligns with operational and sustainability goals.
- Rigorous Quality & Reliability Testing: Upon completion of product development, the QA laboratory conducts extended reliability testing and collaborates to establish production control plans and process specifications, ensuring consistent quality in mass production.

Thick Film Resistor

4

7

Thin Film Components

4

2

Protection Components

7

4

Current Sensing Resistors

6

9

Total 43 cases

21 In Progress

22 Completed

Resource Efficiency Improvement



Implementation of Electronic Travel Ticket System

Gradually replaced paper operations across the thick film resistor product line, improving R&D and production data management efficiency while mitigating manual error risks.



Strengthened Incident Reporting & Data Management

Digitized data storage and streamlined systematic reporting of production anomalies to enhance information security, integrity, and long-term retention.



Expanded Smart Manufacturing

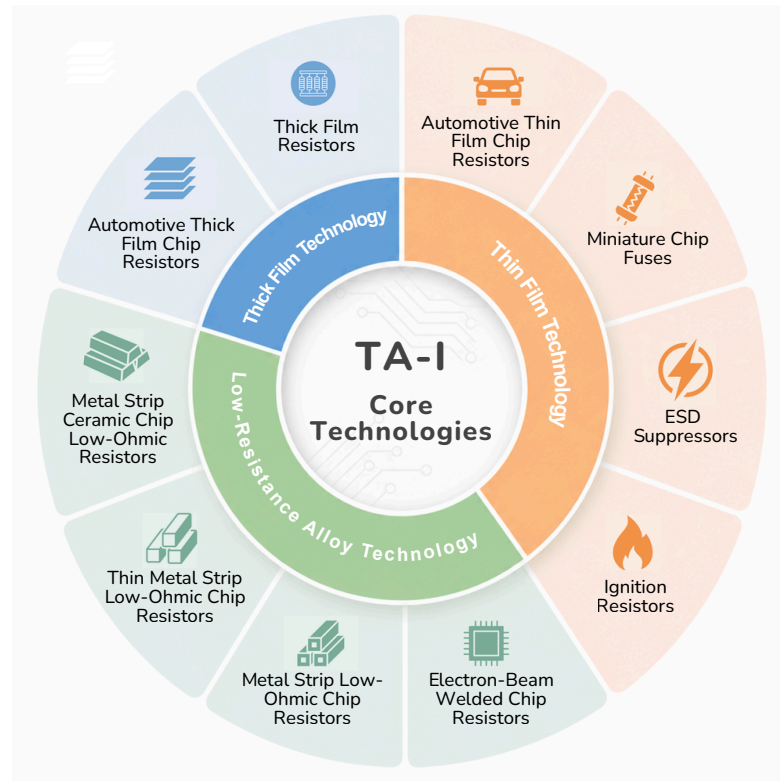
Expanded digital applications in 2025, with plans to extend rollout across all product lines to strengthen data integration and management efficiency between R&D and production.

4.1.3 Collaborative R&D with Customers

TA-I Technology deepens its Joint Development Manufacturer (JDM) model by defining technical specifications during early development stages to align with market demands. R&D workflows comply with AIAG VDA 6.3 and APQP standards. Cross-departmental project teams review process capability and risks at key milestones, and new products require approval from the president before mass production. In 2025, efforts focused on passive component solutions for AI, high-power, and energy-saving applications, accelerating the conversion of innovation outcomes into commercial orders.

4.1.4 Core Technologies and Patents

TA-I Technology actively builds its intellectual property portfolio. As of 2025, the company holds 24 valid patents across key markets including Taiwan, Mainland China, Hong Kong, and the United States. In 2025, patent portfolio quality continued to optimize, with 2 utility model patents upgraded to invention patents. Invention patents now account for 79% (19 patents) of the total portfolio, demonstrating technological depth. Moving forward, the company will focus on forward-looking technologies to refine its patent strategy, supporting long-term operations and sustainable development.



Cumulative Granted Active Patents in 2025 : 24 (Invention Patents: 83.3%)

Jurisdiction/ Type	Invention	Utility Model	Total
Taiwan	14	4	18
China	2	1	3
Hong Kong	1	-	1
United States	2	-	2
Total	19	5	24

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

4.1 Innovative Product R&D

4.2 Customer Relationship
Managemen

4.3 Sustainable Supply Chain
Managemen

Environmental Sustainability

Social Inclusion

Appendices

4.1.5 Green Product Life Cycle

TA-I Technology's products encompass three major categories: passive components, protective components, and current sensing components, totaling 25 product series applied across consumer electronics, automotive, telecommunications, AI, and energy sectors. Guided by core design principles of high reliability, high efficiency, and environmental friendliness, the company continuously optimizes its product portfolio.



Green Design Integration: Green design mechanisms are integrated into the R&D stage to enforce strict raw material controls, ensuring full compliance with REACH, RoHS, and halogen-free standards. Currently, 19 of the 25 product series achieve hazardous-substance-free design, accounting for 76%.



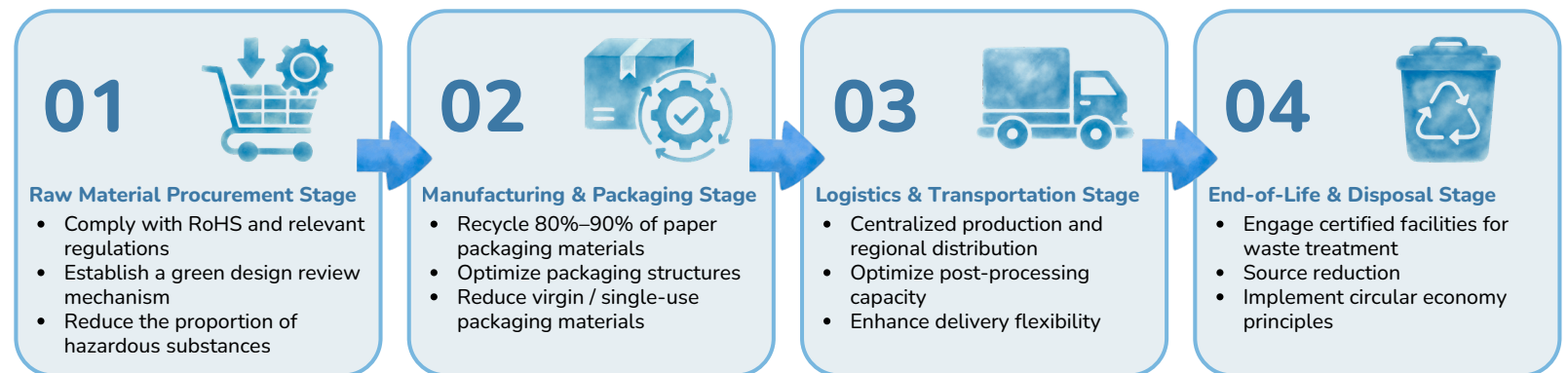
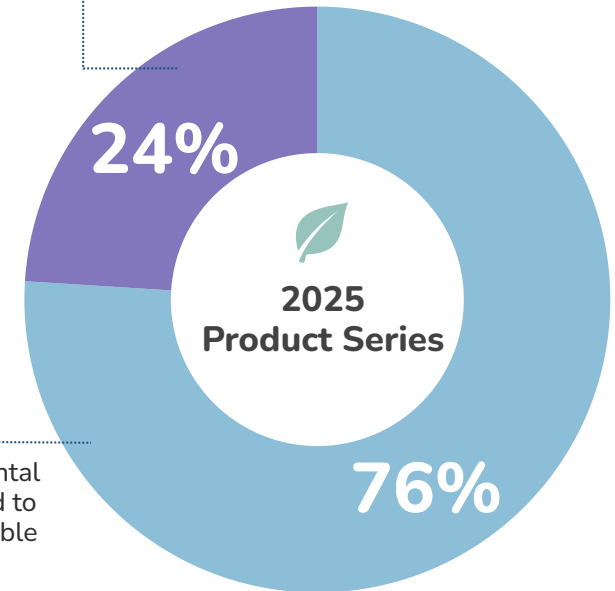
Material Optimization: For material optimization, thick film resistor products actively advance lead-free initiatives while collaborating with suppliers to develop alternative materials. The corresponding products have passed customer qualification and will be progressively introduced into mass production based on market demand.



Lead-Free Products
Align with global environmental trends and remain committed to providing green and sustainable products.

Leaded Products

Deliver consistent quality and reliability to meet customer needs.



4.2 Customer Relationship Management (Material Topic)

4.2.1 Description of Material Topic

Responsible Unit (Governance)

Led by the Sales Division, TA-I Technology integrates R&D, Quality Assurance, Manufacturing, and Procurement departments to comprehensively address customer requirements in quality, technology, delivery, and after-sales service. The company has established a customer satisfaction management mechanism, regularly collecting customer feedback to serve as the foundation for cross-departmental continuous improvement and service optimization.

Policy Commitment (Strategy)

- Local Service & Requirement Tracking: Sales teams conduct regular visits to accurately track industry trends and customer demands, accelerating response times.
- Professional Competency Enhancement: Continuously strengthen the sales team's expertise in industry knowledge, contract management, and risk control to ensure stable partnerships.

Impact Assessment (Risk Management)

Negative Impact (Risk):

Failure to address customer feedback promptly or insufficient service quality may increase churn rates and diminish trust, ultimately impairing business partnerships and revenue performance.

Positive Impact (Opportunity):

Gathering insights early through satisfaction surveys and deeper engagement reveals new collaboration opportunities, enhancing order stability and driving long-term operational growth.

Ensuring Action Effectiveness



Satisfaction Survey Mechanism:

Systematically gather customer feedback semi-annually to drive continuous improvement. Conduct regular sales training (totaling 212 hours in 2025) to bolster professional skills and service quality.



Audit & Quality Assurance:

Review product quality and management performance via customer and third-party audits. Maintain a structured complaint handling process to perform root-cause analysis and corrective actions, consistently delivering 8D reports to clients on schedule.

Stakeholder Engagement

The Sales Division maintains regular communication with clients through diverse channels, including on-site visits, briefings, emails, and phone calls, to gain real-time insight into customer needs and feedback.



Metrics and Targets



Customer Satisfaction Survey Coverage Rate

2025 Actual	2025 Target	2026	2030	2040
93%	80%	93%	95%	95%



Customer Satisfaction Survey Response Rate

2025 Actual	2025 Target	2026	2030	2040
100%	100%	100%	100%	100%



Customer Satisfaction Score

2025 Actual	2025 Target	2026	2030	2040
91.5分	90分	92分	92分	92分



Achievement of Average Customer Complaint Resolution Time Target

2025 Actual	2025 Target	2026	2030	2040
100%	100%	100%	100%	100%

4.2.2 Customer Satisfaction Survey

TA-I Technology conducts semi-annual customer satisfaction surveys targeting its top 10 clients, covering product quality, green products, delivery lead time, and service performance. The target is to achieve a 100% response rate and an overall satisfaction score of 90 points or above. Results from the 2025 survey show that the overall customer satisfaction score increased from 9.03 in 2024 to 9.1525, representing an improvement of approximately 0.12 points. All evaluation items improved or remained stable compared to the previous year with zero declines, demonstrating comprehensive progress in customer satisfaction and a positive trajectory in client partnerships. By category, the most significant improvements were in "Product Quality" and "Product R&D" (+0.225), followed by "Delivery Lead Time" (+0.175), "Quotation Lead Time," and "Complaint Handling" (+0.15), reflecting strong customer validation of the company's efforts in quality, R&D, and delivery. Furthermore, "Return Processing & Feedback" (9.525) and "Hazardous Substance Management" (9.525) maintained top scores over both years, representing enduring operational strengths.

Year	Customer Satisfaction Survey Results Table									Environmental Metrics	Total
	Product Quality	Product R&D	Delivery Lead Time	Sample Lead Time	Quotation Lead Time	Technical Support	Return Processing & Feedback	Service Satisfaction	Complaint Handling	Hazardous Substance Management	
2024	8.85	8.75	8.48	8.90	9.00	9.05	9.50	9.23	9.08	9.48	90.30
2025	9.08	8.98	8.65	9.00	9.15	9.05	9.53	9.35	9.23	9.53	91.53

To deepen sustainability management, starting in 2025, TA-I Technology fully upgraded its customer satisfaction survey from a traditional "service evaluation tool" into an "ESG Management Dashboard from a Customer Perspective." Building upon existing quality and delivery metrics, new ESG modules have been integrated, including environmental management, social responsibility (including customer complaint communication transparency), and business integrity. Going forward, ESG scores and their trend analyses will serve as core drivers for internal reviews and sustainability reporting, ensuring customer relationship management is deeply integrated with long-term sustainability goals.

4.2.3 Product Quality, Marketing Labeling, and Recalls (GRI 417-1)

TA-I Technology implements ISO 9001, IATF 16949, and IECQ QC 080000 systems to comprehensively manage product quality and hazardous substance risks. Regarding product labeling, the company adheres to GRI Standards by clearly disclosing specifications, usage restrictions, and RoHS/REACH environmental compliance declarations in technical datasheets to ensure information transparency. Concurrently, the company has established standardized procedures for handling anomalies and product recalls, enabling immediate notification and replacement mechanisms should safety or compliance concerns arise.

In 2025, zero recall incidents occurred due to product quality or marketing labeling non-compliance.



4.3 Sustainable Supply Chain Management (Material Topic)

4.3.1 Description of Material Topic

Responsible Unit (Governance)

The Board of Directors has ultimate oversight of supply chain management and regularly reviews supply chain strategies and risks through the Sustainability Committee and its RBA Implementation Committee. Since 2025, TA-I Technology has incorporated CDP ratings (Climate Change: B; Water Security: B-) and related feedback into its annual review to continuously strengthen supply chain governance and risk management.

Policy Commitment (Strategy)

- **Compliance & Tiered Management:** Adhere to RBA and international standards, conducting supplier classification and periodic evaluations according to internal regulations to monitor raw material provenance and operational risks. Continuously track non-compliant suppliers to drive corrective actions and promote accelerated sustainable transformation across the supply chain.
- **Green & Responsible Procurement:** Avoid high-risk substances during the R&D stage to ensure products comply with IECQ QC 080000, RoHS, and REACH. Incorporate ESG criteria into supplier screening and drive suppliers to implement energy and carbon inventories through surveys, audits, and training programs.

Impact Assessment (Risk Management)

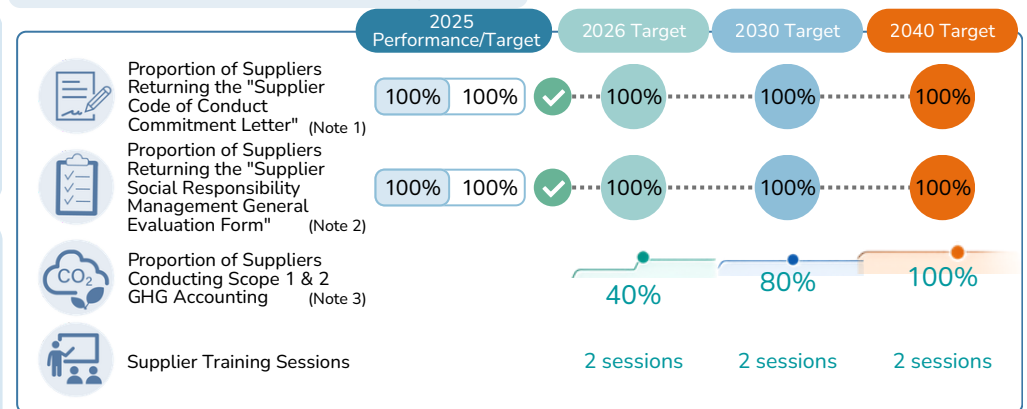
Negative Impact (Risk):

Geopolitical tensions lead to raw material price volatility and supply disruption risks. If suppliers fail to simultaneously upgrade their ESG management, it may damage corporate brand image and client trust.

Positive Impact (Opportunity):

Tiered management and early risk identification mitigate supply disruption risks. Encouraging suppliers to reduce emissions not only helps achieve Scope 3 targets but also enhances product competitiveness and international order acquisition capabilities.

Impact Assessment (Risk Management)



Note 1: The recipients are qualified suppliers that conducted business with TA-I Technology in 2025.

Note 2: The recipients are qualified suppliers in three major categories—raw materials, outsourced processing, and services—that have relatively significant environmental and social impacts.

Note 3: The statistics cover suppliers that completed the General Supplier Social Responsibility Assessment and conducted Scope 1 and Scope 2 greenhouse gas (GHG) emissions inventories.

Ensuring Action Effectiveness

New Supplier Onboarding:

TA-I Technology conducts document reviews or on-site audits of new suppliers prior to onboarding. Suppliers are required to sign the Supplier Code of Conduct Commitment and Conflict Minerals-Free Declaration and complete the Supplier Social Responsibility Management Assessment.

Existing Supplier Governance:

Existing suppliers fully update their Code of Conduct commitment letters. Key suppliers undergo social responsibility evaluations enforced through a three-tier governance framework: "Commitment Letter Signing + Self-Assessment Questionnaire + On-Site Audits."

Ensuring Action Effectiveness

In 2025, TA-I Technology communicated its sustainability policies and supply chain management requirements at the Supplier Conference and conducted a Supplier Social Responsibility Management Survey covering environmental protection, occupational health and safety, and labor conditions. The Company also maintains regular communication with suppliers through on-site visits, email, telephone, and its corporate website.

4.3.2 Supplier Assessment and Management (GRI 308-1、GRI 414-1)



New Suppliers

To mitigate supply chain integrity and operational risks, TA-I Technology conducts integrity risk background checks during new supplier onboarding. By reviewing public information and government website databases, the company examines supplier records regarding operational status, risk overview, litigation history, and other factors that may impact partnership stability. Upon approval, suppliers must sign or return required documentation in accordance with corporate policies, including the Supplier Code of Conduct Commitment Letter and the Conflict-Free Minerals Commitment Letter. Starting in 2025, new suppliers categorized under raw materials, outsourced processing, and services are additionally required to complete the Supplier Social Responsibility Management General Evaluation Form to strengthen the identification of environmental, social, and governance (ESG) risks across the supply chain. However, TA-I Technology onboarded no new suppliers in 2025.

New Supplier and Raw Material Approval Process



New Supplier Assessment

Suppliers submit basic corporate profiles, operational scale, financial condition, and relevant management information as a basis for qualification review.



Quotation Review

Quotations are evaluated against procurement requirements, price reasonableness, supply capability, and transaction terms.



New Material Testing and Qualification

Sample testing and quality verification are conducted for new raw materials to ensure compliance with product and process specifications.



New Supplier Audit

Quality and RBA-related audits are performed based on supplier category and risk level.



Audit Finding Correction

Suppliers are required to propose corrective action plans for findings identified during audits, with progress tracked until completion.

Through onboarding reviews, integrity background checks, document signing, ESG risk assessments, and audit correction mechanisms, TA-I Technology establishes management requirements at the onset of supplier partnerships, ensuring new suppliers comply with corporate quality, legal, business ethics, and sustainable supply chain management standards.



Existing Suppliers

TA-I Technology places strong emphasis on supply chain compliance and sustainable development in environmental and social responsibility. In 2025, the company updated the Supplier Code of Conduct Commitment Letter for qualified suppliers with active transactions. Furthermore, a survey using the Supplier Social Responsibility Management General Evaluation Form was conducted for suppliers in raw materials, outsourced processing, and service categories that exert a significant environmental and social impact. Suppliers were required to submit supporting evidence demonstrating environmental and social responsibility management, including environmental regulatory compliance (such as chemical management and REACH/RoHS requirements), environmental management systems, greenhouse gas (GHG) inventory and carbon reduction mechanisms, energy management systems, occupational health and safety, human rights protection, responsible business practices, and relevant institutional verification documents.

The audit team formulates audit plans based on the assessment results of the Supplier Social Responsibility Management General Evaluation Form. Non-compliant suppliers are selected for on-site audits within the current year based on severity, while compliant suppliers are provided with written evaluation reports. Any non-compliant items must be addressed within a one-month deadline by submitting Corrective and Preventive Action (CAPA) plans, with follow-ups conducted to monitor continuous improvement.

In 2025, both the signed acknowledgment return rate and the response rate reached 100%

Item	2025Q4	2026Q1	2026Q2	2026Q3	2026Q4
Supplier Conference					
Supplier Commitment Letter					
Self-Assessment Questionnaire Distribution & Collection					
Audit Team Review					
Finding Improvement Tracking					
Supplier Sustainability Training Courses					
Supplier Recognition Ceremony					



4.3.3 Supplier Environmental and Social Due Diligence (GRI 308-2, GRI 414-2)

E/S risk assessments were conducted for the top 24 suppliers by procurement spend. Environmental Aspect: 19 low risk, 3 medium risk, and 2 high risk (evaluated based on environmental penalties and reduction targets). Corrective Action Plans (CAP) were initiated for medium- and high-risk suppliers; in 2025, 1 supplier was successfully guided to transition to low risk, with zero instances of contract termination. Social Aspect: 18 low risk, 6 medium risk, and 0 high risk (evaluated based on labor/ethics penalties and achieving an RBA self-assessment score of 75 or above). On-site audits and follow-ups are planned for medium-risk suppliers, with no contract terminations required to date.

Supply Chain Environmental and Social Impact Management

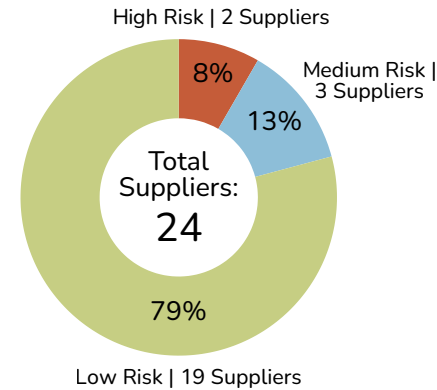
TA-I Technology integrates environmental and social risks into supplier management. Environmentally, the Company focuses on energy conservation, emissions reduction, and pollution prevention, while encouraging suppliers to obtain ISO 14001 certification. Socially, suppliers are expected to comply with the RBA Code of Conduct, with child labor and forced labor strictly prohibited and no violations identified to date. Human rights, occupational health and safety, and working hours are also regularly reviewed. Suppliers with deficiencies are required to take corrective action within a specified timeframe. In cases of material non-compliance or failure to improve, TA-I Technology may adjust or terminate the business relationship to mitigate supply chain risks.

4.3.4 Procurement Personnel Training

To strengthen the procurement team's ability to identify and address sustainability issues, TA-I Technology continues to provide ESG training to enhance sustainable procurement capabilities. In 2024, five employees completed a basic ESG course totaling five training hours. In 2025, two procurement employees received specialized training on ISO 14064-1 GHG internal auditing and ISO 50001 requirements and internal auditing, totaling 24 training hours.

Y2024	Y2025
Training Topic Basic Concepts of ESG	Training Topic ISO 14064-1 ISO 50001
Total Training Hours: 5 hrs Number of Participants: 5 people Average Training Hours: 1 hr	Total Training Hours: 24 hrs Number of Participants: 2 people Average Training Hours: 12 hrs

Supplier Environmental Risk Assessment



Supplier Social Risk Assessment



4.3.5 Conflict Minerals

TA-I Technology follows RMI specifications and OECD guidelines to formulate its Conflict Minerals Policy, with management scope covering 3TG (gold, tantalum, tin, tungsten) as well as cobalt (Co) and mica (Mica).

- **Management Mechanism:** Suppliers are required to establish origin due diligence mechanisms and utilize international tools such as CMRT and EMRT to audit smelter information. Procurement will be terminated if illegal mining or human rights violations are involved and remain unrectified.
- **2025 Performance:** Conducting surveys targeting the top 24 suppliers identified 13 potential suppliers using conflict minerals. All 13 completed the signing of the Declaration of Non-Use of Conflict Minerals, achieving a 100% signing rate.

4.3.6 Historical Local Procurement Statistics

To support local economies, reduce transport carbon footprints, and enhance supply chain resilience, TA-I Technology continuously optimizes its local procurement strategy across manufacturing sites.

Taiwan Plants (Changxing / Nansha)

- **Raw Materials:** The proportion of local procurement spending steadily increased from 41.69% in 2023 to 47.34% in 2025. Moving forward, local suppliers that meet ESG requirements will be prioritized.
- **Packaging Materials:** The local procurement share adjusted from 19.48% in 2023 to 13.03% in 2025. Based on global supply chain cost-efficiency considerations, non-local procurement currently predominates; the company will actively develop new local suppliers meeting technical qualifications to gradually increase local sourcing ratios.
- **Equipment:** Local procurement maintained a historical share of approximately 50%. Provided technical and safety specifications are met, priority will be given to local equipment manufacturers and maintenance services.
- **Outsourced Services:** Maintained at 100% provided by local suppliers to support local employment and shorten service response times.

China plants (Suzhou/Dongguan)

- **Packaging Materials (Highly Localized):** In 2025, local procurement ratios at the Suzhou and Dongguan plants reached 98.84% and 98.15%, respectively. This strategy effectively reduces transport carbon footprints for packaging materials and facilitates local recycling and circular mechanisms.
- **Equipment:** Predominantly sourced from local suppliers. In 2025, due to specific process requirements (six-sided inspection machines and taping machines), certain equipment was imported from the Taiwan plants, while all remaining equipment was procured locally.

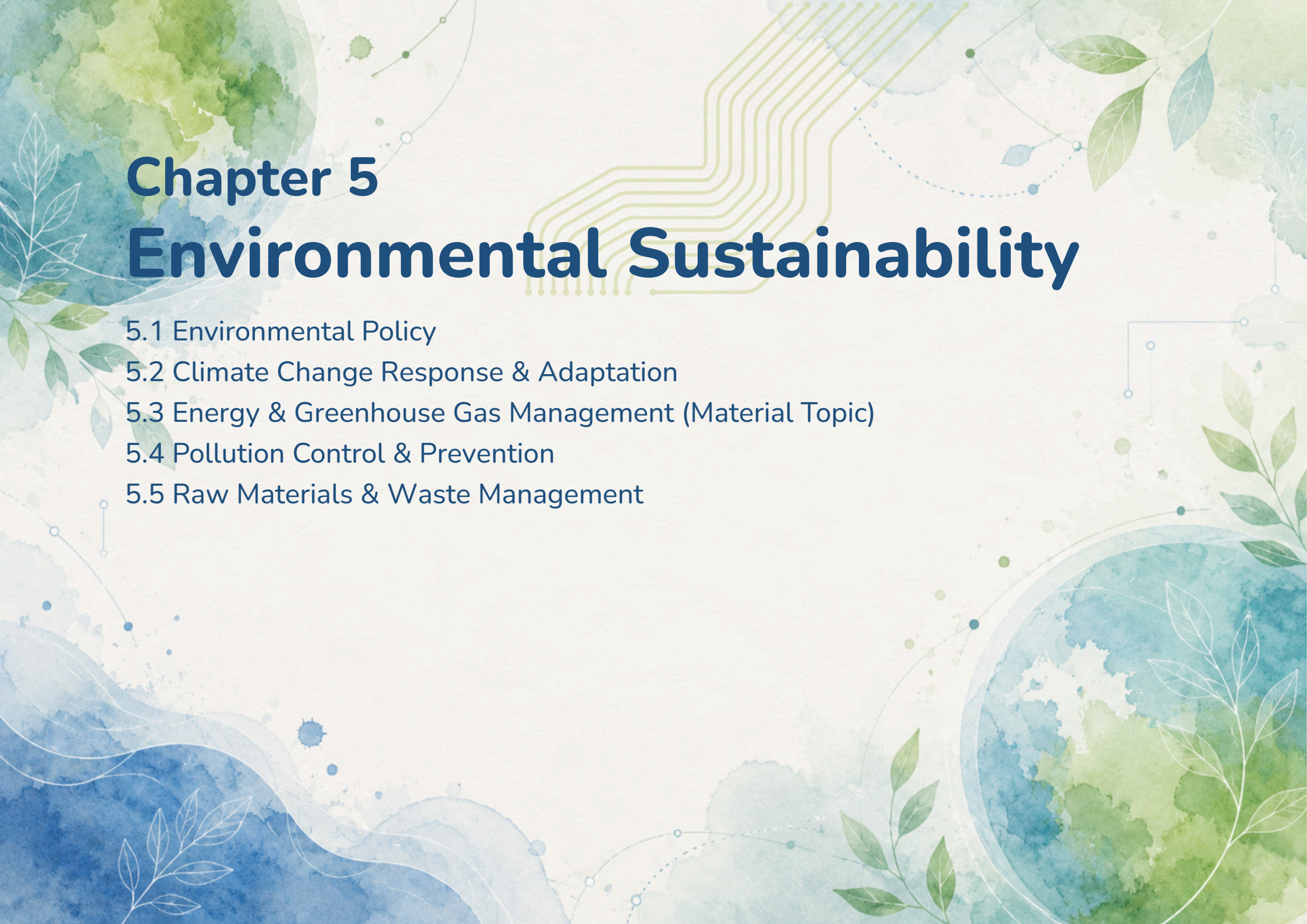
Location	Category	Source	Purchase Amount Percentage (%)		
			2023	2024	2025
Taiwan Sites	Materials	Local	41.69	43.67	47.34
		Non-local	58.31	56.33	52.66
	Packaging	Local	19.48	15.65	13.03
		Non-local	80.52	84.35	86.97
	Equipment	Local	42.63	53.32	45.39
		Non-local	57.37	46.68	54.61
	Outsourcing	Local	100	100	100
		Non-local	0	0	0

Location	Category	Source	Purchase Amount Percentage (%)		
			2023	2024	2025
Suzhou Site	Packaging	Local	99.48	99.53	98.84
		Non-local	0.52	0.47	1.16
	Equipment	Local	100	100	71.71
		Non-local	0	0	28.29
Dongguan Site	Packaging	Local	89.12	98.14	98.15
		Non-local	10.88	1.86	1.85
	Equipment	Local	100	100	78.8
		Non-local	0	0	21.2

4.3.7 Supplier Conference

TA-I Technology leverages supplier conferences to convey quality, environmental, and sustainability requirements to supply chain partners. In 2025, a total of 3 online supplier conferences were held, engaging 123 participating suppliers (including 67 primary raw material suppliers). Key topics included incoming material inspection guidelines, audit explanations, quality and environmental hazardous substance management, and sustainable supply chain policy promotion, aiming to collaborate with suppliers to elevate overall management quality and supply chain resilience.

Date	Participating Suppliers
2025/10/13	55
2025/10/14	37
2025/10/15	31
Total	123



Chapter 5

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management (Material Topic)

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Environmental Sustainability

5.1 Environmental Policy

TA-I Technology's ESG Committee coordinates environmental protection, resource efficiency, and climate change adaptation policies in accordance with ISO 14001 standards. Utilizing PDCA mechanisms, the company continuously improves across three main strategies: driving ISO 50001 and greenhouse gas (GHG) inventories to optimize energy and processes; emphasizing water resources and waste reduction at the source and recycling; and introducing green design and procurement to ensure products meet RoHS/REACH standards while requiring suppliers to strengthen environmental management.

Environmental Investment

In 2025, environmental investment reached NT\$21,085,612, demonstrating steady growth compared to the previous two years. Waste management expenses (accounting for 84.7%) decreased slightly, while pollution prevention expenses (accounting for 12.3%) increased. Investments were predominantly focused on manufacturing facilities in Taiwan (accounting for 97%).

Environmental Expenditure Item	Region	Environmental Investment (NT\$)		
		2023	2024	2025
Pollution Control Expenses	Taiwan	2,734,531	2,003,724	2,590,525
Waste Disposal Expenses		17,280,378	18,432,260	17,861,929
Domestic Sewage Discharge Fees	Dongguan	238,703	254,482	268,686
Garbage Disposal Fees		75,964	75,964	75,964
Environmental Monitoring Fees		39,480	39,480	34,994
Domestic Sewage Discharge Fees	Suzhou	292,865	177,123	177,245
Garbage Disposal Fees		44,864	44,864	44,864
Environmental Monitoring Fees		30,508	31,405	31,405
Total		20,737,293	21,059,302	21,085,612



Environmental Sustainability

- 5.1 Environmental Policy
- 5.2 Climate Change Response & Adaptation
- 5.3 Energy & Greenhouse Gas Management
- 5.4 Pollution Control & Prevention
- 5.5 Raw Materials & Waste Management

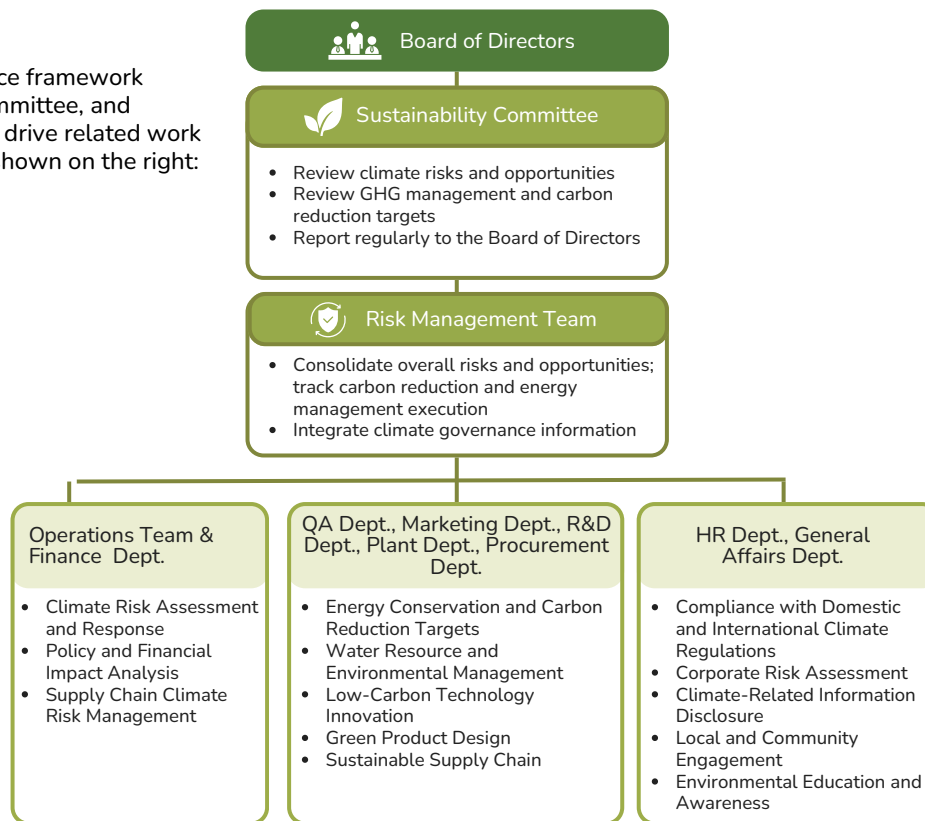
5.2 Climate Change Response and Adaptation

Responsible Unit (Governance)

TA-I Technology has established a three-tier climate governance framework supervised by the Board of Directors, reviewed by the ESG Committee, and executed by the Risk Management Task Force. Functional units drive related work based on their responsibilities. The organizational structure is shown on the right:

Responsible Unit (Governance)

1. Low-Carbon Transition: Enhance process energy efficiency, increase the use of renewable electricity, and optimize the energy mix to mitigate carbon and energy cost risks while strengthening long-term competitiveness.
2. Supply Chain Resilience: Establish climate risk assessment mechanisms, diversify sourcing, and develop alternative materials to mitigate price volatility and supply disruption risks.
3. Customer Collaboration: Respond proactively to customers' ESG requirements by advancing GHG reduction pathways and RBA management, strengthening engagement and long-term partnerships.
4. Green Products: Accelerate the development of energy-efficient, low-carbon products, streamline manufacturing processes, and reduce chemical use to enhance environmental benefits and business value.
5. Operational Resilience: Strengthen site infrastructure and energy management systems to enhance climate resilience and ensure business continuity in response to extreme weather events.



Impact Assessment (Risk Management)

The company's climate-related risk management process covers four stages: risk identification, assessment, response measures, and tracking/reporting. Specific execution details are as follows:

Management Process	Execution Details
Risk Identification	Identify climate-related risks and opportunities based on regulatory trends, customer requirements, energy prices, raw material supply, extreme weather, and operating location conditions.
Risk Assessment	Assess the potential impact of various climate risks on operations, costs, products, supply chain, and finances, categorizing impacts into short-term, medium-term, and long-term.
Response Measures	Drive energy saving and carbon reduction, energy efficiency improvements, renewable energy usage, process improvements, supply chain management, and plant adaptation measures for major climate issues.
Tracking & Reporting	Functional units track execution status, and the Risk Management Task Force consolidates results to report to the ESG Committee, as well as to the Board of Directors based on materiality.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

In 2024, a total of 17 risks and 20 opportunities were identified. Following careful evaluation at the 2025 executive management meeting—considering factors such as rising international carbon fees and energy prices, increasingly strict supply chain carbon reduction demands from customers, higher physical risks from frequent extreme weather events, anticipated long-term regulatory compliance cost increases, growing market demand for low-carbon products, and challenges in renewable energy acquisition and costs—a matrix analysis of impact severity and occurrence probability identified 3 major risks and 1 major opportunity. TA-I Technology incorporates climate risks into its overall risk management system, evaluating transition risks, physical risks, and climate opportunities across short-, medium-, and long-term horizons to analyze potential business and financial impacts and formulate corresponding countermeasures for operational decision-making.

Type	Climate Risk	Horizon	Potential Business & Financial Impact	Response Strategies
Transition Risk —Policy and Law	Carbon Reduction Target Achievement / Carbon Fees	Medium- Long Term	Without proactive energy-saving and carbon-reduction measures, short-term production growth and rising energy price trends could cause cumulative industrial electricity cost increases of 15%–20%. Under the internal cost impacts of long-term carbon fee systems and carbon costs, continuing to rely on high-carbon power sources could expand overall energy-related cost increases to 25%–35%.	Gradually promote energy-saving projects and manufacturing efficiency improvements while phase-increasing green power usage to lower carbon intensity and carbon fee exposure. Although transition costs are required, benefits from energy efficiency and declining green power prices are projected to keep the net cost increase controlled within 2%–5%.
Transition Risk —Market	Customer ESG Requirements	Short- Medium- Long Term	If key customers incorporate ESG sustainability criteria into procurement terms (including carbon reduction, renewable energy use, human rights due diligence, business continuity plans, etc.), a business-as-usual (BAU) scenario could impact annual group revenue by ~1% in the short term, expanding to an estimated 10%–20% impact in the medium to long term.	Establish GHG reduction pathways and Responsible Business Alliance (RBA) management mechanisms, actively participate in international sustainability evaluations, and strengthen ESG communication with customers to meet supply chain sustainability demands. Related guidance and audit/verification costs are projected to remain within 0.05% of annual revenue.
Transition Risk —Market	Raw Material Cost Increases	Short- Medium- Long Term	If raw material prices continue to be affected by international conditions, procurement costs for existing coatings could rise by nearly 55%. For a single product under BAU, this is estimated to impact annual gross profit by NT\$ 158 million, representing an ~11% reduction in gross profit.	Establish a supply chain risk assessment mechanism, with engineering and R&D actively testing new materials to identify viable substitutes. Concurrently, procurement will expand supplier diversity to spread risk and manage product costs.
Opportunity— Product/Service	Development of High- Efficiency, Low-Carbon Products	Short- Medium Term	Existing sputtering, photolithography, and electroplating process flows are complex with long cycle times, high equipment, labor, and chemical usage costs, and face liquid waste treatment and environmental compliance pressures. Under BAU, cost structures approach optimization limits, restricting profit growth amid higher environmental demands and rising material prices.	Introduce thick-film printing processes to simplify and integrate workflow, shortening production time by ~50%, improving process efficiency, and enhancing capacity flexibility. This significantly reduces chemical usage and liquid waste treatment costs, lowers pollution and compliance risks, and is projected to boost gross profit margin by ~12%, yielding dual operational and ESG benefits.

Environmental Sustainability

Indicators and Targets

TA-I Technology uses greenhouse gas emissions, energy efficiency, renewable energy use, water resource use, and waste generation volume as climate-related management indicators to track the results of low-carbon transformation and environmental management measures. Through annual inventories, data aggregation, and performance reviews, the company monitors emissions and resource consumption across operating sites to guide energy saving, carbon reduction, process improvements, and resource allocation.

Management Aspect	Indicator	Management Target / Execution Status
Greenhouse Gas Emissions	Scope 1 and Scope 2 emissions	Taiwan plant sets a medium-to-long-term target to achieve a cumulative 28% reduction in GHG emissions by 2030, using 2021 as the base year.
Emission Intensity	Emission intensity per unit of product and per unit of revenue	Taiwan plant sets a target to reduce Scope 1 and Scope 2 emission intensity by 2% annually compared to the previous year.
Energy Management	Electricity consumption, energy consumption per unit of product	Reduce energy intensity by 1% annually compared with the previous year.

Climate-Related Scenario and Sensitivity Analysis

(1) Sensitivity Analysis: Impact of Electricity Price Fluctuations

Assuming operational scale and product mix remain unchanged, the company used 2025 actual electricity consumption and base-year financial data to evaluate the impact of different electricity price scenarios on profitability, referencing the Shared Socioeconomic Pathways (SSP) climate scenario framework from the IPCC Sixth Assessment Report (AR6):

- Baseline Scenario (average electricity price ~NT\$ 4.19/kWh): Revenue is ~NT\$ 5,423,977 thousand, net profit before tax is ~NT\$ 583,016 thousand, and net profit margin before tax is ~11%.
- When electricity price rises to NT\$ 7/kWh (corresponding to AR6 2°C climate scenario, using SSP2-4.5 path): All other conditions remaining equal, net profit before tax drops to ~NT\$ 432,191 thousand, and net profit margin before tax decreases from ~11% to ~8%.
- Under a more severe scenario, when electricity price rises to NT\$ 9/kWh (corresponding to AR6 1.5°C climate scenario, using SSP1-2.6 path): Net profit before tax drops to ~NT\$ 324,907 thousand, and net profit margin before tax declines to ~6%.

The analysis shows that without parallel energy-saving improvements, efficiency gains, or cost pass-through mechanisms, rising electricity prices put pressure on profitability, highlighting the need for internal carbon pricing, energy management investments, and operational resilience.

(2) Scenario Analysis: Climate Transition Risks and Physical Risks

The company selected three scenarios—SSP1-2.6, SSP2-4.5, and SSP5-8.5—with SSP2-4.5 as the primary benchmark. The evaluation period covers 2030, 2040, and 2050, comparing two transition pathways:

- Active Transformation Pathway: Proactively advance energy-saving projects, process optimization, and equipment replacement while introducing green power and renewable energy certificates to lower energy consumption per unit and carbon intensity, stabilizing energy costs and maintaining competitiveness.
- Deferred Transformation Pathway: Meet basic legal requirements in the short term while delaying energy-saving investments. Although initial expenditures are lower, medium-to-long-term risks include cost escalation and declining demand for high-carbon products.

Comprehensive Assessment: Primary financial impacts of climate change include rising energy and carbon costs, order structure shifts toward low-carbon demands, and increased operational costs from extreme weather. The company prioritizes energy savings, process optimization, green power procurement, and carbon cost management, with periodic ESG Committee reviews reported to the Board of Directors to strengthen long-term operational resilience.

Overview of Climate Scenario Analysis under the SSP2-4.5 Intermediate Emissions Scenario

Horizon	Internal Transition Pathway	Key Assumption Highlights	Expected Direction of Financial Impact	Core Management Actions
Short-Term (~2030)	Active Transformation Pathway	Implement energy-saving projects according to plan, increase process efficiency, and introduce partial green power/renewable energy certificates to gradually lower per-unit energy consumption and carbon intensity.	Cumulative increases in energy- and carbon-related costs remain small; gross margin drops slightly, with limited revenue impact.	Incorporate energy efficiency and low-carbon investments into annual budgets, prioritize short-payback projects, and integrate scenario analysis into operational and CapEx decisions.
Short-Term (~2030)	Deferred Transformation Pathway	Focus primarily on basic legal and customer compliance, delaying energy-saving and low-carbon investments until the medium term; short-term CapEx remains lower.	Lower short-term cost pressures, but offers limited buffering against future electricity price and carbon fee hikes, accumulating cost and gross margin risks.	Establish early warning mechanisms and transition timelines, and evaluate required capital and cash flows for future transformation to guide path adjustments and risk tolerance.
Medium-Term (~2040)	Active Transformation Pathway	Continuously replace high-energy equipment, adopt high-efficiency processes, and expand green power/REC procurement, keeping product carbon intensity on a downward trend.	Amid annual electricity and carbon fee increases, energy/carbon cost growth remains controllable; gross margin dips slightly while orders and revenue remain stable.	Adjust reduction pathways and investment priorities based on scenario outputs, and integrate carbon costs and low-carbon ROI into product pricing and customer contract negotiations.
Medium-Term (~2040)	Deferred Transformation Pathway	Face rapid increases in carbon fees and electricity prices, alongside tightening customer low-carbon thresholds, requiring large one-time investments in energy efficiency and green power to bridge gaps.	Cumulative increases in energy/carbon costs could reach 25%–35%; net cost increases post-improvement remain at 2%–5%, placing significant pressure on gross margins.	Reserve higher CapEx and cash flow buffers, review uncompetitive high-carbon product lines, and evaluate product adjustments or phased-exit strategies.
Long-Term (~2050)	Active Transformation Pathway	Temperatures and extreme weather risks continue to rise, international markets enforce full low-carbon and net-zero demands, carbon/energy costs remain high, and tech evolves rapidly.	Under active transformation, cost and gross margin variations stay within tolerable ranges; deferred transformation faces long-term net cost spikes, order loss, and declining competitiveness.	Base actions on medium-to-long-term reduction goals, invest in low-carbon processes/product innovation, and strengthen business continuity plans, physical risk adaptation, and supply chain collaboration.

Internal Carbon Pricing

In response to climate transition risks, Taiwan's carbon pricing regime, and IFRS S2 climate disclosure requirements, TA-I Technology plans to progressively introduce an internal carbon pricing mechanism from 2026. Carbon costs will be incorporated into operational and investment assessments by translating implicit carbon emissions into financial metrics, thereby strengthening climate risk management and accelerating the low-carbon transition.

Initially, the Company will adopt a shadow carbon price to incorporate notional carbon costs into major capital expenditures, equipment replacement, and green procurement decisions. This approach will help quantify the financial implications of climate risks and prioritize investments with greater carbon reduction benefits.

The carbon price will be dynamically assessed based on internal and external factors. Internal considerations include historical and projected energy-saving performance, renewable energy deployment and procurement costs, and expected costs under a 1.5°C pathway. External factors include climate regulations, carbon market prices, peer practices, and international net-zero scenarios. Historical carbon reduction projects and renewable energy investments will initially serve as benchmarks, with assumptions reviewed and adjusted annually based on actual performance and evolving climate conditions.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

5.3 Energy and Greenhouse Gas Management (Material Topic)

5.3.1 Description of Material Topic

Responsible Unit (Governance)

TA-I Technology manages energy and greenhouse gas (GHG) emissions through dedicated units, coordinating across plant administration, production, QA, procurement, and finance to ensure complete and traceable data. To ensure management effectiveness, the company has established the following core mechanisms:

- **Energy Monitoring Mechanism:** Aligned with ISO 50001, daily monitoring covers production processes, utilities, and plant areas, with regular tracking of energy efficiency and saving results.
- **GHG Inventory Mechanism:** Establishes Scope 1 and Scope 2 inventory operations, comprehensively covering fuel use, fugitive emissions, and purchased electricity.
- **Data Verification & Audit:** Ensures credibility of energy and emissions data via data collection, internal audits, and third-party verification, serving as a foundation for performance tracking and continuous improvement.

Policy Commitments (Strategy)

The company focuses on enhancing energy efficiency, expanding renewable energy use, and strengthening carbon management while incorporating carbon costs and customer reduction demands into operational decisions:

- **Energy Efficiency & Process Optimization:** Upgrades and replaces HVAC, air compressor, and key production equipment to continuously reduce unit energy consumption.
- **Process Improvements:** Introduces low-energy technologies and thick-film printing processes to simplify manufacturing, reducing energy, chemical, and liquid waste treatment needs.
- **Renewable Energy Promotion:** Optimizes the energy structure by driving solar self-generation/self-use and renewable energy certificate (REC) applications.

Impact Assessment (Risk Management)

Negative Impact (Risk):

Operations continue to consume energy and generate emissions, facing cost pressures from energy prices, carbon fees, and regulations. Failure to respond effectively could impact product competitiveness, disclosure quality, and customer partnerships.

Positive Impact (Opportunity):

Establishing energy management and verification mechanisms improves data quality and management foundation. Driving energy efficiency and renewable energy measures steadily reduces energy intensity and emissions, boosting supply chain competitiveness and client collaboration.

Indicators and Targets

Using 2021 as the base year, TA-I Technology continues to track absolute GHG emissions, GHG emissions intensity, and energy intensity across its Taiwan sites. In 2025, both intensity targets were achieved, while the absolute emissions target was not met. To close the emissions reduction gap, the Company will focus on key energy-use hotspots and accelerate decarbonization through energy-saving assessments, equipment efficiency improvements, process optimization, and expanded use of renewable energy, supporting its reduction targets of 28% by 2030 and 40% by 2040.

	2025 Actual / Target	2026 / 2030 / 2040
 Scope 1 & 2 GHG Emissions Reduction (tCO ₂ e) (vs. 2021 Base Year)	8.06% / 13% ❌	15% / 28% / 40% Taiwan
Scope 1 & 2 GHG Emissions Intensity Reduction (tCO ₂ e/million units) (vs. previous year)	15.9% / 2% ✅	2% / 2% / 2% Group
Purchased Electricity Intensity Reduction (GJ/million units) (vs. previous year)	16.1% / 1% ✅	1% / 1% / 1% Group



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

Action Effectiveness

In 2025, self-generated solar power reached 396,800 kWh, and waste heat recovery reached 30,000 kWh, effectively lowering Scope 2 emissions.

Stakeholder Engagement

Obtained ISO 14064-1 third-party verification; reduction effectiveness is regularly reported to the Board of Directors.

5.3.2 Greenhouse Gas Emissions Information (GRI 305-1, 305-2, 305-3, 305-4, 305-5)

- **Taiwan Sites (Changxing, Nanshan):** Emissions in 2025 totaled 26,005\ (tCO₂e) an increase of 4.08% compared to 2024, representing 82.3% of total emissions. Scope 1 grew by 15.13% due to increased diesel consumption, while Scope 2 grew by 3.85% due to increased power usage.
- **China Sites (Suzhou, Dongguan):** Emissions in 2025 totaled 5,578 (tCO₂e) , a slight increase of 0.79% compared to 2024, representing 17.7% of total emissions. Scope 1 dropped by 14.73% (reflecting reduced fuel usage), while Scope 2 rose by 1.69% due to electricity use.
- **Overall Emissions & Intensity:** Total emissions increased by 3.48%, which is below the growth rate of overall production volume. Emission intensity improved from \$0.150 in 2023 to 0.135 (tCO₂e) per million units in 2025 —a cumulative improvement of roughly 10% over three years, demonstrating the gradual effectiveness of energy-saving measures.

- Note 1: GHG emission factors are primarily based on the GHG Emission Factor Management Table, Version 6.0.4, published by Taiwan's environmental authority. Electricity emissions are calculated using local grid emission factors, with Scope 2 emissions disclosed on a location-based basis. Global warming potential (GWP) values are based on the IPCC Sixth Assessment Report (AR6, 2021). The Company applies the operational control approach to consolidate Scope 1 and Scope 2 GHG emissions across its production sites. The inventory covers CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃.

- Note 2: The Company's 2024 Scope 3 GHG inventory covers the following categories in accordance with ISO 14064-1:2018:

1. Taiwan sites — Upstream Transportation, Downstream Transportation, Purchased Goods and Services, Fuel- and Energy-Related Activities, and Waste Generated in Operations.
2. Dongguan site — Upstream Transportation, Downstream Transportation, Employee Commuting, Purchased Goods, Capital Goods, Fuel- and Energy-Related Activities, Waste Treatment, and End-of-Life Treatment of Sold Products.
3. Suzhou site — Upstream Transportation, Downstream Transportation, Employee Commuting, and Business Travel.

- Note 3: The Company's 2025 Scope 3 GHG inventory covers the following categories:

1. Taiwan sites — Based on the GHG Protocol: Purchased Goods and Services, Capital Goods, Fuel- and Energy-Related Activities, Upstream Transportation, Waste Treatment and Transportation, Business Travel, Employee Commuting, Downstream Transportation, End-of-Life Treatment of Sold Products, and Downstream Leased Assets.
2. Dongguan site — Based on ISO 14064-1:2018: Upstream Transportation, Downstream Transportation, Employee Commuting, Business Travel, Purchased Products, Purchased Services, Capital Goods, Fuel- and Energy-Related Activities, Waste Treatment, Waste Transportation, and End-of-Life Treatment of Sold Products.
3. Suzhou site — Based on ISO 14064-1:2018: Upstream Transportation, Downstream Transportation, Employee Commuting, and Business Travel.

The significant increase in Scope 3 emissions in 2025 was primarily attributable to the expanded inventory boundary.

Plant Site	Category	2021	2024	2025
Taiwan Sites (Changxing / Nanshan))	Scope 1 (tCO ₂ e)	399.750	502.932	579.050
	Scope 2(tCO ₂ e)	27,886.702	24,483.238	25,426.308
	Scope 1 & Scope 2 (tCO ₂ e)	28,286.452	24,986.169	26,005.358
	Scope 3 (tCO ₂ e)	5,889.737	34,675.780	1,208,226.423
	Production Volume (Million Units)	-	24,801.970	30,692.850
	Scope 1 & 2 Intensity (tCO ₂ e/Million Units)	-	1.007	0.847
China Sites (Suzhou / Dongguan)	Scope 1 (tCO ₂ e)	-	131.991	112.540
	Scope 2 (tCO ₂ e)	-	5,401.755	5,465.040
	Scope 3 (tCO ₂ e)	-	16,919.857	21,536.728
Total	Scope 1 (tCO ₂ e)	399.750	634.923	691.589
	Scope 2 (tCO ₂ e)	27,886.702	29,884.993	30,891.348
	Scope 1 & Scope 2 (tCO ₂ e)	28,286.452	30,519.915	31,582.937
	Scope 3 (tCO ₂ e)	5889.737	51,595.637	1,229,763.151
	Production Volume (Million Units)	-	194,987	233,500
	Scope 1 & 2 Intensity (tCO ₂ e/Million Units)	-	0.157	0.135

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

5.3.3 Energy Consumption Statistics (GRI 302-1)

In 2025, total energy consumption at the Taiwan plants (Changxing Plant and Nanshan Plant) was 194,250.23 GJ, accounting for 83.4% of total group energy consumption.

- Suzhou Plant energy consumption: 18,122.77 GJ, accounting for 7.79% of total group energy consumption.
- Dongguan Plant energy consumption: 20,353.28 GJ, accounting for 8.75% of total group energy consumption.

Looking at overall energy structure trends, total electricity consumption across the company increased from 222,170.76 GJ in 2024 to 231,229.46 GJ in 2025, a 4.08% increase that aligns with capacity expansion trends. Regarding renewable energy usage, in 2025 the Changxing Plant procured 107.95 GJ of solar power, and the Suzhou Plant procured 1,151.44 GJ of solar/wind power. Going forward, the company will continue expanding its share of renewable energy to reduce reliance on conventional electricity.

Historical Energy Consumption

Changxing Site			
	2024	2025	
⚡ Electricity (GJ)	96,212.16	98,460.80	
🌱 Renewable Energy (GJ)	252	107.95	
🌿 Non-Renewable Energy (GJ)	95,960.16	98,352.85	
⛽ Diesel (GJ)	35.15	336.89	
🚗 Gasoline (GJ)	0	0	
Total (GJ)		96,247.31	98,797.69

Nanshan Site			
	2024	2025	
⚡ Electricity (GJ)	89,736.48	94,555.99	
⛽ Diesel (GJ)	254.85	520.09	
🚗 Gasoline (GJ)	396.52	376.46	
Total (GJ)		90,387.85	95,452.54

Taiwan Sites Changxing / Nanshan)			
	2024	2025	
🌀 Production Volume (Million Units)	24,801.97	30,692.85	
💧 Energy (GJ)	186,635.16	194,250.23	
💡 Energy Intensity (GJ/Million Units)	7.53	6.33	

Suzhou Site			
	2024	2025	
⚡ Electricity (GJ)	17,168.85	18,010.03	
🌱 Renewable Energy (GJ)	0	1,151.44	
🌿 Non-Renewable Energy (GJ)	17,168.85	16,858.59	
⛽ Diesel (GJ)	175.73	57.41	
🚗 Gasoline (GJ)	0	55.33	
Total (GJ)		17,344.58	18,122.77

Dongguan Site			
	2024	2025	
⚡ Electricity (GJ)	19,053.27	20,202.64	
⛽ Diesel (GJ)	226.13	129.06	
🚗 Gasoline (GJ)	20.64	21.58	
Total (GJ)		19,300.04	20,353.28

Total Group			
	2024	2025	
🌀 Production Volume (Million Units)	194,987	233,500	
💧 Energy (GJ)	223,279.78	232,726.28	
💡 Energy Intensity (GJ/Million Units)	1.15	1.00	

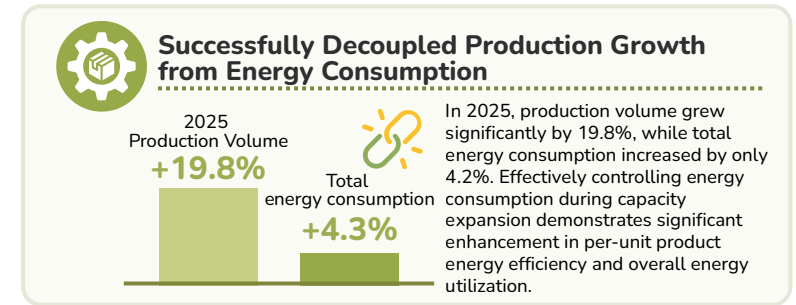
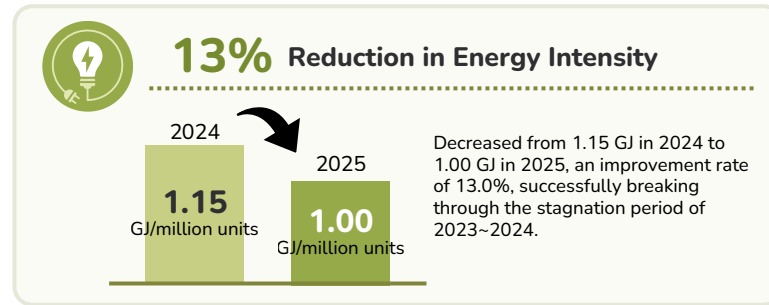
Note: Through internal data tracing and review, it was confirmed that the fossil fuel (diesel and gasoline) consumption figures for the Changxing and Nanshan plants in 2023 and 2024 contained errors in the calorific value unit conversion baseline during past calculation system or form entry processes. Specifically, values in megajoules (MJ) or raw volume units were directly entered into the gigajoule (GJ) column without dividing by 1,000, resulting in an overestimation of the previously disclosed values.

To faithfully reflect actual operational conditions, fossil fuel (diesel and gasoline) consumption data for 2023 and 2024 at the Changxing and Nanshan plants were recalibrated using corrected calorific value conversion factors (converting directly to gigajoules (GJ) rather than megajoules (GJ) or raw volume without unit scaling). The restated figures in this report serve as the official benchmark. This adjustment is purely a unit conversion correction and does not impact the operation of the company's overall energy management system (ISO 50001) or carbon reduction targets.

Plant Area	Item	2024 Report Disclosures		2025 Report Restatements	
		2023	2024	2023	2024
Changxing	Diesel	17,572.80	35,145.60	17.57	35.15
Nanshan	Diesel	92,908.80	254,849.57	92.91	254.85
Nanshan	Gasoline	350,569.40	396,503.17	350.57	396.52

Energy Intensity (GRI 302-3)

Based on the characteristics of electronic component manufacturing, TA-I Technology actively implements energy efficiency management by introducing the ISO 50001 energy management system, conducting energy reviews, and replacing high-energy equipment. In 2025, various measures showed significant results:



5.3.3 Energy Consumption Statistics (GRI 302-4、305-5)

Plant Site	Renewable Energy Deployment & Usage Details	Total Renewable Energy	Total Carbon Reduction
Changxing	Procured small amounts of green power monthly starting July 2025 to meet customer demand.	30,000 kWh	Approx. 14.22 tCO ₂ e
Nanshan	Built rooftop PV generation facilities within the plant; increased PV power use starting June 2025, 100% self-generated and self-used.	396,800 kWh	Approx. 188.08 tCO ₂ e
Dongguan	Built rooftop PV generation facilities within the plant; increased PV power use starting September 2025, prioritized for self-use with surplus sold back to the power grid by the vendor.	351,793 kWh	Approx. 183.10 tCO ₂ e
Suzhou	Procured wind green power in March 2025; procured solar green power from April to December 2025.	320,000 kWh	Approx. 169.79 tCO ₂ e

Plant Site	Energy Saving & Carbon Reduction Project	Estimated Energy Saved	Estimated Carbon Reduction
Changxing	Chiller Replacement — Replaced two 101 kW chillers with one 104 kW unit.	629,270.4 kWh	Approx. 298.27 tCO ₂ e
Nanshan	High-Temperature Sintering Furnace Retrofit: Replaced heating plates, insulation boards, insulation cotton, exhaust hoods, and blowers across 3 furnaces.	162,301 kWh	Approx. 76.93 tCO ₂ e
Dongguan	Replaced 1 gasoline company vehicle with a new energy EV on June 25, 2025.	Gasoline Savings: 419.24 Liters	Approx. 0.95 tCO ₂ e
Suzhou	Replaced 1 gasoline company vehicle with a new energy EV.	Gasoline Savings: 2,626 Liters	Approx. 6.40 tCO ₂ e

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

5.4 Pollution Prevention & Control

5.4.1 Water Resources Management

5.4.1.1 Water Risk Assessment (GRI 303-1)

To enhance operational stability, TA-I Technology uses the World Resources Institute (WRI) Aqueduct Water Risk Atlas to assess water-related risks across its four major sites in Changxing and Nanshan, Taiwan, and Suzhou and Dongguan, China. The assessment covers water withdrawal risks, including water stress and depletion, as well as physical climate risks such as riverine and coastal flooding. Based on scientific data, the Company develops site-specific strategies to maximize water recycling and strengthen flood preparedness and business continuity, thereby enhancing overall operational resilience.

【WRI Water Risk Assessment – Nanshan Site】



Coastal Flood Risk: Medium - High, 7 in 100,000 to 3 in 10,000

Key Anomaly Explanation:

Although the absolute probability figures appear small, the location officially crosses into the "Medium-High Risk" tier under WRI's risk classification model. Under scenarios of accelerating climate change, sea-level rise, or extreme storm surges from typhoons, the potential threat of coastal flooding at this site is significantly higher than other indicators.

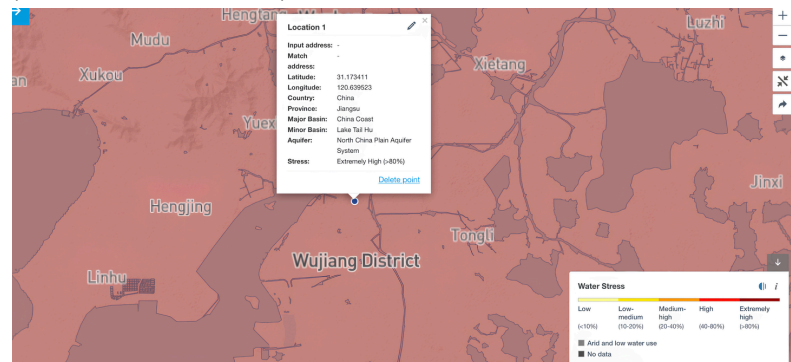
【WRI Water Risk Assessment – Suzhou Site】



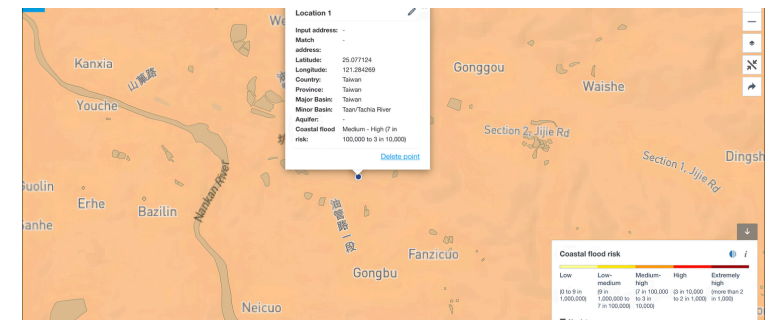
Water Stress: Extremely High, >80%

Water Stress: Extremely High Risk (>80%):

The Suzhou site is located in the water-stressed Taihu Basin and is exposed to drought and water restrictions. However, given its low water intensity and limited water withdrawal of 24.692 million liters in 2025, operational vulnerability remains low, with limited potential impact on production and financial performance.



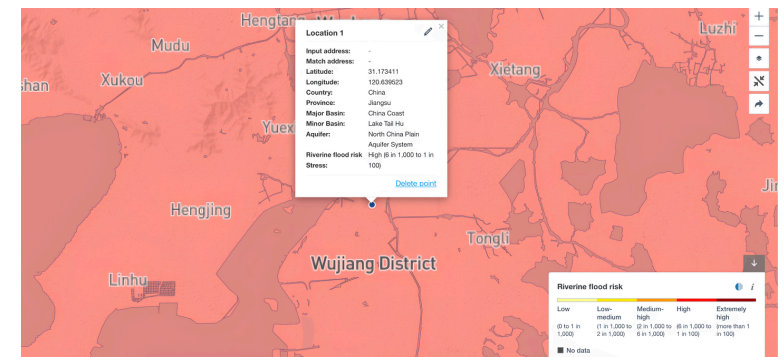
Item	Changxing	Nanshan	Suzhou	Dongguan
Water Stress	Low	Low	Extremely High Risk	Low
Water Depletion	Low	Low	Low	Low
Riverine Flooding	Low	Low	High Risk	Medium-High Risk
Coastal Flooding	Low	Medium-High Risk	Low	Medium-High Risk



Riverine Flood Risk: High 6 in 1,000 to 1 in 100

Significant Physical Risk Explanation:

Influenced by local hydrological conditions, extreme rainfall or heavy plum rains increase the probability of surrounding rivers and the Taihu water system overflowing, posing a higher risk of severe flooding.



【WRI Water Risk Assessment – Dongguan Site】



Riverine Flood Risk: Medium-High (2 in 1000 to 6 in 1000)

Significant Physical Risk Explanation:

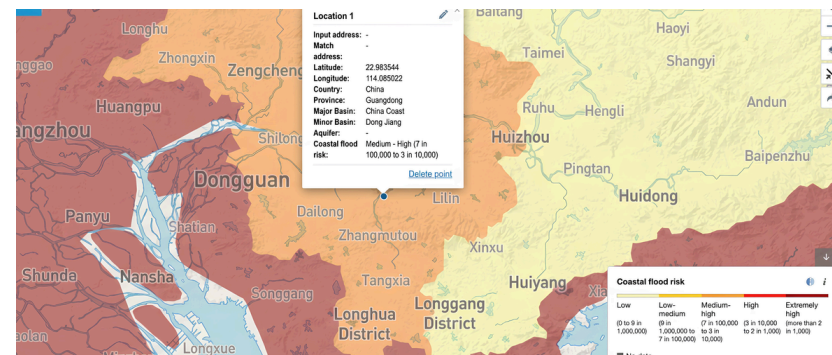
Facing torrential rainfall from extreme weather events, surrounding rivers near the plant area have a higher probability of overflowing and causing severe flooding.



Coastal Flood Risk: Medium-High (7 in 100,000 to 3 in 10,000)

Significant Physical Risk Explanation:

Affected by its geographic location, under scenarios of accelerating climate change, sea-level rise, or extreme storm surges from typhoons, the area faces a potential coastal flooding threat that cannot be ignored.



5.4.1.2 Water Withdrawal, Discharge, and Consumption (GRI 303-3, 303-4, 303-5)

- Overall Water Withdrawal: Total water withdrawal decreased from 369.957 million liters in 2023 to 363.371 million liters in 2024 (-1.78%), before rising to 386.886 million liters in 2025 (+6.47%), representing a net increase of 4.58% over the three-year period.
- Water Intensity Improvement: Water withdrawal intensity per million NT\$ revenue improved from 0.0020 million liters/million NT\$ in 2023 to 0.0017 million liters/million NT\$ in 2025, achieving a 3-year cumulative improvement of 10.53%.

▼ Water Withdrawal (Unit: Million Liters)

Plant Site	Water Source	2023	2024	2025	Change	YoY Change Rate
Nanshan	Surface Water (Tap Water)	181.662	188.628	207.291	18.663	9.89%
Changxing (Note 1)	Surface Water (Tap Water)	116.771	117.280	120.285	3.005	2.56%
Suzhou	Surface Water (Tap Water)	40.799	24.675	24.692	0.017	0.07%
Dongguan	Surface Water (Tap Water)	30.725	32.788	34.618	1.830	5.58%
Total		369.957	363.371	386.886	23.515	6.47%
Production Volume (Million Units)		186,704	194,987	233,500	38,513	19.75%
Water Withdrawal Intensity (Million Liters / Million Units)		0.0020	0.0019	0.0017	-0.0002	-10.53%

Note 1: The water withdrawal at Changxing Plant was lower than its discharged volume for the same period. Investigation confirmed this was caused by a water meter malfunction, which was replaced in October 2025.



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

Wastewater Management Overview For industrial wastewater that ultimately requires discharge, the company plans wastewater treatment facilities based on process wastewater characteristics. It implements source reduction, segregation, and matching treatment equipment and technology for process wastewater to effectively reduce pollutants. Regular testing of discharge water quality (via external testing agencies or standard methods promulgated by authorities) ensures compliance with regulatory standards.

▼ Water Discharge (Unit: Million Liters)

Plant Site	Wastewater Discharge Standard	2023年	2024年	2025年
Nanshan	Water Pollution Control Act Effluent Standards	63.014	79.744	90.681
Changxing	Water Pollution Control Act Effluent Standards	118.204	118.117	140.515
Suzhou (Note 1)	Wastewater Quality Standards for Discharge to Municipal Sewers	-	-	-
Dongguan	Guangdong Local Standard "Discharge Limits of Water Pollutants"	27.652	29.509	31.156
Total		208.870	227.370	262.352
Total Discharge Rate		56.46%	62.57%	67.81%

Note 1: Suzhou Plant produces no industrial wastewater; domestic wastewater is unmetered.

5.4.2 Air Pollution Prevention & Control

5.4.2.1 Ozone-Depleting Substances (ODS) (GRI 305-6)

TA-I Technology continues to strengthen air pollution prevention at source and optimize manufacturing processes to minimize environmental impacts. In 2024, a limited number of units at the Dongguan and Suzhou sites still used R-22, an ozone-depleting substance (ODS), as a refrigerant. Through the ongoing replacement of aging equipment and refrigerants, both sites completely phased out R-22 and transitioned to environmentally preferable refrigerants by the end of 2025.

The Taiwan sites have also completed an ODS inventory, identifying five existing units containing a total of 21.5 kg of refrigerant. To support the Company's goal of zero ODS emissions, all related equipment is scheduled to be replaced by 2028, further reducing environmental impacts and enhancing sustainable operations.

- Water consumption in 2025 was 124.534 million liters, a decrease of 36.552 million liters (-22.69%) compared to 161.086 million liters in 2023.
- The water consumption rate declined from 43.54% in 2023 to 32.19% in 2025. This downward trend reflects excellent water resource management outcomes and continuous improvement in water recycling efficiency.

▼ Water Discharge (Unit: Million Liters)

Item	2023	2024	2025
Total Water Withdrawal (A)	369.957	363.371	386.886
Total Water Discharge (B)	208.870	227.370	262.352
Total Water Consumption (C = A - B)	161.087	136.001	124.534
Water Consumption Rate (D = C / A)	43.54%	37.43%	32.19%



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

5.4.2.2 Air Pollutant Emissions (GRI 305-7)

TA-I Technology's Taiwan plant locations hold operating permits for stationary pollution sources and operate strictly in accordance with permit conditions. Waste gases are treated through pollution control equipment prior to discharge to comply with legal standards. Historical air pollutant emissions statistics are detailed below:

Nanshan Site	2023	2024	2025
Volatile Organic Compounds (VOC)	13,766.65	15,802.77	32,847.41
Particulate Matter	53.44	54.20	62.24
Total	13,820.09	15,857.01	32,909.65

Changxing Site	2023	2024	2025
Volatile Organic Compounds (VOC)	69,278.16	44,616.89	42,525.26
Particulate Matter	46.57	50.95	59.53
Total	69,324.73	44,667.84	42,584.79



5.5 Raw Materials and Waste Management

TA-I Technology implements source sorting of waste and hands it over to qualified third parties for legal treatment and declaration. The various management performance outcomes are as follows:



Absolute Decoupling of Total Volume

3-Year Net Reduction: 2.68%



3-Year Production Output

+ 25.06%



Total Waste Volume

2,496.12 metric tons



Hazardous Waste Reduction

Nanshan Plant Reduction: 19.07%



3-Year Hazardous Waste

↓ 11.54%



Hazardous Waste Proportion Decreased to

69.39%

- About This Report
- Message from Management
- About TA-I Technology
- Sustainability Management
- Corporate Governance
- Products & Services

Environmental Sustainability

- 5.1 Environmental Policy
- 5.2 Climate Change Response & Adaptation
- 5.3 Energy & Greenhouse Gas Management
- 5.4 Pollution Control & Prevention
- 5.5 Raw Materials & Waste Management

- Social Inclusion
- Appendices

5.5.1 Waste Generation and Disposal Methods

- Waste Intensity: Decreased from 0.0137 in 2023 to 0.0107 metric tons per million units in 2025, representing a 21.90% improvement over three years.
- Resource Circularity: In 2025, 2,144.21 metric tons of waste were recycled, accounting for 85.90% of total waste.

Waste Classification Details

- General Waste: Total generation in 2025 reached 764.066 metric tons, generated mainly at the Changxing, Dongguan, and Nanshan plants. Key components include packaging materials such as waste wood, waste paper, and waste plastics. Disposal methods include physical treatment (crushing, sorting, compression), incineration, and landfilling, with non-hazardous landfill ash finalized after stabilization.
- Hazardous Waste: Total generation in 2025 reached 1,732.056 metric tons, concentrated primarily at Taiwan plants (Changxing and Nanshan). Sources mainly consist of electroplating sludge and liquid waste from electroplating processes, treated via physical methods and incineration. Hazardous waste generation at China plants (Dongguan and Suzhou) remains extremely low, with minimal overall impact.

Waste Disposal Methods

Recycling was the primary waste treatment method, accounting for 85.90% of total waste, followed by physical treatment (11.08%), incineration (1.59%), and solidification (1.43%).

General waste consisted mainly of waste wood, plastics, and metals, while hazardous waste primarily comprised electroplating sludge and waste liquids, mainly generated at the Taiwan sites.

5.5.2 Waste Reduction and Resource Circularity

Plant Site	Waste Reduction Project Title	Specific Implementation Details	Estimated Savings Volume
Taiwan	Wastewater Treatment Sludge from Electroplating Process (A-8801)	Optimized chemical treatment processes to lower chemical usage while ensuring effluent meets discharge standards, thereby reducing sludge generation, practicing pollution prevention, and minimizing environmental impact.	Approx. 187 metric tons
Suzhou	Waste Paper Scraps (900-005-S17)	Optimized packaging processes starting November 2025 by eliminating in-house punching operations and purchasing pre-punched paper tape. This reduced in-house paper scraps and general industrial waste clearance needs while boosting packaging efficiency.	Approx. 3 metric tons

【Waste Generation Statistics】

Plant Site	2023	2024	2025
General Waste			
Changxing	275.293	260.562	371.378
Nanshan	99.057	132.856	129.771
Suzhou	56.118	54.420	59.660
Dongguan	176.425	185.212	203.257
Hazardous Waste			
Changxing	750.788	796.367	754.483
Nanshan	1,206.707	1,159.801	976.614
Suzhou	0.000	0.000	0.000
Dongguan	0.572	0.490	0.960
Total Waste Weight (Metric Tons)	2,564.959	2,589.708	2,496.123
Production Volume (million units)	186,704	194,987	233,500
Waste Intensity (Metric Tons / Million Units)	0.014	0.013	0.011
Recycled Volume (1)	2,192.010	2,248.240	2,144.205
Incineration & Other Disposal Methods (2)	372.954	341.466	351.918
Total Waste Generation (1) + (2)	2,564.964	2,589.706	2,496.123
Recycling Rate	85.460%	86.810%	85.900%

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

5.1 Environmental Policy

5.2 Climate Change Response & Adaptation

5.3 Energy & Greenhouse Gas Management

5.4 Pollution Control & Prevention

5.5 Raw Materials & Waste Management

Social Inclusion

Appendices

Waste Disposal Methods (Unit: Metric Tons)

Plant Site	Waste Category	Handling method (Recycling)	Waste Category	Handling method (Physical Treatment)	Waste Category	Handling method (Incineration)	Waste Category	Handling method (Stabilization)	Total Weight
General Waste									
Changxing	Waste wood, waste molding plastic, waste paper scraps, waste rubber	178.995	Waste lubricating oil, general trash, waste electroplated metal	157.223			Non-hazardous baghouse dust	35.160	371.378
Nanshan	Waste wood	19.625	Waste lubricating oil, general trash, waste electroplated metal	77.346	General trash	32.18	Non-hazardous baghouse dust	0.620	129.771
Dongguan	Waste paper & plastic	203.257		-		-		-	203.257
Suzhou	Waste paper & plastic	59.660		-		-		-	59.660
Hazardous Waste									
Changxing	Electroplating wastewater sludge, empty plastic containers, waste mercury lamps	728.868	Waste electronic components	20.684	Liquid waste	4.931			754.483
Nanshan	Electroplating wastewater sludge	953.800	Waste electronic components	21.184	Liquid waste	1.630			976.614
Dongguan		-		-	Waste metal oil drums	0.960		-	0.960
Total		2,144.205		276.437		39.701		35.780	2,496.123

Chapter 6

Social Inclusion

- 6.1 Human Rights Management (Material Topic)
- 6.2 Workforce Composition & Diversity and Inclusion
- 6.3 Talent Cultivation & Development
- 6.4 Talent Attraction & Retention
- 6.5 Occupational Health & Safety (Material Topic)
- 6.6 Community / Social Engagement



6.1 Human Rights Issue Management (Material Topic)

TA-I Technology views human rights as fundamental to its operations, establishing a dual-track governance structure supervised by the General Manager in accordance with RBA guidelines. We strictly implement the "Zero Placement Fees" policy for migrant workers, prohibit child labor and forced labor, and build an equitable workplace through Employee Assistance Programs (EAP) and diversified grievance channels.



6.1.1 Description of Material Topic (GRI 3-3)

Annual comprehensive human rights risk assessments are conducted across all operating sites and supply chains to proactively identify potential risks (such as forced labor and child labor risks in high-risk regions) and maintain diversified grievance channels. In 2025, the grievance case closure rate reached 100%.

Responsible Unit (Governance)

TA-I Technology integrates human rights management into the responsibilities of the Sustainability Development Committee. The Administration Department oversees the implementation of human rights policies and regularly reports risk identification results, grievance handling, and human rights education outcomes to the Committee, ensuring top-down governance oversight.

Responsible Unit (Governance)

Negative Impact (Risk):

- Labor Rights & Compliance Risks: Inappropriate working hour management, workplace harassment, or sexual harassment incidents may trigger grievances and litigation, damaging corporate reputation.
- Operational Stability & Transformation Challenges: Mismanagement of labor rights issues can lead to increased employee turnover. Furthermore, automation transformation may create risk of workforce skill gaps.

Positive Impact (Opportunity):

- Enhancing Employee Well-being & Inclusive Culture: Implementing the "Zero Fees for Migrant Workers" policy, expanding Employee Assistance Programs (EAP), and conducting regular environment checks deepen a workplace culture of diversity and inclusion.
- Strengthening Supply Chain Image: Proactively preventing forced labor and child labor, while mitigating value-chain human rights risks through third-party audits and supplier evaluations, enhances overall corporate image.

Policy Commitment (Strategy)

TA-I Technology is committed to decent work, diversity, and inclusion. Guided by its Human Rights Policy, the RBA Code of Conduct, applicable laws, and international human rights principles, the Company is committed to protecting human rights and treating employees and business partners with dignity and respect. The Company prohibits discrimination throughout the employment lifecycle and implements a Zero Recruitment Fee Policy for migrant workers, together with cross-cultural support and transparent mechanisms to protect employee rights.

Metrics and Targets

TA-I Technology focuses on three core metrics: full implementation of the "Zero Placement Fees Policy," elevation of overall "Human Rights Literacy," and high transparency of "Grievance Channels." Through annual rolling adjustments and performance reviews, we ensure corporate growth goes hand-in-hand with labor rights protection.

	2025 Actual/Target		2026 / 2030 / 2040
Zero-Fee Coverage Rate	100% / 100%	✓	100% / 100% / 100%
Human Rights Training Rate	(Taiwan) 100% / 100%	✓	(Group) 100% / 100% / 100%
Grievance Case Resolution Rate	100% / 100%	✓	100% / 100% / 100%

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &
Diversity and Inclusion

6.3 Talent Cultivation &
Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

Ensuring Action Effectiveness

TA-I Technology adopts a three-in-one model of "Prevention, Remedy, and Continuous Improvement" to ensure human rights management measures extend beyond mere formality, tangibly mitigating risks and enhancing employee well-being.



Prevention or Mitigation

Training is regarded as the first line of defense in risk prevention. In 2025, the company promoted human rights training across the Group with a total of 1,393 group employees completing the program. Through systematic course planning, we successfully enhanced all employees' awareness regarding workplace equality, labor regulations, and human rights protection, mitigating potential risks stemming from cognitive gaps at the source.



Remedy and Relief

Physical & Mental Support (EAP): Addressing work pressures or personal challenges faced by employees, professional counseling was provided through the Employee Assistance Programs (EAP) in 2025, serving 55 person-times to proactively build a compassionate support network.

Transparent Grievance Mechanism: A highly confidential grievance channel has been established, with an independent power unit dedicated to investigating and interviewing. Personal data protection and identity confidentiality are strictly enforced throughout the process to safeguard complainant rights. Based on investigation findings, appropriate measures are taken with follow-up tracking to ensure the efficacy of remedial actions.



Management and Refinement Actions

Regular reviews are conducted to evaluate the performance of human rights risk assessments and training execution. For grievance cases, we adhere to the principle of "handling individual cases while reviewing the whole system," periodically conducting case-type analysis and feedback. Based on these insights, internal management policies are dynamically optimized to construct a PDCA continuous improvement loop.

Stakeholder Engagement

TA-I Technology adopts a diversified communication strategy. Internally, emails, digital courses, physical meetings, and promotional posters ensure information seamlessly reaches every employee, including migrant workers. Externally, official websites, grievance hotlines, dedicated mailboxes, and faxes provide diverse channels, upholding an open and transparent attitude to ensure stakeholder voices are heard and addressed in a timely manner.

6.1.2 Human Rights Training (GRI 404-1, 412-2)

Since adopting the RBA Code of Conduct in 2022, TA-I Technology has progressively strengthened its human rights management framework and integrated human rights education into regular employee training. In 2024, annual human rights training became mandatory for all employees. In 2025, the Company further enhanced protections for frontline workers and migrant workers by providing multilingual information on labor rights, procedures, and workplace safety.

Human rights training covers workplace anti-harassment and anti-discrimination, labor rights, Human Rights Policy orientation for new employees, the RBA Code of Conduct, and ESG awareness.

Plant Site	Training Attendances		Training Completers		Total Training Hours	
	2024	2025	2024	2025	2024	2025
Nanshan / Changsheng	574	1,284	574	958	706	1,337.5
Suzhou	154	163	154	163	154	250
Dongguan	251	272	251	272	251	429
Total	979	1,719	979	1,393	1,111	2,016.5

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.1.2.1 Human Rights Actions (GRI 2-25)

TA-I Technology takes the RBA Code of Conduct as its core framework to implement human rights management across recruitment, labor conditions, and the workplace environment. We have established a comprehensive mechanism ranging from root-cause prevention to post-event remediation, ensuring all employees enjoy fair and dignified treatment in the workplace via regular audits and risk identification.

Human Rights Topic	Preventive Measures / Management Actions	2025 Implementation Status
Building a Non-Discrimination Culture	Comply with labor laws and regulations, the Labor Policy, and the Employee Code of Ethics. Ensure no discrimination occurs in recruitment, employment, promotion, incentives, or training opportunities based on race, skin color, age, gender, sexual orientation, gender identity and expression, ethnicity or nationality, disability, pregnancy, religion, or political affiliation. Dedicated grievance hotlines and email mailboxes are provided to safeguard complainant rights.	In 2025, the company received 2 discrimination cases related to sexual harassment through formal grievance mechanisms. In addition to internal investigation panel inquiries, external legal counsel was invited to participate in the review and case closure procedures.
Prohibition of Forced Labor	Comply with labor laws and regulations, the Labor Policy, and the Employee Code of Ethics. Do not use forced, bonded, indentured, or non-voluntary labor.	Zero forced labor incidents occurred.
Prohibition of Child Labor	Comply with labor laws and regulations, the Labor Policy, and the Employee Code of Ethics. Strictly prohibit the employment of child labor under the age of 15 for work.	Zero child labor employment incidents occurred.
Freedom of Association	Comply with labor laws and regulations, the Labor Policy, and the Employee Code of Ethics. Respect employees' right to freedom of association and promote labor-management harmony.	Labor-management conferences were convened quarterly in accordance with the law.
Workplace Illegal Infringement and Sexual Harassment	Implement labor laws and regulations, the Labor Policy, the Regulations for Preventing, Grievance, and Disciplinary Actions against Sexual Harassment, and the Management Measures for Preventing Illegal Infringement During Performance of Duties, prohibiting workplace violence and sexual harassment.	Diversified grievance channels are established.

TA-I Technology's remediation mechanisms for employee grievances, occupational safety notifications, and sexual harassment prevention rely on dedicated HR and specialist units for system establishment and periodic reviews. Additionally, labor-management conferences, employee symposiums, and opinion surveys are leveraged to gather front-line feedback regarding system accessibility, resolution timeliness, and confidentiality measures, serving as a key basis for revising process flows and optimizing reporting channels.

For migrant workers and other vulnerable employees, the company regularly collects practical feedback through migrant worker orientation sessions and agency liaisons, addressing aspects such as grievance form languages, document readability, and companion counseling needs. Furthermore, multilingual policy materials are expanded, service hours for grievance windows are adjusted, and anonymous reporting mechanisms are strengthened to ensure affected stakeholders can meaningfully participate in the review and optimization of remediation procedures.



Enhancing Migrant Worker Rights



Multilingual Policy Documents



Implement Anti-Harassment and Anti-Discrimination



Promote Labor Rights Communications



New-Hire Human Rights Training

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.1.2.2 Governance Structure and Policy Commitment (GRI 2-23, 2-25, 202-1)

In 2025, TA-I Technology formally established a dual-track governance structure led by "General Manager Oversight and Human Resources Department Execution." A new mechanism was introduced this year requiring quarterly reviews of human rights risk identification reports by the Sustainability Development Committee, ensuring the management process possesses dynamic adjustment capabilities.

- Highest Supervision: The General Manager is responsible for overall human rights policy decision-making and operational oversight.
- Executive Unit: The Human Resources Department is responsible for framework establishment, risk identification, and education and training.
- Policy Basis: Based on the TA-I Technology Human Rights Policy and Labor Policy, strictly prohibiting forced labor and child labor, and implementing gender equality and anti-discrimination.

6.1.3 Migrant Worker Rights Protection and Inclusive Development (GRI 406-1, 407-1, 408-1, 409-1)

TA-I Technology regards foreign migrant workers as vital partners and assets, striving to build a fair, respectful, and career-enhancing workplace environment. We not only uphold international human rights standards, but also ensure foreign colleagues in Taiwan receive equal respect and protection relative to local staff through our "Zero Recruitment Fees Policy" and "Talent Retention Plan." Since 2024, our migrant worker policy has evolved from "Fee Compensation" to "Career Co-development Management."

6.1.3.1 Institutionalization and Efficiency of the Migrant Worker Zero Recruitment Fees Policy

TA-I Technology recognizes that foreign migrant workers are indispensable partners in corporate operations. To safeguard human rights, the company complies with Responsible Business Alliance (RBA) Code of Conduct standards, actively promoting a "Zero Recruitment Fees" policy for migrant workers and strictly adhering to the "Employer Pays Principle" to ensure all foreign workers enjoy dignified working conditions and equal treatment.

2025 Performance Highlights



100% Coverage of the Zero Recruitment Fee Policy

TA-I Technology provides 100% coverage of its Zero Recruitment Fee Policy for migrant workers across its Taiwan and overseas sites. Migrant workers are not required to pay unreasonable recruitment or placement fees throughout recruitment, onboarding, or employment. In 2025, all 389 migrant workers across the Group were covered by the policy, helping prevent debt-related exploitation and reinforcing the Company's commitment to human rights, diversity, and inclusion.



Talent Retention and Diversified Welfare

TA-I Technology continues to expand career development opportunities for migrant workers and provides eligible mid-level skilled migrant workers with retirement benefits under the Company's defined contribution pension plan. The Company also provides cross-cultural support, quality employee housing, and inclusive activities to foster a diverse, respectful, and inclusive workplace.

Management Value

The company proactively absorbs expenses including passport fees, round-trip airfare, medical examinations, and recruitment administrative fees. While expanding the beneficiary headcount, enhanced HR contract management ensures that every dollar of sustainability funding is "utilized to relieve workers' actual financial burdens" rather than consumed by administrative waste.

Metric Achievement

In 2025, the coverage rate of the Migrant Worker Zero Recruitment Fees Policy reached 100%.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.1.3.2 Breaking the Glass Ceiling: Career Paths for Foreign Migrant Workers

TA-I Technology is committed to removing invisible barriers to career progression. Since 2024, the company has promoted the "Migrant Worker Retention Program," integrating foreign employees with proven technical expertise into the intermediate skilled talent system to formalize a "Cross-National Promotion Mechanism":

- **Concrete Achievements:** Officially appointed 1 Indonesian supervisor, symbolizing TA-I Technology's transition from "providing job opportunities" to "fostering career growth."
- **Skill Empowerment:** Provide foreign workers with on-the-job training equal to that of Taiwanese employees, bringing average training hours for migrant workers on par with the overall company average.
- **Transition to Intermediate Skilled Roles:** As of the end of 2025, a cumulative total of 11 high-performing technical workers have passed evaluation and successfully transitioned to intermediate skilled workforce roles, benefiting from superior compensation structures and stable residency rights.

6.1.3.3 Comprehensive Support System: Cross-Cultural Mental Health

To reduce psychological stress among cross-national workers, TA-I Technology fully incorporates foreign employees into its corporate welfare and health care ecosystem, offering support that transcends language barriers:

- **Cross-Cultural EAP Services:** Multilingual consultation channels allow foreign workers to utilize Employee Assistance Programs (EAP). Total EAP care reach across all staff hit 126 person-times, ensuring proper mental health care for employees working away from home.
- **Living Environment Upgrades:** Provide high-quality dormitory environments while strengthening workers' sense of belonging and community connection through diverse dietary options (halal-friendly catering) and cultural celebrations (such as Eid al-Fitr festivities).

6.1.3.3 Comprehensive Support System: Cross-Cultural Mental Health

TA-I Technology commits to maintaining transparency across the migrant worker recruitment process and plans to introduce a dedicated "Migrant Worker Satisfaction Survey" to serve as a baseline for annual management policy revisions.

Item	2024 Performance	2025 Performance	Variance and Management Progress
Beneficiaries	3,626 persons	4,875 persons	Increased by 1,249 persons (+34% growth)
Investment	NT\$ 8.81 million	NT\$ 8.68 million	Enhanced management efficiency, precisely eliminating unnecessary fees
Promotion	1 Foreign Manager	10 Foreign Managers	Translating Diversity and Inclusion into Action in the Workforce



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.2 Workforce Composition & Diversity, Equity, and Inclusion

TA-I Technology regards talent as the cornerstone of sustainable operations and business innovation. To fulfill our commitment to diversity, equity, and inclusion (DEI) and labor rights, TA-I Technology actively fosters a happy workplace characterized by gender equality and a healthy age structure.

6.2.1 Workforce Structure

In 2025, TA-I Technology continued to expand its operational scale. All employees are full-time staff, bringing the total headcount to 1,406. Driven by global production capacity expansion and site development in Suzhou and Dongguan, workforce structure grew steadily. Male and female employees accounted for 54.8% and 45.2% of the workforce, respectively, with female representation continuing to rise—demonstrating tangible results in promoting a diverse and inclusive workplace.

By age structure, employees aged 31 to 50 form the core of operational and technical capabilities, representing 55.3% of the total. Staff under 50 years of age account for 93%, highlighting a highly youthful organization with strong growth momentum. Managers account for 16.3%, while non-managerial staff make up 83.7%.



 Male	 Female	Nanshan / Changsheng		Suzhou		Dongguan		Total	
 Job Level	Management	99	40	30	14	33	13	162	67
	Non-management	428	391	61	64	119	114	608	569
	Total	527	431	91	78	152	127	770	636
 Age	Under30	259	194	12	10	31	24	302	228
	31~50	233	207	75	68	102	93	410	368
	51 & above	35	30	4	0	19	10	58	40
	Total	527	431	91	78	152	127	770	636
 Contract Type	Permanent Employees*	278	226	60	39	114	95	452	360
	Temporary Employees*	249	205	31	39	38	32	318	276
	Total	527	431	91	78	152	127	770	636
 Educational Attainment	Master's degree	51	20	0	0	0	0	51	20
	University/ Colleg	331	253	25	24	27	29	383	306
	High School/ Technical Colleg	124	123	61	50	62	43	247	216
	High School & Below	21	35	5	4	63	55	89	94
	Total	527	431	91	78	152	127	770	636
Employees				Total: 1,406					
	Contractors (Cleaning / Gardening)	0	9	2	1	2	2	4	12
	Security Personnel	6	0	5	1	0	0	11	1
Total		6	9	7	2	2	2	15	13
Non-Employee				Total: 28					

Note 1: TA-I Technology does not employ any non-guaranteed-hours employees.

Note 2: Permanent employees are employees with indefinite-term employment contracts; temporary employees are employees with fixed-term employment contracts, including migrant workers and work-study students.

Note 3: The figures represent the number of employees in active employment as of December 31, 2025.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

Historical Workforce Growth Trend

In the face of market changes and industry challenges, Ta-I Technology continues to optimize workforce allocation and dispatch mechanisms, strengthening organizational resilience to support operational growth and enhance long-term competitiveness and sustainable development capabilities.

Both total workforce numbers and foreign staff levels show an upward trend, reflecting tangible progress in the company's global capacity dispatch and long-term retention programs. Additionally, Ta-I Technology actively implements diverse employee recruitment policies, including hiring personnel with disabilities, indigenous employees, and work-study cooperative students. The workforce growth trend is shown in the table to the right.

Statistics on Non-Employee Workers

Non-employee workers controlled or supervised at each operating site mainly consist of "contractor personnel (labor subcontractors including factory cleaning and group dining/catering services)" and "security personnel (responsible for plant access control and flood/security protection)."

- Labor Rights Protection for Non-Employee Workers: TA-I Technology covers 100% of non-employee workers under its ISO 45001 Occupational Health and Safety Management System and maternal health protection program, with regular occupational safety training. During on-site work, overtime and forced labor are strictly prohibited, and working conditions comply with the Responsible Business Alliance (RBA) Code of Conduct.
- In 2025, non-employee workers totaled 28 people (16 contractor personnel, 12 security personnel).

6.2.2 Proportion of Manufacturing Performance Units and STEM Talent (GRI 405-1)

Ta-I Technology deeply understands that technological R&D and digital transformation are twin engines driving corporate competitiveness. To align with international sustainability trends and strengthen technological advantages, we continuously focus on the cultivation and job distribution of STEM (Science, Technology, Engineering, and Mathematics) talent, which serves as a key indicator for measuring organizational innovation resilience.

- Continuous Expansion of the Talent Pool: In 2025, the company's total number of STEM personnel reached 339, a significant growth compared to 2023 (205 personnel), demonstrating that while expanding capacity, Ta-I is also committed to enhancing both the quality and quantity of technical staff.
- Integration of Gender and Expertise: Currently, women account for approximately 21% of STEM talent. Although industry characteristics lead to a higher male representation in technical roles, the company actively promotes outstanding female colleagues into core management and technical positions through diverse career pathways in "manufacturing performance units." In 2025, female representation among executives in manufacturing performance units reached approximately 20.7%, demonstrating the effectiveness of gender equality initiatives.

Diverse Employment	2024			2025		
Male Female	Total			Total		
Persons with Disabilities	5	4	9	5	4	9
Indigenous Peoples	7	3	10	8	10	18
Industry-Academia Programs	33	17	50	40	25	65
Foreign Employees	132	148	280	209	180	389
Foreign Employees - Management Positions	1	0	1	9	1	10
Indonesian	1	0	1	1	0	1
Filipino	0	0	0	7	1	8
Vietnamese	0	0	0	1	0	1
Total Employees	689	547	1,236	770	636	1,406

Note 1: The statistics are the number of employees in the Taiwan factory as of December 31, 2025.

【Manufacturing Performance Unit Gender Ratio Statistics Table】

Male Female **2024**

Plant Site	Category	Count	%	Count	%	Total
Nanshan	Executive	5	11.63%	3	6.98%	8
Changxing	Non-executive	1	2.33%	7	16.28%	8
Suzhou	Executive	1	2.33%	0	0.00%	1
	Non-executive	0	0.00%	4	9.30%	4
Dongguan	Executive	2	4.65%	4	9.30%	6
	Non-executive	0	0.00%	16	37.21%	16
Subtotal	Executive	8	18.60%	7	16.28%	15
	Non-executive	1	2.33%	27	62.79%	28
Total		9	20.93%	34	79.07%	43

Male Female **2025**

Plant Site	Category	Count	%	Count	%	Total
Nanshan	Executive	5	8.62%	4	6.90%	9
Changxing	Non-executive	0	0.00%	5	8.62%	5
Suzhou	Executive	1	1.72%	4	6.90%	5
	Non-executive	6	10.34%	10	17.24%	16
Dongguan	Executive	3	5.17%	4	6.90%	7
	Non-executive	0	0.00%	16	27.59%	16
Subtotal	Executive	9	15.52%	12	20.69%	21
	Non-executive	6	10.34%	31	53.45%	37
Total		15	25.86%	43	74.14%	58

【STEM Gender Ratio Statistics】

Male: 237 **79.00%** Female: 63 **21.00 %** **2024**
300 People

Nanshan / Changxing: 205 People
170 (56.67%) 35 (11.67%)
Suzhou: 37 People
25 (8.33%) 12 (4.00%)
Dongguan: 58 People
42 (14.00%) 16 (5.33%)

Male: 268 **79.06%** Female: 71 **20.94 %** **2025**
339 People

Nanshan / Changxing: 231 People
195 (57.52%) 36 (10.62%)
Suzhou: 39 People
26 (7.67%) 13 (3.83%)
Dongguan: 69 People
47 (13.86%) 22 (6.49%)

6.2.3 New Hire and Employee Turnover Rates (GRI 401-1)

Ta-I Technology deeply understands that technological R&D and digital transformation are twin engines driving corporate competitiveness. To align with international sustainability trends and strengthen technological advantages, we continuously focus on the cultivation and job distribution of STEM (Science, Technology, Engineering, and Mathematics) talent, which serves as a key indicator for measuring organizational innovation resilience.

- **Talent Recruitment and Local Connection:** In 2025, Ta-I Technology demonstrated strong hiring momentum, reaching 446 new hires. The main driver was the younger demographic under 30 years old (accounting for approximately 71%), injecting youthful vitality into the organization necessary for digital development.
- **Talent Retention Strategy and Turnover Control:** The turnover rate remained within a stable range this year. To pinpoint the exact reasons for attrition, the company implemented an "Exit Questionnaire Survey." The 2025 data showed employee satisfaction with "Education and Training" rose to 7.0 points (out of 10), indicating that investing in training resources has a positive impact on retention intentions. Addressing employee concerns regarding workload, the HR department simultaneously introduced job optimization and efficiency enhancement programs.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

New Employee Hire Rate

In 2025, TA-I Technology hired a total of 446 new employees, representing a new hire rate of 31.72%. The new hire rate is calculated as the total number of new hires in the given year divided by the total employee headcount at year-end.

2024 : 259 People 2025 : 446 People **+72.2%**

Male 148人 / 57.14% 236人 / 52.91%

Female 111人 / 42.86% 210人 / 47.09%

	2024				2025			
Category	M	%	F	%	M	%	F	%
Under 30	110	42.47%	71	27.40%	174	39.01%	144	32.29%
31~50	35	13.51%	39	15.06%	60	13.45%	66	14.8%
Above 51	3	1.16%	1	0.40%	2	0.45%	0	0.00%
Taiwan	102	39.38%	81	31.27%	166	37.22%	139	31.17%
Suzhou	12	4.63%	9	3.48%	36	8.07%	36	8.07%
Dongguan	34	13.13%	21	8.11%	34	7.62%	35	7.85%

Note: New hire statistics reflect data as of December 31, 2025.

Employee Turnover Rate

TA-I Technology continuously enhances future employee development, education and training, performance bonuses, and compensation and benefits, while investigating turnover causes when employees submit resignations. In 2025, the number of employee departures was 176, resulting in a turnover rate of 12.5%, representing a 4.09% decrease compared to 16.59% in 2024.

2024 : 204 People 2025 : 176 People **-13.7%**

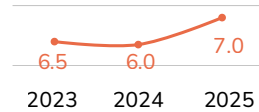
Male 118人 / 57.84% 97人 / 55.11%

Female 86人 / 42.16% 79人 / 44.89%

	2024				2025			
Category	M	%	F	%	M	%	F	%
Under 30	79	38.72%	51	25.01%	56	31.82%	47	26.71%
31~50	36	17.65%	32	15.68%	37	21.02%	31	17.61%
Above 51	3	1.47%	3	1.47%	4	2.27%	1	0.57%
Taiwan	106	51.95%	68	33.33%	80	45.45%	58	32.96%
Suzhou	3	1.48%	5	2.45%	5	2.84%	5	2.84%
Dongguan	9	4.41%	13	6.38%	12	6.82%	16	9.09%

Exit Questionnaire Survey: A total of 40 exit questionnaires were collected in 2025

I feel the company's education and training provides practical help for my work

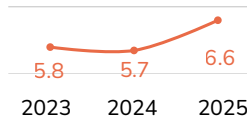


Remedial Measures

1. Encourage all departments to apply for external training related to job expertise.
2. Combine work needs with personalized learning experiences by linking learning outcomes to performance and career development (e.g., applying "Action Plans" to ensure learning is put into practice).

I am satisfied with the company's overall benefit system

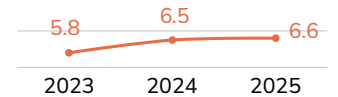
(medical, insurance, travel, three major festival gifts, birthday gifts, etc.)



Remedial Measures

1. Gradually raise compensation for all factory personnel annually in response to government minimum wage adjustments.
2. Address feedback from the 2025 Employee Experience Survey by optimizing and improving company operations (e.g., increasing parking spaces, organizing company trips, improving cafeteria dining, forming interest clubs, holding corporate events).
3. Continuously narrow the salary structure gap between senior employees and new hires.
4. Strengthen psychological support and Employee Assistance Programs (EAP).

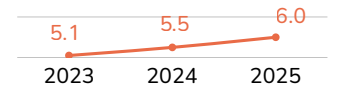
Workload Rating



Remedial Measures

1. Units optimize specific individual work tasks.
2. Communicate with employees regarding work execution issues, re-evaluate job responsibilities, and adjust division of labor.

Balance Between Quality of Life and Work Quality



Remedial Measures

1. Confirm clear work goals and priorities with employees.
2. Survey headcount allocation across units quarterly to facilitate proactive recruitment planning.
3. Promote family-friendly work-hour systems and advocate efficiency-oriented work practices.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.2.4 Labor-Management Communication (GRI 2-30, 402-1)

TA-I Technology values every employee's voice and has established a multi-tiered, barrier-free communication framework to ensure operational decision-making fully considers employee rights and implements the spirit of collective bargaining.

Collective Bargaining Agreements (GRI 2-30)

Regarding overseas sites, the Suzhou and Dongguan plants actively promoted the signing of collective bargaining agreements in accordance with local laws, achieving a 100% coverage rate for overseas plant employees in 2025. In Taiwan, equal negotiations are conducted between labor and management representatives through quarterly "Labor-Management Conferences," with coverage extending to all employees.

Year	Suzhou	Dongguan	Total	Coverage Rate (%)
2024	154	251	405	32.80
2025	169	245	414	29.45

Grievance Nature / Reported Issues

Workplace Bullying / Peer Disputes / Compensation & Benefits / Sexual Harassment / Public Facility Deficiencies / Other Feedback

Grievance Nature / Reported Issues

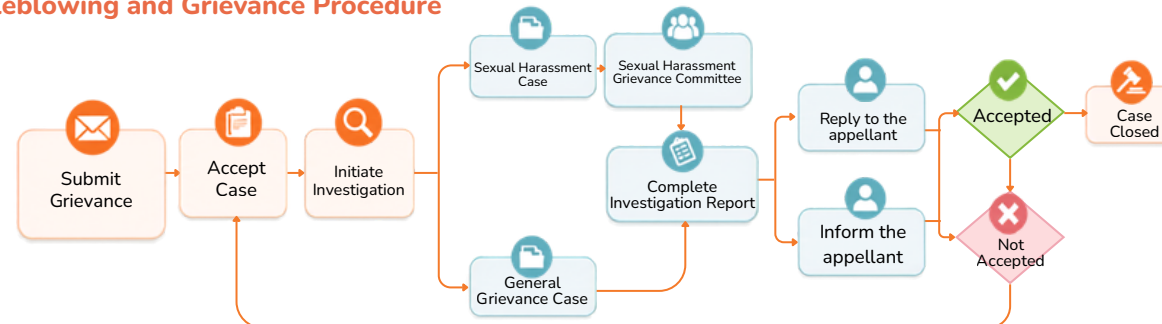


Diversified Grievance Channels

We provide diversified grievance channels, including the President's Suggestion Box, dedicated grievance hotlines, email, and digital QR code surveys. To support foreign colleagues, multilingual migrant worker instructional guides are also provided. All grievance cases are managed under dedicated supervision by the President's Office, with the strictest confidentiality measures enforced (anonymous protection) to ensure the fairness and transparency of communication mechanisms.

Internal	Employee Suggestion Box	Posted next to the factory security gate / employee cafeteria. Key held exclusively by the President's Office. Opened weekly, with direct review by the President's Office.
	Company Questionnaire Suggestion QR Code	
	Migrant Worker Instructional Guide	Provided by management agencies.
	Company Intranet	Announced on the intranet home page
Internal / External	Grievance Hotline (President's Office Dedicated Line)	03-3246169#2241
	Fax	03-3247410
	Grievance Email (President's Office Dedicated Box)	kevin.peng@tai.com.tw
	Official Company Website	www.tai.com.tw

Whistleblowing and Grievance Procedure



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &
Diversity and Inclusion

**6.3 Talent Cultivation &
Development**

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.3 Talent Cultivation and Development

Upholding the philosophy that "employees are the greatest asset," TA-I Technology has actively implemented the "Talent Quality Management System (TTQS)" over the years. Through biennial reviews, we continuously optimize our training architecture and enhance employee competencies to maintain an industry-leading position.

Furthermore, TA-I Technology has built a diversified and systematic learning and development framework. Combining internal and external training with cross-domain courses, we strengthen professional skills and cross-departmental collaboration capabilities. Aligned with annual operational targets and talent strategies, training plans are dynamically adjusted using a rolling forecast approach. Knowledge repositories are established to deepen the culture of continuous improvement. In addition, project-based training and key talent development mechanisms have been introduced, accompanied by performance indicators and effectiveness tracking, promoting the transformation of learning outcomes into organizational competitiveness and sustainable growth momentum.

6.3.1 Education and Training (GRI 404-1, 404-2)

TA-I Technology continues to refine its training quality management mechanism, systematically evaluating three major dimensions: "Course Content Design," "Instructor Delivery," and "Self-Learning Evaluation."

In 2025, overall course satisfaction averaged 94.30%, representing an increase of 0.53% compared to 93.77% in 2024. In addition to satisfaction surveys, participants are required to complete post-training action plans, which are tracked and reviewed by their respective department heads to ensure learning outcomes are effectively translated into work performance and organizational competitiveness.

6.3.2 Employee Training Hours (GRI 404-1, 404-2)

TA-I Technology views talent as the organization's most vital capital. We have established a comprehensive training system, utilizing financial investments and systematic curriculum design to ensure employees retain core competitiveness during the smart manufacturing transition.

6.3.2.1 Education and Training Types (GRI 404-2)



6.3.2.2 Average Employee Training Hours Statistics (GRI 404-1)

TA-I Technology is committed to building a "learning organization." Driven by the philosophy of "cultivating talent before managing business," we deliver diversified learning opportunities and career development pathways across six major dimensions: managerial competencies, quality education, professional skills, general education, environmental health and safety education, and energy management. The company successfully adopted the Talent Quality Management System (TTQS) and achieved Bronze Certification, continuously optimizing the training system through biennial reviews. In 2025, TA-I Technology significantly increased training resource allocation to navigate the challenges of AI applications and smart manufacturing transformations.

The 2024–2025 education and training hours records for TA-I Technology's Taiwan sites are as follows:

Training Hours	2024	2025
Employees	1,236	1,406
Total Training Hours	29,685.7	27,813.3
Average Training Hours (Hours/Person)	24	19.8

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

In 2025, total training hours across all group sites of TA-I Technology reached 27,813.3 hours, with an average of 19.8 training hours per employee. Compared to previous years, average training hours experienced a slight decline, primarily due to strategic adjustments in management-level training to focus more heavily on core managerial and leadership competencies. Additionally, a large influx of vocational interns onboarded in the second half of 2025 expanded the denominator for general staff headcount, thereby affecting overall average training hours.

TA-I Technology emphasizes equitable treatment across gender and employee categories. In 2025, average training hours for both male and female colleagues were maintained at around 20 hours. Meanwhile, management personnel recorded an average of 27.8 training hours due to higher requirements for leadership and functional training—ensuring synchronized development of capabilities across all organizational tiers during structural expansion.

Plant Site	Employee Category	Male (Hours)	Female (Hours)	Total (Hours)	Male Count	Female Count	Total Headcount	Male (Avg. Hours)	Female (Avg. Hours)	Total (Avg. Hours)
Nanshan / Changsheng	Management	2,421.9	1,081.0	3,502.9	99	40	139	24.5	27.0	25.2
	Non-Management	6,788.4	6,018.0	12,806.4	428	391	819	15.9	15.4	15.6
Suzhou	Management	887.0	460.0	1,347.0	29	14	43	30.6	32.9	31.3
	Non-Management	1,505.0	1,588.0	3,093.0	62	64	126	24.3	24.8	24.5
Dongguan	Management	1,082.0	423.0	1,505.0	34	13	47	31.8	32.5	32.0
	Non-Management	2,877.0	2,682.0	5,559.0	118	114	232	24.4	23.5	24.0
Total	Management	4,390.9	1,964.0	6,354.9	162	67	229	27.1	29.3	27.8
	Non-Management	11,170.4	10,288.0	21,458.4	608	569	1,177	18.4	18.1	18.2
	Subtotal	15,561.3	12,252.0	27,813.3	770	636	1,406	20.2	19.3	19.8



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.3.3 Academia-Industry Collaboration Projects

TA-I Technology actively collaborates with academia to bridge the gap between education and industry and build a stable pipeline of technical talent. Through industry-academia collaboration, the Company provides students with practical learning opportunities while bringing fresh ideas and technical expertise into the organization.

- **Strengthening Technical Education:** In 2025, TA-I Technology continued its industry-academia programs with WuFeng University and Lunghwa University of Science and Technology, offering practical training aligned with the needs of the semiconductor and electronic components industries. These programs help students gain industry-relevant skills while completing their studies.
- **Strong Talent Retention:** Of the 40 graduates in 2025, 36 remained with TA-I Technology, achieving a 90% retention rate. The WuFeng University program achieved an even higher 94% retention rate, reflecting the Company's competitive compensation and benefits and effective career development pathways.

6.3.4 Migrant Worker Retention Program

TA-I Technology supports the government's mid-level skilled workforce policy by developing and retaining skilled migrant workers through structured advancement and retention programs. This helps meet long-term workforce needs and strengthen knowledge transfer. From 2024 to 2025, the Company promoted the transition of migrant workers to mid-level skilled positions, with 11 employees completing the transition by the end of 2025.



As of 2024/12/31	2024 Graduates	Interviewed for Retention	Retained Count	Retention Rate (Excl. Military Service Delays)
Lunghwa University of Science and Technology	18 (6 deferred)	11	7	58% (7/12)
As of 2025/12/31	2025 Graduates	Interviewed for Retention	Retained Count	Retention Rate (Excl. Military Service Delays)
Lunghwa University of Science and Technology	24 (1 deferred)	24	20	87% (20/23)
WuFeng University of Technology	17	16	16	94% (16/17)

As of 2024/12/31	Recommended / Interviewed	Qualified Applicants	Converted to Regular Employment
Intermediate Skilled Workforce	15	11	8
As of 2025/12/31	Recommended / Interviewed	Qualified Applicants	Converted to Regular Employment
Intermediate Skilled Workforce	0	0	3



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.3.5 Performance Evaluation (GRI 404-3)

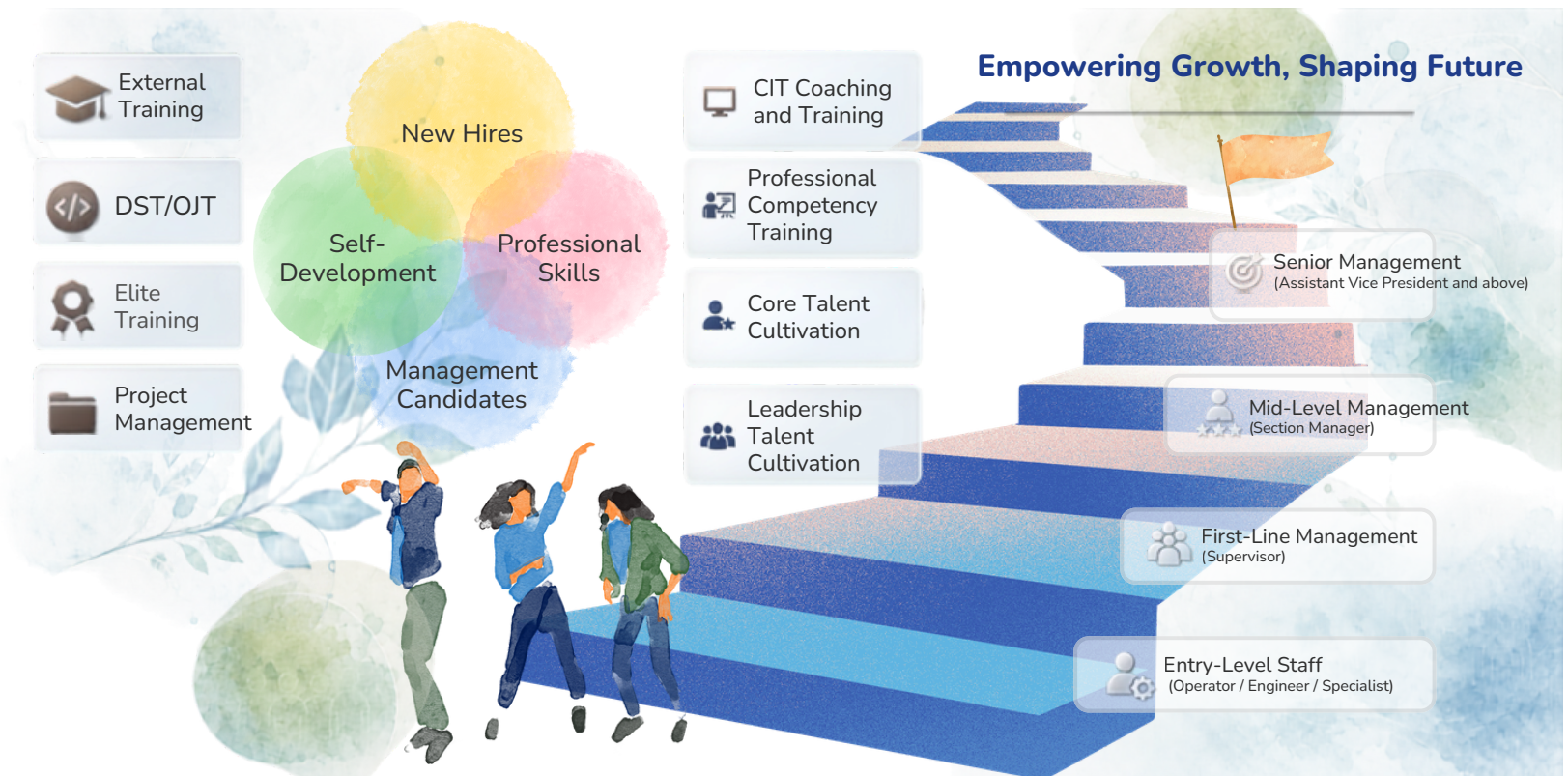
The purpose of the performance management system and employee career development is to enhance individual and overall organizational performance, enabling two-way communication and career development planning. TA-I Technology's manufacturing sites review work execution on a monthly, quarterly, and semi-annual basis, reflecting on goal achievement and outcomes while planning future tasks. Based on appraisal results, the company identifies employee training needs, uncovers high-potential talent, and offers promotion opportunities. For employees who fall short of expectations, face-to-face discussions are conducted to understand challenges, adjust job responsibilities and targets, and provide improvement support to reinforce role identity.

Annual performance appraisal results are linked to overall corporate profitability, serving as the basis for year-end bonuses, salary adjustments, promotions, and training development to incentivize employees and retain top talent.

6.4 Talent Attraction and Retention

TA-I Technology firmly believes that "talent" is the core driver of enterprise transformation and sustainable growth. In the highly competitive electronic components industry, we strive to build a premier workplace capable of attracting global talent, inspiring employee potential, and promoting long-term career development. Our talent retention strategy is built not only on a competitive compensation framework, but also extends to comprehensive benefits, employee care, and a dignified work environment.

TA-I Technology Career Development Roadmap



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.4.1 Competitive Compensation (GRI 202-1, 405-2)

At TA-I Technology, entry-level compensation for all employees exceeds the local minimum wage, with equal base pay applied without gender distinction. Additional allowances, bonuses, and related benefits offered by TA-I Technology are treated with equal fairness, implementing workplace principles of diversity and equity. In 2025, the average salary ratio of male to female employees was 1.1:1, showing no significant gender pay gap overall. This reflects that our compensation system design prioritizes job content, job level, and performance metrics.

In the Taiwan region, the average employee compensation increased by 16% compared to 2024. In terms of median compensation, 2025 saw a 13% increase compared to 2024. The ratio of entry-level staff compensation (including foreign workers) to the local minimum wage was 1:1.

Item / Year	2024	2025	YoY
Number of Full-Time Non-Executive Employees (Persons)	757	831	9.8%
Average Salary of Full-Time Non-Manual Employees (NT\$ thousands/person)	593.5	687.5	16%
Median Salary of Full-Time Non-Manual Employees (NT\$ thousands/person)	619.5	700	13%

Y2025	Taiwan	Suzhou	Dongguan
Ratio of Average Compensation of Male to Female Full-Time Non-Executive Employees	1.15 : 1	1.10 : 1	1.06 : 1
Ratio of Entry-Level Staff (Including Foreign Workers) Compensation to Local Minimum Wage	1 : 1	1 : 1	1 : 1

Note 1: Refers to "full-time non-executive employees" as defined by the Taiwan Stock Exchange. Excludes managerial personnel (officers, factory heads, and managers with managerial duties), overseas branch staff, part-time staff, and foreign workers whose salaries are remitted overseas (including Taiwanese and foreign staff).

6.4.2 Annual Total Compensation Ratio (GRI 2-21)

The ratio of the highest-paid individual's compensation to the median compensation of other employees at TA-I Technology was 25.4 times. Compared to the previous year, the ratio of the annual percentage change in total compensation for the highest-paid individual to that of other employees was 0.8:1 in 2025.

Item / Year	2023	2024	2025
Annual Total Compensation Ratio	27.26	26.06	25.44
Ratio of Percentage Change in Annual Total Compensation	-	0.56	0.80

Note 1: Compensation is defined as base salary plus bonuses.

Note 2: As of 2025, the ratio of the highest-paid individual's compensation to employee median compensation is scoped to the Taiwan region; overseas sites are not included to preserve data comparability.

Note 3: Annual total compensation ratio = Annual total compensation of the highest-paid individual / Median annual total compensation of all other employees (excluding the highest-paid individual).

Note 4: Ratio of percentage change in annual total compensation = Percentage increase in annual total compensation of the highest-paid individual / Median percentage increase in annual total compensation of all other employees (excluding the highest-paid individual).

Note 5: The company reports "Full-Time Non-Executive Employee Compensation Data" in accordance with Taiwan Stock Exchange guidelines, using median compensation of full-time non-executive employees as the calculation basis, excluding the highest-paid individual.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &

Diversity and Inclusion

6.3 Talent Cultivation &

Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.4.3 Employee Benefits

6.4.3.1 Welfare Plans Provided in Taiwan (GRI 401-2)

TA-I Technology provides a wide range of institutionalized benefits, including employee dormitories (open to both local and foreign employees regardless of household registration location), birthday gifts and three major holiday gifts, childbirth allowances, wedding gifts, hospitalization condensations, bereavement allowances, travel subsidies, health checkups, and group insurance. These initiatives ensure employees receive concrete support during significant life milestones and in their daily physical and mental well-being. Details are as follows:

- Life Insurance: Group insurance, term life insurance, accidental injury insurance, and occupational accident insurance.
- Health Insurance: Labor Insurance and National Health Insurance (NHI).
- Bonus & Incentive Benefits: Year-end bonus, employee profit-sharing/dividends, seniority bonus, birthday gifts/vouchers, and three major holiday gifts/cash vouchers.
- Recreational Benefits: Travel subsidies, Family Day, diversified team activities, and the year-end banquet (Weiya).
- Subsidy Benefits: Wedding allowances, housing allowances, childbirth allowances, hospitalization condolences for public/duty-related or personal illness, bereavement allowances, and departmental gatherings.
- Health Promotion: Regular health checkups, blood donation drives, health seminars, and various physical and mental health promotion and management programs.
- Employee Dormitories: Open to all employees (whether local or foreign) regardless of registered domicile.
- Other Benefits: Free group meals.

6.4.4 Parental Leave (GRI 401-3)

TA-I Technology is dedicated to creating a family-friendly workplace, strictly implementing the unpaid parental leave system to support employees in balancing work and family life. Specific measures include:

- Fostering Gender Equality: Actively encouraging male employees to apply for parental leave without pay, demonstrating an inclusive workplace culture.
- Comprehensive Retention Support: In 2025, the reinstatement rate for female employees following parental leave reached 100%. Through personalized care and flexible adjustments, we strengthen long-term retention for returning employees.
- Exceeding Regulatory Care: Combining Employee Assistance Programs (EAPs) to offer psychological support and stress management for new parents, helping them transition smoothly into their new life roles.

6.4.3.2 Allowance Breakdown

TA-I Technology translates care for employees into tangible financial support. Beyond a stable compensation structure, we provide diversified subsidies and allowances tailored to life milestones and practical daily needs, striving to cultivate a warm and supportive corporate culture.

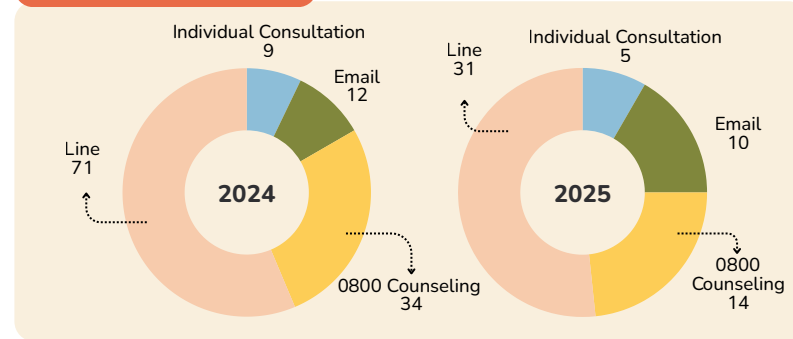
Year	2024		2025	
	Applicants	Amount	Applicants	Amount
Childbirth Allowance	0	-	2	6,000
Marriage Allowance	11	53,000	8	40,000
Hospitalization Condolence	2	2,000	6	6,000
Bereavement Allowance	35	103,000	32	108,000
Housing Subsidy	1	5,000	1	5,000
Travel Subsidy	68	1,457,000	81	1,145,364

		Male	Female	Total
1 	Employees eligible for parental leave without pay in the current year	3	5	8
	Eligibility & Application Status Employees who applied for parental leave without pay in the current year	0	5	5
2 	Employees expected to return from parental leave without pay (A)	0	3	3
	Employees expected to return and actually reinstated (B)	0	3	3
	Reinstatement Status Reinstatement Rate (B/A)	-	100%	100%
3 	Employees reinstated from parental leave without pay in the previous year (C)	3	0	3
	Employees remaining in employment for over 12 months after reinstatement (D)	1	0	1
	Retention Status Retention Rate (D/C)	33%	-	33%

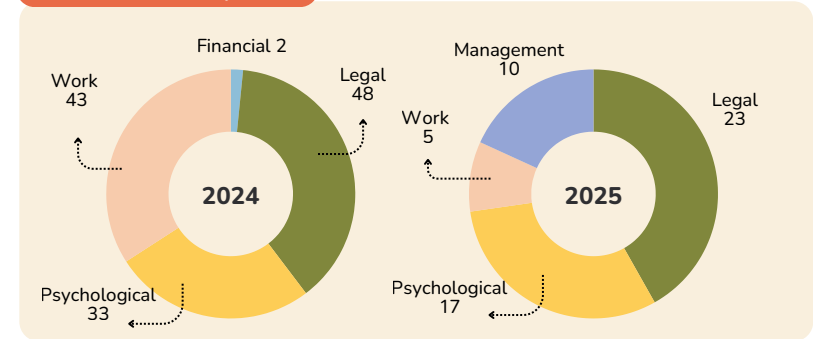
6.4.5 Employee Assistance Programs (GRI 404-2, GRI 2-25)

To comprehensively safeguard employee physical and mental health, TA-I Technology has introduced diversified Employee Assistance Programs (EAPs). These programs provide professional, confidential, and stress-free consultation channels to help employees address various work, life, and psychological challenges.

Service Channels



Consultation Topics



6.4.6 Retirement System (GRI 201-3)

To ensure effective retirement plan management, TA-I Technology has established a dedicated supervisory committee and pension fund account. Monthly pension contributions are made based on total employee salaries in accordance with Taiwan's labor laws. The Company provides both defined benefit and defined contribution plans.

• Defined Benefit Plan (Old Pension System):

Employees with at least 15 years of service who are aged 55 or above, or those with at least 25 years of service, may voluntarily retire. Pension benefits are calculated based on years of service, with up to 45 base units. As of the end of 2025, the pension fund balance was NT\$70.257 million.

• Defined Contribution Plan (New Pension System):

Since July 1, 2005, TA-I Technology has contributed at least 6% of employees' monthly salaries to individual pension accounts in accordance with the Labor Pension Act. Total contributions in 2025 amounted to NT\$20.554 million.

6.4.7 Minimum Notice Periods Regarding Operational Changes (GRI 402-1)

TA-I Technology strictly abides by local labor laws and regulations across all operating sites (such as Taiwan's Labor Standards Act) to ensure employees receive adequate advance notice periods and transition buffers.

6.4.7.1 Notice Period Compliance

In instances where employment contracts must be terminated due to force majeure or operational restructuring, TA-I Technology provides advance notice based on employee tenure, offering at least the following notice periods:

- 10 Days Advance Notice: Continuous service of more than 3 months but less than 1 year
- 20 Days Advance Notice: Continuous service of 1 year or more but less than 3 years
- 30 Days Advance Notice: Continuous service of 3 years or more

6.4.7.2 Communication and Consultation Mechanisms

- Labor-Management Conferences: Regularly convened to conduct two-way communication regarding operational status and changes in working conditions.
- Two-Way Feedback: In cases involving major operational changes, beyond fulfilling statutory notice obligations, the company utilizes HR one-on-one interviews, internal announcements, and native-language instruction guides for migrant workers to ensure equality and transparency in

Zero labor disputes arising from significant operational changes.

6.4.8 Employee Opinion Survey



Implementation Overview

- Survey Conducted by: Human Resources Department
- Frequency: Once every two years
- Survey Period: Oct. 13~26, 2025
- Participation Rate (Note 1): 86.6%
- Valid Response Rate (Note 2): 74.4%
- Overall Employee Experience Score: 4.76 / 6



Survey Results (Note 3)

The overall employee engagement score in 2025 was 4.74 points, representing a slight decline from 4.81 points in the previous 2023 employee satisfaction survey, but remaining within the range of "Slightly Agree" to "Agree."

In 2025, the Employee Experience Survey added Sustainability and Engagement as new dimensions compared with the 2023 Employee Satisfaction Survey. Both scored higher than other dimensions, reflecting employees' recognition of the Company's sustainability efforts and strong alignment with its corporate culture.

Note 1: Participation Rate = Number of Participants / Total Employees; Total Employees refers to the total count of Taiwan site employees during the survey period.

Note 2: Valid Response Rate = Valid Questionnaires / Returned Questionnaires; Invalid Questionnaires refer to responses where all answers are identical.

Note 3: Survey results are analyzed based solely on valid questionnaires.



Survey Results by Job Category



Management Personnel

The lowest score was for work-life balance, particularly among managers with 3-5 years of service, reflecting their relatively higher levels of responsibility and work pressure.



Engineers / Specialists

The lowest score was related to the lack of clear performance evaluation criteria and feedback mechanisms, particularly among employees with 1-3 years of service. The overall lower scores also indicate a potential retention risk for core technical talent.



Technicians

Scores were the highest across all dimensions, particularly in employee engagement, indicating a higher level of loyalty to the Company.



Optimization Initiatives



Workforce Effectiveness: Promote a high-efficiency work culture rather than an overtime culture, while strengthening managers' stress management and coaching skills.



Compensation: Review pay structures for new and existing employees, enhance pay equity, and provide differentiated rewards that better recognize high-performing employees.



Development: Coach managers to conduct effective two-way communication during performance appraisals, establishing clearer career progression pathways for engineers and specialists.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

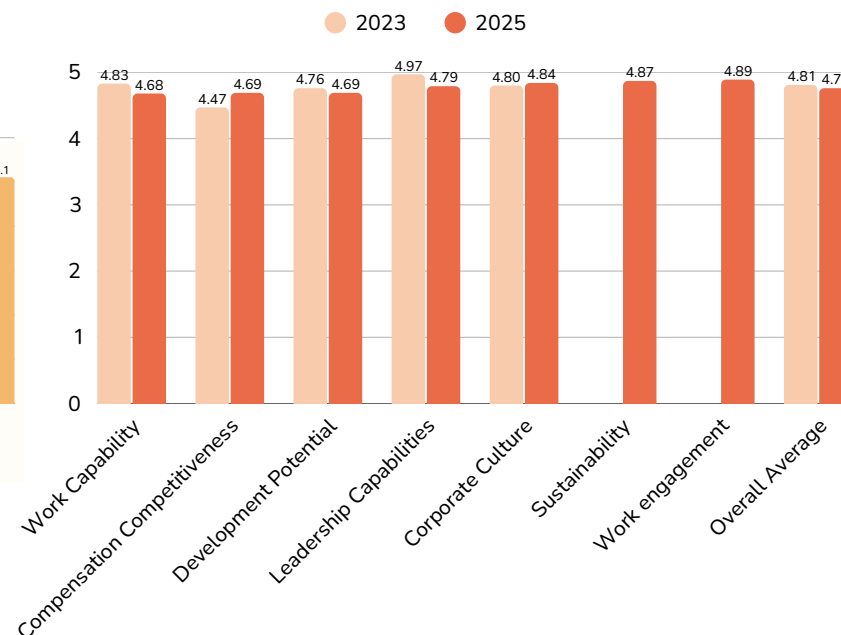
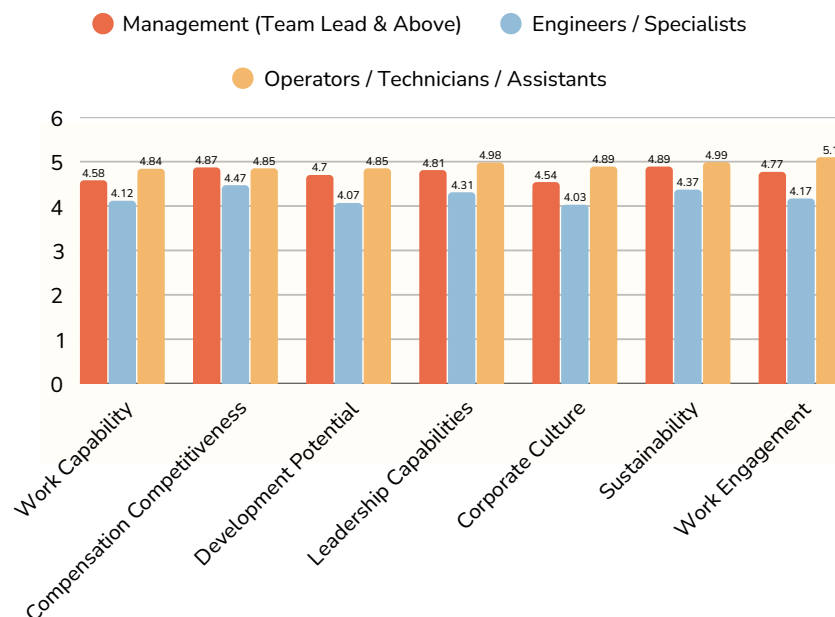
6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices



6.5 Occupational Health and Safety (Material Topic)

6.5.1 Description of Material Topic

Responsible Unit (Governance)

To enforce accountability in occupational health and safety management, TA-I Technology has established a dual-track management framework led by senior executive management and executed by dedicated units. This structure ensures occupational health and safety policies are effectively deployed down to front-line operations.

Policy Commitments (Strategy)

Upholding the spirit of regulatory compliance and continuous improvement, the company formulates clear EHS & energy policies along with the EHS & Energy Handbook, transforming safety awareness into operational guidelines to be observed by all employees.

- External Regulations: Handled in accordance with ISO 45001 management systems, the Responsible Business Alliance (RBA) Code of Conduct, the Occupational Safety and Health Act, and other relevant laws and regulations.
- Internal Policies (EHS & Energy Handbook): Committed to establishing a safe, healthy, comfortable, and ergonomic work environment and continuously lowering occupational injury rates, the company formulated the EHS & Energy Handbook as the highest guiding principle for OHS management. The handbook aims to heighten worker awareness, reduce workplace injuries and facility hazard risks, regularly conduct promotional and training activities, and push forward autonomous OHS management systems.

Metrics and Targets

TA-I Technology translates its safety commitments into concrete, quantitative management indicators. Through annual goal setting and regular performance reviews, the organization ensures steady progress toward the sustainable vision of "Zero Occupational Accidents."

	2025 Actual / Target	2026 / 2030 / 2040
Disabling Injury Frequency Rate (FR)	0.32 <0.87	✓ < 3-year average of the electronic components manufacturing industry
Disabling Injury Severity Rate (SR)	7 <12	✓ < 1/2 of the 3-year average of the electronic components manufacturing industry



Supervisory Unit

President



Executive Unit

OHS Personnel and All Departments

Policy Commitments (Strategy)

TA-I Technology adopts systematic identification procedures across all manufacturing sites' operational activities to evaluate actual and potential impacts on employee health and safety, serving as the basis for resource allocation.

Negative Impact (Risk):

Facing risks of occupational injuries leading to employee casualties or work stoppages, as well as potential increases in corporate operating costs and management complexity if OHS management lapses.

Positive Impact (Opportunity):

Improving work environments and boosting health awareness reduces accident rates, thereby safeguarding employee health and safety while elevating the company's reputation as a rewarding workplace.

Ensuring Action Effectiveness

TA-I Technology applies a cyclical mechanism of "Prevention, Monitoring, and Continuous Improvement" to dynamically manage occupational safety risks, ensuring that protective measures achieve tangible results and mitigate potential threats.



Prevention or Mitigation

- Enhance personnel occupational safety awareness through promotional campaigns and education and training. Continuously drive management system improvements, such as encouraging near-miss incident reporting.
- Comply with health and safety requirements under the Responsible Business Alliance (RBA) Code of Conduct.



Management

- **Training Hours:** Pursuant to Article 17 of the Occupational Safety and Health Education and Training Rules, workers must undergo three hours of in-service training every three years. The target was met in 2025.
- **Continuous Improvement Actions in Management Systems:**
 1. Conduct annual third-party verification audits for ISO 45001 Occupational Health and Safety Management System.
 2. Convene quarterly Occupational Health and Safety Committee meetings (Nanshan / Changsheng Plant); Mainland China sites also hold similar labor-management consultation meetings.
 3. Convene annual EHS Management Review Meetings to review the execution effectiveness of safety and health management.

Stakeholder Communication

A feedback channel is available on the Company's website, and occupational health and safety data are disclosed annually in the Annual Report and Sustainability Report.

6.5.2 Coverage of Employees and Non-Employees under ISO 45001 (GRI 403-8)

To implement safety and health management, TA-I Technology actively promotes the ISO 45001:2018 Occupational Health and Safety Management System. This covers all regular employees and extends protection to non-employee workers engaged in contracting, maintenance, and other activities within plant sites, ensuring that all workers operate in a safe and controlled environment.

Plant Site	Employee	Non-Employee	ISO 45001
Nanshan / Changsheng	958	15	Implemented
Suzhou	169	9	Not Yet Implemented
Dongguan	279	4	Implemented
Total	1406	28	

6.5.3 Occupational Safety Risk Prevention (GRI 403-7, 403-9)

TA-I Technology extends its occupational health and safety management from internal operations to the entire value chain. Beyond caring for our own employees, we place high priority on the operational safety risks faced by our business partners. We proactively identify potential occupational safety risks associated with business operations and implement preventive measures to reduce the likelihood and impact of incidents.

6.5.3.1 Risk Prevention Logic

TA-I Technology believes that the safety performance of business partners is closely tied to operational stability; therefore, proactive prevention serves as the core strategy to mitigate supply chain disruption risks.

- **Business Continuity:** Occupational incidents involving key suppliers or contractors may disrupt production and delivery schedules. TA-I Technology strengthens safety management for contractors and equipment suppliers to reduce the risk of disruptions or delays caused by external incidents.
- **Reputational and Legal Risks:** Protecting the safety of business partners' workers helps mitigate legal risks while supporting stable operations and safeguarding the Company's reputation.

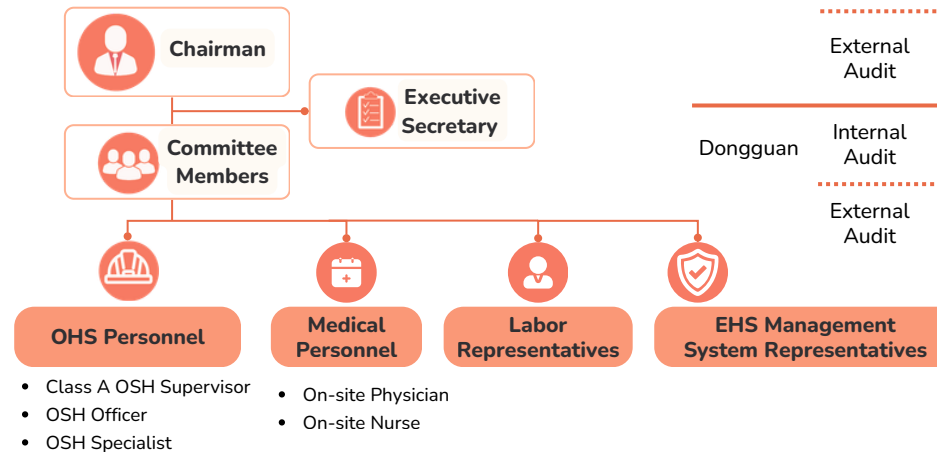
6.5.3.2 Inherently Safer Design for Equipment Procurement

When introducing automated equipment (e.g., robotic arms), TA-I Technology conducts joint safety design reviews with equipment suppliers alongside standard compliance audits. Requirements dictate that human-robot collaboration risk assessments must be completed before equipment deployment, and necessary safety safeguards (such as optical sensors and interlock mechanisms) must be installed. To date, no occupational injury incidents resulting from equipment design flaws or maintenance operations have occurred, effectively mitigating risks at the source.

6.5.3 Occupational Safety Risk Prevention (GRI 403-1, 403-3, 403-4)

TA-I Technology integrates occupational health and safety (OHS) management into daily operations and continuously strengthens performance through internal and external audits. In 2025, the Nanshan and Changxing sites maintained ISO 45001 certification, with all audit findings corrected on time, achieving a 100% closure rate. Overseas sites follow local regulations and Group standards, with Suzhou and Dongguan conducting regular internal audits. The Dongguan site achieved zero non-conformities in 2025.

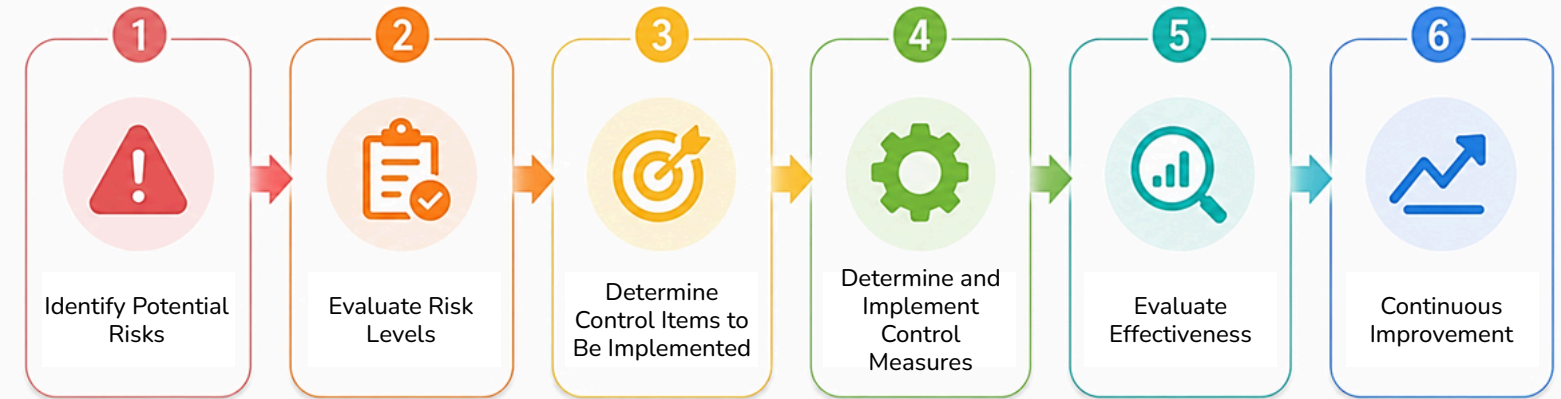
OHS Committee Structure



Plant Site	Audit Type	Date	Result	Improvement
Taiwan	Internal Audit	2025/07/28 ~ 08/25	Closed (7 non-conformities) / Improvement completed	Corrective Action Form
	External Audit	2025/10/01 ~ 10/03	Closed (1 non-conformity) / Improvement completed	Corrective Action Form
Suzhou	Internal Audit	2025/11/12 ~ 11/28	Closed (6 non-conformities) / Improvement completed	Corrective Action Form
	External Audit	2025/05/08	Closed (3 non-conformities) / Improvement completed	Corrective Action Form
Dongguan	Internal Audit	2025/06/25 ~ 06/26	No non-conformities	Corrective Action Form
	External Audit	2025/04/08 ~ 04/09	Closed (1 non-conformity) / Improvement completed	Corrective Action Form

6.5.4.1 Hazard Risk Assessment Process

TA-I Technology complies with ISO 45001:2018 standards to establish a systematic hazard risk assessment process. Through a PDCA (Plan-Do-Check-Act) continuous improvement mechanism, dynamic monitoring and scientific evaluations are conducted for high-risk operations, non-routine tasks, routine activities, and contractor behaviors. We implement management at the source to effectively control risks prioritized from high to low, ensuring all workers enjoy an inherently safe workplace environment.



6.5.4.2 Risk Identification and Prevention

TA-I Technology implements the ISO 45001 management system to systematically identify hazard risks within the operating environment. Through the "Occupational Safety and Health Hazard Identification and Assessment," five major hierarchy of control measures—"Elimination, Substitution, Engineering Controls, Administrative Controls, and Personal Protective Equipment (PPE)"—are adopted based on different risk levels to enforce source-level preventive management and ensure inherent safety in the work environment. Committee members categorize management into three tiers based on risk level (high, medium, low) and strictly follow the five-step hierarchy of controls (Elimination, Substitution, Engineering Controls, Administrative Controls, and PPE) to mitigate risks:



6.5.4.3 Risk Inventory Results

TA-I Technology conducts dynamic risk assessments in accordance with ISO 45001 standards, implementing categorized tier management for operational activities across all plant sites to ensure resources are prioritized for high-risk areas.

- **Risk Classification & Targeted Prevention:** The 2025 inventory results indicate that the group as a whole is dominated by "Low Risk" activities (such as commuting safety and administrative operations). For the 12 high-risk items identified in the Nanshan and Changsheng plants (primarily fires, explosions, and large-scale chemical spills), the company has effectively controlled risks within an acceptable range through safeguard upgrades, process optimization, workplace environmental monitoring, and increased frequency of training sessions.
- **Continuous Improvement Performance:** The Suzhou and Dongguan plants also conducted specialized audits targeting risks such as mechanical hazards, electric shocks, and pressure vessels. Through quarterly inspections and employee safety behavior observations, we ensure a reduced probability of "Medium-to-High Risk" occurrences, embedding the "Zero Accidents" goal into front-line operations.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

[Occupational Health and Safety Risk Classification and Control Effectiveness by Plant Site]

Plant Site	Risk Level	Quantity	Hazard Type Description	Preventive Management Measures
Nanshan / Changsheng	High Risk	12	Risks of fires, explosions, large-scale chemical spills, etc., which may lead to emergencies, regulatory non-compliance, and severe occupational disasters.	Process changes, substitution of high-risk raw materials, increased training frequency, and provision of adequate protective gear for employee use.
	Medium Risk	55	Risks susceptible to accidents (including near-miss incidents) such as cuts, scrapes, burns, contusions, trips/falls, workplace violence/harassment, and ergonomic hazards.	Increase inspection frequency in specified areas and regularly conduct safety and health education and training.
	Low Risk	219	Risks such as employee commuting accidents, incomplete autonomous inspections, improper hazard labeling, or inadequate protective gear supply/usage methods.	Training and Safety Awareness
Suzhou	High Risk	4	Fire, electric shock, food poisoning, traffic incidents, mechanical injuries, noise, pressure vessel/pipeline explosions, and gas leak poisoning.	Plant inspections and educational awareness campaigns.
	Medium Risk	135	Traffic safety violations during commuting or business travel.	Educational awareness campaigns.
	Low Risk	112	Exposure to radiation, bullying, minor burns, eye fatigue from long working hours, contusions, bumps, scratches, sprains, slips/falls, etc.	Educational awareness campaigns, placement of warning signs, or advocating the wearing of anti-slip safety shoes, etc.
Dongguan	High Risk	8	Risks of fires, electric shocks, food poisoning, etc., violating traffic safety requirements; mechanical hazards, noise, pressure vessel/pipeline explosions, gas leak poisoning risks, etc.	Plant inspections and educational awareness campaigns.
	Medium Risk	1	Traffic safety violations during commuting or business travel.	Educational awareness campaigns.
	Low Risk	49	Exposure to radiation, bullying, minor burns, eye fatigue from long working hours, contusions, bumps, scratches, sprains, slips/falls, etc.	Educational awareness campaigns, placement of warning signs, or advocating the wearing of anti-slip safety shoes, etc.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &
Diversity and Inclusion

6.3 Talent Cultivation &
Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.5.4.4 Occupational Safety Management Measures

TA-I Technology complies with ISO 45001:2018 standards to establish a systematic hazard risk assessment process. Through a PDCA (Plan-Do-Check-Act) continuous improvement mechanism, dynamic monitoring and scientific evaluations are conducted for high-risk operations, non-routine tasks, routine activities, and contractor behaviors. We implement management at the source to effectively control risks prioritized from high to low, ensuring all workers enjoy an inherently safe workplace environment.

Permit-to-Work (PTW) Management

Permit-to-Work (PTW) Management For non-routine or high-risk operations within plant areas, TA-I Technology enforces a strict "Permit-to-Work (PTW) System." Through prior review and on-site monitoring, severe accidents are effectively prevented.

- **Strict Controls on High-Risk Operations:** In 2025, the group executed multiple special operation applications, predominantly comprising lifting operations (10 cases) and hot work (4 cases). For each application, work could only commence after unit managers and occupational safety personnel verified protective measures on-site.
- **Dynamic On-Site Supervision:** Beyond static permit reviews, the company implemented a "Full-Process Supervision" mechanism specifically targeting temporary electricity use and roof work at the Dongguan Plant, as well as lifting operations at the Changsheng Plant, ensuring contractors and employees strictly adhered to safety standards throughout construction.

Machinery and Tool Management

TA-I Technology maintains a plant-wide machinery inventory, executing regular inspections based on usage frequency and risk level. Professional electricians and asset management units are responsible for ensuring equipment remains in optimal condition. Concurrently, in accordance with internal electrical safety regulations, aging wiring, switches, and sockets are continuously replaced to mitigate electrical leakage and overload risks. For specific equipment (such as forklifts), strict operator qualification controls are enforced, requiring personnel to hold legally mandated licenses, achieving a 100% certified operator rate in 2025.

Machinery and Tool Management

TA-I Technology guards employee health through source control and workplace environmental monitoring. The company maintains a hazardous chemical inventory, updating Safety Data Sheets (SDS) and labeling while completing hazard evaluations before chemicals enter plant sites. For workplace environmental management, independent third-party institutions are commissioned semi-annually to monitor items including organic solvents, specific chemicals, dust, and noise. All 2025 monitoring results complied with relevant standards and were cross-analyzed with employee health examination outcomes to continuously track potential risks. Additionally, the company provides appropriate protective equipment tailored to chemical characteristics and regularly conducts safe operation training and emergency response drills to enhance employee risk identification and response capabilities.

[2025 Work Permit Applications]

Plant Site	Hot Work	Lifting Operations	Confined Space	Temporary Electricity	Roof Work	Other	Total
Nanshan	0	6	0	0	1	0	7
Changsheng	0	3	0	0	0	0	3
Suzhou	1	1	0	0	0	0	2
Dongguan	3	0	0	1	1	0	5

Machinery and Tool Management

Driven by smart manufacturing initiatives, TA-I Technology concurrently strengthens equipment safety design and protective mechanisms. By introducing robotic arms and automated equipment, risks associated with manual contact cutting, pinching, and repetitive motion tasks are effectively reduced. Regarding equipment safeguards, high-risk work areas are equipped with protective guards and sensor systems, with regular testing of interlock functions to ensure equipment immediately shuts down in abnormal situations. Furthermore, for high-risk tasks such as hot work and confined space entry, tiered approval and on-site supervision mechanisms are enforced to enhance overall operational safety.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &

Diversity and Inclusion

6.3 Talent Cultivation &

Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

【Summary Table of Work Environment Monitoring Items and Results】

Plant Site	Category	Detailed Description	Monitoring Indicator	Frequency
Nanshan	Organic Solvents	4 Chemicals Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Specified Chemical Substances	4 Specified Chemical Substances Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Lead and Other Compounds	1 Workstation Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Dust	1 Workstation Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Noise	13 Locations Monitored — 100% Compliant	Below statutory standards	Semi-annually
	Carbon Dioxide & Illuminance	27 Locations Monitored — 100% Compliant	Below statutory standards	Semi-annually
Changxing	Organic Solvents	4 Chemicals Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Specified Chemical Substances	4 Specified Chemical Substances Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Lead and Other Compounds	2 Workstation Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Dust	3 Workstation Monitored — 100% Compliant	Below 1/2 of permissible concentration	Semi-annually
	Noise	18 Locations Monitored — 100% Compliant	Below statutory standards	Semi-annually
	Carbon Dioxide & Illuminance	43 Locations Monitored — 100% Compliant	Below statutory standards	Semi-annually

6.5.5 Contractor Management (GRI 403-7)



TA-I Technology integrates OHS requirements throughout all stages of contractor operations, from contract signing to project completion. Through its Contractor Management Plan, the Company applies qualification reviews, coordination mechanisms, and on-site inspections under the PDCA (Plan-Do-Check-Act) framework to effectively prevent and mitigate risks to non-employee workers.



Entry Assessment

Contractors must meet safety qualification requirements and provide relevant certifications and training records.

100% of contractors completed hazard notification requirements.



Pre-Construction Briefing

Hazards, emergency equipment, and fire safety facilities are communicated before work begins.

100% pre-work safety briefings at the Nanshan and Changxing sites.



In-Construction Control

High-risk work is subject to permit controls and on-site supervision.

Five key high-risk work control requirements implemented.



Post-Construction Evaluation

Contractor violations and performance are documented as a basis for future evaluations.

Zero major contractor-related occupational incidents.

6.5.6 Occupational Health and Safety Education and Training (GRI 403-5)

[Occupational Health and Safety Education and Training Statistics]

Plant site	Metric	Pre-Employment Training (New Hires & Transferred Personnel)	Regulatory Certification Training (Initial Certification)	Regulatory Certification Training (Re-certification)	In-Service Training (Specific or General Personnel)	Total Training
Nanshan	Person-Times	109	3	9	894	1,015
	Hours	327	74	39	1,425	1,865
Changsheng	Person-Times	190	6	10	822	1,028
	Hours	570	100	42	1,305	2,017
Suzhou	Person-Times	72	0	3	1,244	1,319
	Hours	72	0	36	2,054	2,162
Dongguan	Person-Times	69	0	22	1,261	1,352
	Hours	69	0	176	2,502	2,747
Total	Person-Times	440	9	44	4,221	4,714
	Hours	1,038	174	293	7,268	8,791

6.5.6.1 Emergency Response Drills



To strengthen emergency preparedness, TA-I Technology conducts regular drills tailored to the operational risks of each site.

In 2025, the Nanshan, Changxing, Suzhou, and Dongguan sites conducted regular emergency drills. Site-wide emergency response and evacuation drills covering day and night shifts and dormitories were held every six months to ensure that all employees, including migrant workers, are familiar with reporting and evacuation procedures. In addition, the Nanshan and Changxing sites conducted 14 chemical spill drills involving organic solvents and specified chemical substances to strengthen spill response and protective practices.

Each site reviews drill results and implements improvements to enhance evacuation efficiency and emergency response capabilities, supporting continuous improvement in OHS management.



Plant Site	Drill Type	Frequency
Nanshan	Comprehensive Disaster Prevention Drill	3
	Organic Solvents & Specified Chemical Substances Disaster Drill	5
Changxing	Comprehensive Disaster Prevention Drill	2
	Organic Solvents & Specified Chemical Substances Disaster Drill	9
Suzhou	Fire Drill	2
Dongguan	Comprehensive Disaster Prevention Drill	2
	On-Site Emergency Response Drill	2



6.5.6.2 Occupational Incident Investigation Process and Statistics

TA-I Technology has established a standardized investigation and reporting procedure for any workplace accident (including near-miss incidents). Through precise Root Cause Analysis (RCA), systematic risks are eliminated to prevent recurrence of similar incidents.

【Occupational Accident Emergency Response Process】



6.5.6.3 Occupational Injuries and Ill-Health Statistics (GRI 403-9, 403-10)

- Total worked hours exceeded 3.11 million hours. The number of fatalities was 0, and the number of high-consequence occupational injuries was 0.
- Total Recordable Incident Rate (TRIR) was 0.064, well below the average level of the electronic component manufacturing industry. Lost Day Rate (LDR) was 1.54, with lost days primarily stemming from extended medical treatment for a past injury case at the Suzhou plant.

6.5.6.4 Near Misses and Safety Incidents

TA-I Technology goes beyond a “zero-incident” goal by promoting a Near-Miss Reporting Mechanism that encourages employees to proactively identify potential workplace hazards.

In 2025, no near-miss incidents were reported. However, one occupational injury occurred at the Nanshan Plant, where an employee fell from a pallet during rest time, resulting in a head laceration. Follow-up safety training was subsequently conducted for the department to prevent similar recurrences. For every occupational injury, we initiate an incident cause investigation, complete corrective actions to close the case, and document the entire process in the “Improvement Request and Tracking Form”.

Item	Nanshan	Changsheng	Suzhou	Dongguan	Total
Total Worked Hours	924,208	834,128	489,682.5	867,798.5	3,115,817
Number of Recordable Occupational Injuries	1	0	0	0	1
Total Recordable Incident Rate (TRIR)	0.216	0	0	0	0.064
Number of High-Consequence Occupational Injuries	0	0	0	0	0
Rate of High-Consequence Occupational Injuries	0	0	0	0	0
Number of Fatalities Resulting from Occupational Injury	0	0	0	0	0
Rate of Fatalities Resulting from Occupational Injury	0	0	0	0	0
Number of Occupational Diseases Cases	0	0	0	0	0
Occupational Diseases Rate (ODR)	0	0	0	0	0
Number of Lost Days	1	0	23	0	24
Lost Day Rate (LDR)	0.216	0	9.390	0	1.540

Note 1: TRIR and LDR are calculated based on 200,000 work hours.

Note 2: Calculation of Lost Day Rate (LDR) includes lost days resulting from incidents occurring in the current year as well as extended recovery days from prior-year incidents.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &

Diversity and Inclusion

6.3 Talent Cultivation &

Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.5.6.5 Disabling Injury Statistics

TA-I Technology has established a rigorous monitoring and statistical mechanism for injuries that could cause long-term or permanent impacts on workers. Quantitative metrics are utilized to inspect the depth of workplace safety protections, ensuring preventive measures effectively prevent major occupational disasters.

Disabling Injury Level	Plant site	Incidents	Lost Days
 Fatality	Nanshan	0	0
	Changsheng	0	0
	Suzhou	0	0
	Dongguan	0	0
 Permanent Total Disability (PTD)	Nanshan	0	0
	Changsheng	0	0
	Suzhou	0	0
	Dongguan	0	0
 Permanent Partial Disability (PPD)	Nanshan	0	0
	Changsheng	0	0
	Suzhou	0	0
	Dongguan	0	0
 Temporary Total Disability (TTD)	Nanshan	1	1
	Changsheng	0	0
	Suzhou	0	23
	Dongguan	0	0

ote 1: The lost days at the Suzhou plant were mainly due to extended rehabilitation/recovery leave taken in 2025 for a process engineering injury that occurred in 2024.

6.5.7.1 On-Site Medical Service Frequency

TA-I Technology implements labor health protection rules. By having medical teams enter plant facilities, healthcare shifts from reactive diagnosis and treatment to proactive prevention, building a comprehensive "Internal Medical Protection Network."

- Medical and Nursing Services: In 2025, occupational physicians and nurses provided 53 on-site services at the Nanshan and Changxing sites, supporting health risk identification and work adjustment.
- Health Education and Consultations: 89 one-on-one consultations were provided to employees with health concerns or high stress, while 164 employees participated in health education programs.

6.5.7 Occupational Health Services (GRI 403-3)

TA-I Technology provides free health examinations for new hires and contracts occupational physicians and occupational nurses to deliver on-site medical services. One-on-one health consultations are conducted based on health classification tiers to offer tailored advice. Relevant units also organize health lectures and health promotion activities based on employee needs, such as monthly physician visits for health guidance and bi-annual blood drives. Additionally, hardware facilities such as executive exercise classes and gym facilities are provided.

Target	Frequency	Items / Description	Nanshan	Changsheng	Suzhou	Dongguan	Total
General Health Examination							
 New or transferred employees	Before onboarding or transfer	Items required under the Regulations Governing Labor Health Protection	115	152	77	9	353
General Periodic Health Check							
 All current employees	Annually for Taiwanese employees regardless of age	Under the "Labor Health Protection Rules"; additional items for employees include abdominal ultrasound, pulmonary function, bone density, and cancer screening.	288	279	0	0	567
Special Hazard Health Check							
 Active employees engaged in special hazard operations	Annually	Under the "Labor Health Protection Rules"	51	76	79	212	418

[On-Site Service Frequency Statistics by Plant Site]

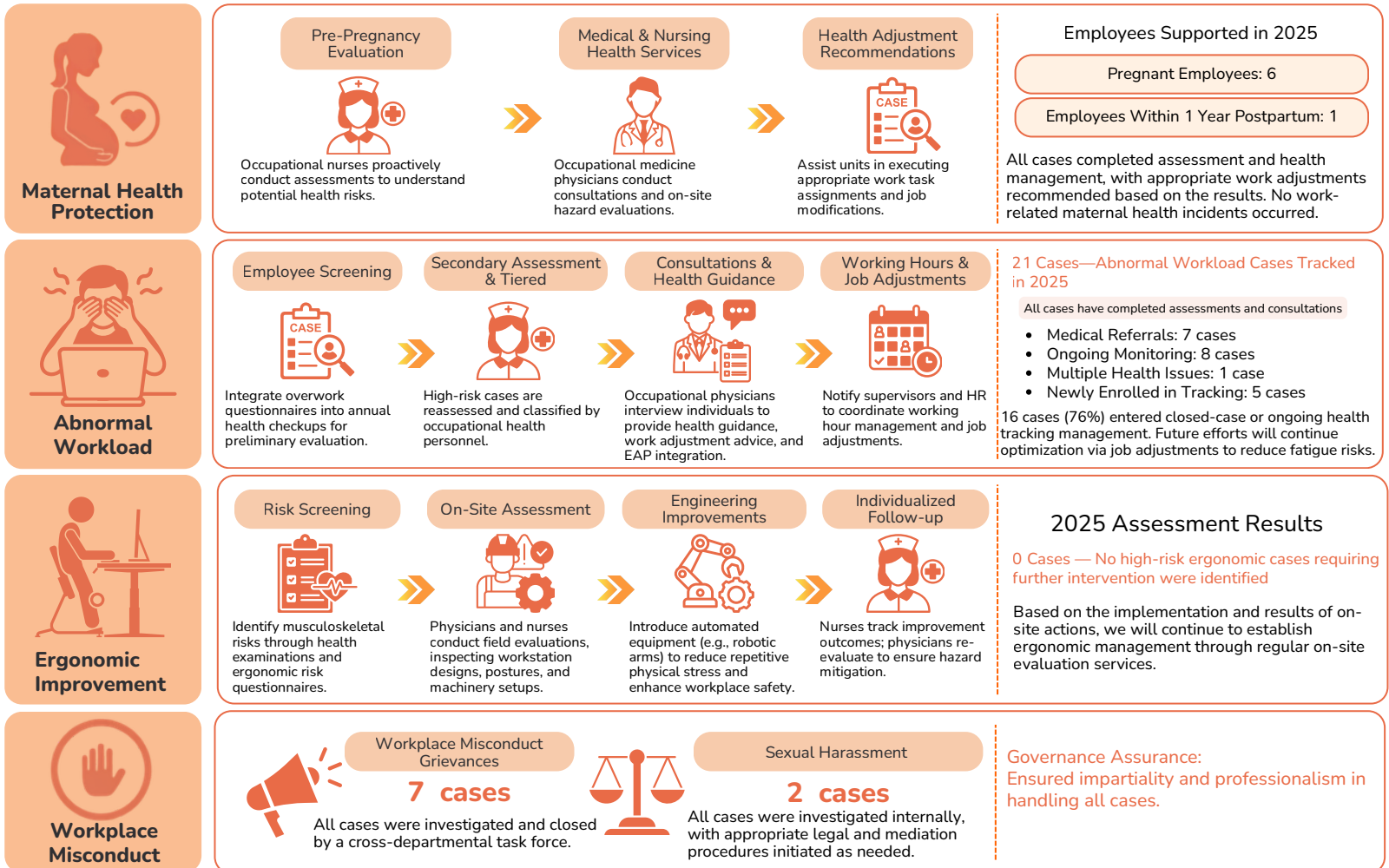
Item	Nanshan	Chengsheng	Suhzou	Donggan
 Physician On-Site Service Sessions	12	13	0	0
 Nursing On-Site Service Sessions (Employed Occupational Health Nurses)	14	13	0	0
 Total Employees Participating in Health Education	98	29	7	30
 Total Employees Receiving Individual Consultation	47	42	0	0

6.5.7.2 Four Major Health Protection Plans

TA-I Technology operates a comprehensive employee health management mechanism that safeguards workplace safety while addressing group-specific and individual health risks. In compliance with relevant regulations, we promote targeted health protection programs supported by occupational physicians and nurses to extend care across physical and mental well-being. Through risk identification, tiered management, professional consultation, and follow-up, appropriate work adjustments and health guidance are provided based on individual needs. These measures help reduce health risks and support employees' long-term well-being and development.

【Four Major Health Protection Plans Statistics Table】

Plant Site	Pregnancy Care	Postpartum Care (<1 yr)	Lactating Care (<1 yr)	Overwork Alerts	Lactating Workers	Ergonomic Improvements	Harassment Complaints
Nanshan	2	3	0	0	11	0	2
Changshe	4	0	0	0	10	0	3
Suzhou	0	2	0	0	0	0	0
Dongguan	0	3	0	0	0	0	0
Total	6	8	0	0	21	0	5



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

6.5.7.3 Health Check Satisfaction Survey

Employee health is TA-I Technology's most valuable asset. Beyond providing regular health examinations, we focus on employees' user experience and tangible benefits regarding health resources. Through the annual Health Check Satisfaction Survey, we continuously fine-tune health examination items. Based on employee feedback in 2025, we added optional self-pay items beyond regulatory requirements, including abdominal ultrasounds, pulmonary function tests, bone density scans, and cancer screenings. Average satisfaction remained at a high level, ensuring budget allocations precisely address the health topics most relevant to employees.

6.5.7.4 Employee Health Promotion and Inclusive Workplace

TA-I Technology is committed to building a safe, healthy, and cohesive friendly workplace environment. In 2025, the company continuously promoted diversified health promotion activities combining physical health, mental stress relief, and cultural inclusion to foster a positive and healthy workplace atmosphere.

1. Blood Drive: TA-I Cares, Blood Shortages No More

To give back to local medical needs and alleviate blood shortages, TA-I Technology continuously collaborated with the Hsinchu Blood Center to organize plant-level blood drives. Held once in each half of 2025, the drives encouraged active participation by distributing blood donation vouchers, cultivating regular healthy behaviors, and safeguarding personal health while helping others.



Date	Time	Donors	Volume (c.c.)	Bags	Vouchers (NTD)
2025/05/23	09:00-16:00	60	21,500	86	17,200
2025/11/14	09:00-16:00	74	25,750	103	20,600
Annual Total		134	47,250	189	37,800



【Health Examination Satisfaction Survey Results】

Item	Very Satisfied	Satisfied	Normal	Dissatisfied
Process Efficiency	54%	40%	6%	0%
Checkup Program Satisfaction	57%	39%	4%	0%
Staff Professionalism	58%	39%	3%	0%
Physician Care	58%	38%	4%	0%

2. TA-I Sports Family Day: United Hearts, Sustainable Innovation

"Sports Family Day is TA-I Technology's flagship annual event designed to foster team cohesion. Featuring team-building games, cross-departmental sports competitions, energetic stage performances, and food truck stalls, the event offers a healthy experience balancing stress relief and entertainment. With a strong focus on multicultural inclusion, we invited local employees, their families, and foreign colleagues to join, successfully strengthening bonds across diverse backgrounds."

- Event Date & Location: 2025/05/04 (Sun) at Shan-Jiao Junior High School
- Number of Participants: 754 Total (568 Employees, 186 Family Members)
- Event Satisfaction Score: 8.9 / 10



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices

3. Employee Health Challenge

To deepen health promotion policies, the company combined team competitions and individual mechanisms to host the "Employee Health Challenge," focusing on body weight, body fat, and improvements in cardiovascular health metrics ("three-highs" indicators). In addition to competition incentives, professional nutritionists were invited to conduct two sessions of healthy, balanced diet courses (accumulating 84 participant-times) to assist employees in establishing sustainable healthy lifestyles.



Competition Category	Evaluation Metrics	Number of Participants	Health Indicator Improvement Results
Team Competition: Weight Loss Challenge	Body Weight and Body Fat Percentage	49 Participants (Including 14 migrant workers from the Philippines and 3 intern students from Vietnam)	The top 12 participants in cumulative total points achieved a combined weight loss of 107.3 kg, with a cumulative reduction in body fat percentage of 49.9%.
Individual Competition: Weight Loss & "Three-Highs" Improvement Challenge	"Three-Highs" Indicators, Body Weight, and Body Fat	19 Participants	The top three performing employees demonstrated significant improvements in key physiological indicators: body weight decreased by up to 18%, body fat dropped by up to 10.2%, systolic blood pressure was reduced by up to 40.4 mmHg, triglycerides fell by up to 68 mg/dL, and fasting blood glucose decreased by up to 29 mg/dL."

4. WaCare Remote Health Promotion Support

In addition to physical health promotion activities, the company partnered with the Digital Humanitarian Association and the WaCare Remote Health Platform to plan monthly online health promotion courses covering topics such as dementia prevention, senior exercise, psychological consultations, Traditional Chinese Medicine health education, and exercise guidance. Free online participation was offered to employees and their families, leveraging technology to overcome geographical limitations and empowering employees to proactively address health management for themselves and their families.



6.6 Social Engagement

TA-I Technology takes "Tech Empowerment" as its core strategy, leveraging digital platforms to address the healthcare disparity in remote areas. As of 2025, cumulative beneficiaries exceeded 10,000 person-times. In 2025, TA-I Technology invested a total of NT\$ 750,000 across three core social contribution initiatives (Taishan Senior High School Basketball Team, Luzhu Guangming Junior High School Badminton Team, and WaCare Remote Care for Rural Areas), reaching 10,000 direct and indirect beneficiaries.

Investment Theme	Beneficiary	Activity / Program	Direct / Indirect Beneficiaries (Person-Times)	Beneficiary Group	Benefit Impact (KPI)	Satisfaction	SROI	Amount (NTD)	Share (%)
Grassroots Sports Cultivation	New Taipei Municipal Taishan Senior High School	Sponsor basketball team training and competition expenses	25	School team members	Supported stable team training and competition participation, reducing financial burdens on schools and families	Not Surveyed	N/A	200,000	27%
Grassroots Sports Cultivation	Taoyuan Municipal Guangming Junior High School	Sponsored badminton team training and tournament participation expenses	46	School team members	Assisted the grassroots team in maintaining training, achieving top-three results in national tournaments	Not Surveyed	N/A	300,000	40%
Rural Health Promotion	WaCare Digital Humanitarian Association	Sponsored remote health literacy courses across 8 Fuxing District sites in Taoyuan to enhance senior health awareness	550 (Direct) 10,273 (Indirect)	Local seniors	Increased health promotion coverage to 95%, reducing medical and long-term care financial burdens	80% Satisfaction (4/5)	9.69	250,000	33%
Total								750,000	

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition & Diversity and Inclusion

6.3 Talent Cultivation & Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

6.6 Community / Social Engagement

Appendices



About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

6.1 Human Rights Management

6.2 Workforce Composition &
Diversity and Inclusion

6.3 Talent Cultivation &
Development

6.4 Talent Attraction & Retention

6.5 Occupational Health & Safety

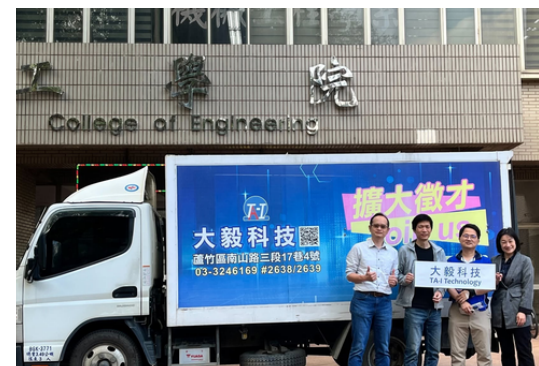
6.6 Community / Social Engagement

Appendices

6.6.1 Care for Vulnerable Groups and Community Inclusion

To address the care challenges arising from an aging population in remote areas of Taiwan and care for local vulnerable groups, TA-I Technology actively invests material resources and digital support:

- Remote Digital Health Promotion for the Elderly Project: Partnered with the Digital Humanitarian Association to introduce digital health promotion courses at the Yixing Station in Fuxing District, Taoyuan City. A total of 57 courses were conducted in 2025, benefiting 10,823 direct and indirect beneficiaries (person-times). Senior health literacy increased by 8.95%, and the project achieved a Social Return on Investment (SROI) ratio of 1 : 9.69 (generating NT\$ 9.69 in social value for every NT\$ 1 invested).
- "Luzhu Has Love – Warmth Filled to Capacity" Winter Relief Campaign: Participated in the compassionate outreach event co-organized by Luzhu District Office of Taoyuan City and Wufu Temple, donating 670 bags of love rice (valued at NT\$ 67,000 in total) to provide practical relief to vulnerable families and solitary seniors within the district.



6.6.2 Local Community and Educational Support

TA-I Technology actively supports educational development and sports cultivation across primary schools, secondary schools, and universities:

- Academic Partnerships & Equipment Donations: In 2025, TA-I donated a high-resolution Scanning Electron Microscope (SEM) to Chung Yuan Christian University to enhance R&D capabilities. We also hosted campus recruitment fairs across 5 universities (including Chung Yuan, Tatung, Lunghwa, Ming Chi, and Vanung) to support youth career exploration.
- Youth Sports Development: Sponsored the basketball team of New Taipei Municipal Taishan Senior High School (NT\$200,000) and the badminton team of Taoyuan Municipal Guangming Junior High School (NT\$300,000) to support training and reduce students' financial burden.
- Support for Rural Education: Donated 50 graduation yearbooks (NT\$40,000) to three schools in remote areas of Taitung, supporting students with limited educational resources and preserving graduation memories.



6.6.3 Ecological Conservation and Environmental Education

To response to biodiversity conservation, TA-I Technology adopted a 4,032.85 m² area at the Nankan River Constructed Wetland Park in September 2025 in partnership with local authorities. Recognized as an Air Quality Purification Zone, the site generates a carbon sink of 74.687 metric tons. TA-I provides NTD 5,000 monthly to maintain native aquatic species (e.g., Eriocaulon taishanense and Nuphar shimadae) and surrounding ecosystems.

In November 2025, we hosted the Nankan River Eco-Education Experience Day, offering guided tours, eco-crafts, and planting activities to foster practical sustainability among employees and families.

- Event Date & Location: 2025/11/22 (Sat) at Nankan Creek Constructed Wetland Greening Park
- Participants: 143 Total (112 Employees, 31 Family Members)
- Satisfaction Score: 9.4 / 10



Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry

Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent Assurance Statement

Appendix 6: GRI 201-4 Financial Assistance Received from Government



Appendix 1 GRI Content Index

Statement of use	TA-I Technology Co., Ltd. has prepared this report in accordance with the GRI Standards 2021. The reporting period is from January 1 to December 31, 2025.
GRI 1 Used	GRI 1 : Foundation 2021
Applicable GRI Sector Standard(s)	None

Disclosure	Description	Section	Page	Disclosure	Description	Section	Page
2-1	Organizational details	1.1 Organizational Overview	8	2-16	Communication of critical concerns	2.1 Sustainability Governance Framework	16
2-2	Entities included in the organization's sustainability reporting	About This Report	5	2-17	Collective knowledge of the highest governance body	3.1 Corporate Governance Structure	23
2-3	Reporting period, frequency and contact point	About This Report	5	2-18	Evaluation of the performance of the highest governance body	3.1 Corporate Governance Structure	23
2-4	Restatements of information	About This Report	5	2-19	Remuneration policies	3.1 Corporate Governance Structure	23
2-5	External assurance	About This Report / Appendix 5	5 / 109	2-20	Process to determine remuneration	3.1 Corporate Governance Structure	23
2-6	Activities, value chain and other business relationships	1.3 Products and Value Chain	10	2-21	Annual total compensation ratio	3.1 Corporate Governance Structure 6.4 Talent Attraction and Retention	23 78
2-7	Employees	6.2 Workforce Composition and Diversity & Inclusion	70	2-22	Statement on sustainable development strategy	Letter from the Leadership	6
2-8	Workers who are not employees	6.2 Workforce Composition and Diversity & Inclusion	70	2-23	Policy commitments	3.2 Business Ethics and Integrity	26
2-9	Governance structure and composition	2.1 Sustainability Governance Framework 3.1 Corporate Governance Structure	16 23	2-24	Embedding policy commitments	3.2 Business Ethics and Integrity	26
2-10	Nomination and selection of the highest governance body	3.1 Corporate Governance Structure	23	2-25	Processes to remediate negative impacts	3.2 Business Ethics and Integrity 6.1 Human Rights Management 6.4 Talent Attraction and Retention	26 65 78
2-11	Chair of the highest governance body	2.1 Sustainability Governance Framework	16	2-26	Mechanisms for seeking advice and raising concerns	3.2 Business Ethics and Integrity	26
2-12	Role of the highest governance body in overseeing the management of impacts	2.1 Sustainability Governance Framework	16	2-27	Compliance with laws and regulations	3.6 Regulatory Compliance	36
2-13	Delegation of responsibility for managing impacts	2.1 Sustainability Governance Framework	16	2-28	Membership associations	1.6 Industry Associations	14
2-14	Role of the highest governance body in sustainability reporting	2.1 Sustainability Governance Framework	16	2-29	Approach to stakeholder engagement	2.4 Stakeholder Engagement	21
2-15	Conflicts of interest	3.1 Corporate Governance Structure	23	2-30	Collective bargaining agreements	6.2 Workforce Composition and Diversity & Inclusion	70

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry

Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from Government

Appendices

[Appendix 1: GRI Standards Content Index](#)
 Appendix 2: Climate-Related Information for Listed Companies (TCFD)
 Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry
 Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)
 Appendix 5: Third-Party Independent Assurance Statement
 Appendix 6: GRI 201-4 Financial Assistance Received from Government

Appendix 1 GRI Content Index

GRI Standard	Disclosure	Section	Page
Material Topics			
GRI 3 : Material Topics 2021	3-1 Process to determine material topics	2.2 Material Topic Management	17
	3-2 List of material topics	2.3 List of Material Topics	20
1. Customer Relationship Management			
GRI 3 : Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 4.2 Customer Relationship Management	20 43
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	4.2 Customer Relationship Management	43
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	No such incidents in 2025	
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning marketing communications	No such incidents in 2025	
2. Innovative Product R&D			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 4.1 Innovative Product R&D	20 38
3. Information Security			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 3.4 Information Security	20 32
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	No such incidents in 2025	

Appendices

[Appendix 1: GRI Standards Content Index](#)
 Appendix 2: Climate-Related Information for Listed Companies (TCFD)
 Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry
 Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)
 Appendix 5: Third-Party Independent Assurance Statement
 Appendix 6: GRI 201-4 Financial Assistance Received from Government

Appendix 1 GRI Content Index

GRI Standard	Disclosure	Section	Page
4. Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 6.5 Occupational Health and Safety	20 83
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	6.5 Occupational Health and Safety	84
	403-9 Work-related injuries	6.5 Occupational Health and Safety	91
	403-10 Work-related ill health	6.5 Occupational Health and Safety	91
5. Human Rights Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 6.1 Human Rights Management	20 65
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	6.2 Workforce Composition and Diversity & Inclusion	72
	405-2 Ratio of basic salary and remuneration of women to men	6.4 Talent Attraction and Retention	79
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	6.1 Human Rights Management	68
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	6.2 Workforce Composition and Diversity & Inclusion	68
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	6.1 Human Rights Management	68
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	6.1 Human Rights Management	68
6. Regulatory Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 3.6 Regulatory Compliance	20 36

About This Report
 Message from Management
 About TA-I Technology
 Sustainability Management
 Corporate Governance
 Products & Services
 Environmental Sustainability
 Social Inclusion

Appendices

[Appendix 1: GRI Standards Content Index](#)
 Appendix 2: Climate-Related Information for Listed Companies (TCFD)
 Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry
 Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)
 Appendix 5: Third-Party Independent Assurance Statement
 Appendix 6: GRI 201-4 Financial Assistance Received from Government

Appendix 1 GRI Content Index

GRI Standard	Disclosure	Section	Page
7. Energy and Greenhouse Gas Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 5.3 Energy and Greenhouse Gas Management	20 54
GRI 302: Energy 2016	302-1 Energy consumption within the organization 302-3 Energy intensity	5.3 Energy and Greenhouse Gas Management	57
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-4 GHG emissions intensity 305-5 Reduction of GHG emissions	5.3 Energy and Greenhouse Gas Management	55
	305-6 Emissions of ozone-depleting substances (ODS) 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.4.2 Air Pollution Control	61
8. Sustainable Supply Chain Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	2.3 List of Material Topics 4.3 Sustainable Supply Chain Management	20 45
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	4.3 Sustainable Supply Chain Management	45
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	4.3 Sustainable Supply Chain Management	46
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	4.3 Sustainable Supply Chain Management	45
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	4.3 Sustainable Supply Chain Management	46

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry

Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from Government

Appendix 2 Climate-Related Information for TWSE-Listed Companies (TCFD)

Disclosed in accordance with the 9 climate-related items stipulated by the Taiwan Stock Exchange (TWSE); for detailed content, please refer to Chapter 5, Section 5.2.

No.	Climate-Related Disclosure Item	Summary of Execution Status in 2025
1	Climate Governance of the Board of Directors and Management	The Board of Directors serves as the highest decision-making and oversight body for climate-related issues, responsible for approving climate policies, setting medium- and long-term targets, and regularly reviewing performance in managing climate risks and opportunities. This ensures that climate considerations are effectively integrated into overall corporate operational strategy, risk management, and investment decisions. The Board receives progress reports on climate issue management at least once a year, including climate risk and opportunity identification results, decarbonization execution effectiveness, energy management budget allocation, and external audit results, as a basis for decision-making and oversight. The Sustainability Committee reviews the identification, assessment, management strategy, and target-setting for climate risks and opportunities, and regularly reports management status to the Board. The content reported to the Board regarding climate issues in 2025 includes: - Stakeholder engagement and reporting on material topic determination for the Sustainability Report - Reporting on the 2024 GHG inventory results and Sustainability Report contents - Approval of the 2026 sustainability budget - External energy diagnostic reports for plants and recommended improvement directions The Risk Management Taskforce is responsible for aggregating risk and opportunity identification results across all units, driving mitigation and adaptation measures, and reporting to the Committee on a regular basis. Through this three-tier governance framework comprising the Board of Directors, the Committee, and Management, TA-I Technology top-down and systematically incorporates climate-related issues into its decision-making process, strengthening organizational resilience to climate change and enhancing long-term competitiveness.
2	Impact of Climate Risks/Opportunities on Business Strategy and Financials	Short-Term Impact (1–3 years): Extreme weather and rising temperatures drive fluctuations in raw material and energy prices, increasing supply chain disruption risks, which leads to higher procurement, maintenance, and insurance costs, suppressing short-term gross margin and operating profit. Customer demand for ESG compliance and low-carbon products grows rapidly; timely adjustments to products and services can capture new orders and premium pricing, supporting short-term revenue growth and partially offsetting cost pressures. Medium-Term Impact (3–5 years): Carbon taxes, carbon fees, emissions controls, and energy transition policy implementations put pressure on cash flows and return on investment if carbon reduction efficiency is insufficient, forcing equipment upgrades and process power cost increases. This requires energy-saving equipment adoption, EnMS (Energy Management System) implementation, and process optimization, re-adjusting capital expenditure (CapEx) and financial planning. Medium-term low-carbon products and solutions are favored by market and supply chain partners, positively impacting market share and brand positioning, prompting business strategy adjustments (e.g., focusing on high-margin low-carbon product lines, strengthening supply chain management), and enhancing overall operational structure and risk resilience. Long-Term Impact (5–10 years): Long-term temperature rise, extreme weather, sea level rise, and physical risks can affect plant and site availability and asset values, accelerating depreciation and substantially increasing CapEx and insurance costs, resulting in material impacts on asset portfolios and long-term financial health. As the global net-zero and low-carbon economy matures, early deployment of low-carbon technologies and products allows companies to share in new market growth dividends, driving long-term revenue and cash flow stability, and solidifying key position in the value chain and financing terms.
3	Financial Impact of Extreme Weather Events and Transition Actions	Based on internal assessment, if extreme weather events (e.g., heavy rainfall, flooding, drought) increase in frequency and severity, operational delivery may be impacted, including production line interruptions, equipment damage, and logistics delays, affecting production and delivery schedules. Potential financial impacts include increased operating costs and capital expenditures, as well as revenue reductions caused by delivery delays or supply chain disruptions. During the transition to a low-carbon economy, facing policy and legal risks under carbon fees, GHG emission controls, and renewable energy regulations, companies drive energy efficiency improvements to reduce energy consumption, water consumption, and waste impacts on climate. Related transition actions may increase short-term capital expenditures and operating costs, but are expected to reduce long-term compliance risks and operational impacts.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information
for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure
Indicators – Electronic Components
Industry

Appendix 4: SASB Standard Index –
Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent
Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from
Government

Appendix 2 Climate-Related Information for TWSE-Listed Companies (TCFD)

Disclosed in accordance with the 9 climate-related items stipulated by the Taiwan Stock Exchange (TWSE); for detailed content, please refer to Chapter 5, Section 5.2.

No.	Climate-Related Disclosure Item	Summary of Execution Status in 2025
4	Integration of Climate Risk Identification and Assessment Processes	Based on internal climate risk assessment results, TA-I Technology considers that if the frequency and intensity of extreme weather events (such as heavy rainfall, flooding, and drought) continue to rise, they may have material impacts on company operations. These include partial or short-term production line interruptions, plant and equipment damage, inventory loss, employee commuting, and logistics transport disruptions, which in turn affect product production schedules and customer delivery timelines. These events will increase operating costs such as maintenance, insurance deductibles, and post-disaster recovery, while delivery delays or supply chain disruptions may also impact order fulfillment and capacity utilization, leading to declines in revenue and gross margin. On the low-carbon transition front, TA-I Technology focuses on the financial impacts of policy and regulatory changes, such as carbon fee pricing, GHG emissions control, and renewable energy usage regulations, and plans corresponding transition actions accordingly. The company continuously improves energy efficiency, reduces power and fuel consumption, water usage, and waste generation, and gradually increases the proportion of renewable energy and green electricity usage to mitigate the impact of operations on the climate. The aforementioned transition measures will increase short-term capital expenditures for energy-saving retrofits and equipment replacement, as well as operating costs for energy management, employee training, and system establishment. However, they are expected to reduce cost pressures arising from future carbon pricing and regulatory compliance in the medium to long term, mitigate the long-term financial impacts of extreme weather and transition risks on revenue, profitability, and capital expenditures, and enhance overall organizational climate resilience and sustainable competitiveness.
5	Scenario Analysis to Assess Climate Resilience	TA-I Technology referenced the IPCC Sixth Assessment Report (AR6), applying three climate scenarios: SSP1-2.6 (low emissions scenario), SSP2-4.5 (medium emissions scenario), and SSP5-8.5 (very high emissions scenario), and utilized SSP2-4.5 (medium emissions scenario) to evaluate the potential impacts and resilience of short-, medium-, and long-term climate change on operations and financials. The scenario assumptions cover projections of supply chain carbon reduction, temperature rise, and event frequency and intensity.
6	Transition Plan	To address physical and transition risks related to climate change, TA-I Technology has integrated greenhouse gas (GHG) reduction and energy efficiency enhancements into its corporate medium- and long-term operational targets and resource allocation considerations. The main directions of the transition plan include: continuously driving energy conservation, water conservation, and waste reduction measures; optimizing manufacturing processes and plant equipment operating conditions to enhance energy efficiency; and systematically increasing the proportion of renewable energy and green electricity usage. In alignment with the IFRS S2 implementation timeline, the company plans to introduce an internal carbon pricing (ICP) mechanism to internalize carbon costs and incorporate them into operational and investment decision evaluations, thereby guiding business units to fully consider climate-related risks and opportunities in product R&D, capital expenditure, and procurement decisions. Regarding metrics and targets, the company takes GHG emissions as its core management metric, establishing a medium-to-long-term target to reduce GHG emissions by 28% by 2030, using 2021 as the base year. The scope applies to operating sites in Taiwan, covering Scope 1, Scope 2, and key Scope 3 GHG emissions. Additionally, power consumption per unit of product is used as an energy efficiency metric, alongside water intensity and waste generation intensity as resource usage and pollution emission metrics, to measure the execution results and improvement magnitude of the transition plan. The aforementioned metrics and targets will serve as an important basis for managing physical risks (e.g., energy and water supply disruptions, impact of extreme weather on production facilities) and transition risks (e.g., carbon fee pricing and emissions control, renewable energy regulations, and customer carbon reduction requirements). Considering domestic and international regulatory requirements, industry development trends, and market environment changes, the company will regularly review and adjust relevant targets and management practices to strengthen its resilience to climate change and enhance long-term competitiveness.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information
for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure
Indicators – Electronic Components
Industry

Appendix 4: SASB Standard Index –
Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent
Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from
Government

Appendix 2 Climate-Related Information for TWSE-Listed Companies (TCFD)

Disclosed in accordance with the 9 climate-related items stipulated by the Taiwan Stock Exchange (TWSE); for detailed content, please refer to Chapter 5, Section 5.2.

No.	Climate-Related Disclosure Item	Summary of Execution Status in 2025
7	Internal Carbon Pricing	To address climate change transition risks, the launch of domestic carbon fee mechanisms, and cross-border requirements under IFRS S2 climate-related disclosure compliance, the company plans to progressively introduce an internal carbon pricing mechanism starting in 2026. This will gradually incorporate carbon cost concepts into operational and investment evaluation processes, converting implicit carbon emissions into financial metrics to enhance climate risk management resilience and accelerate low-carbon transition. To strengthen quantitative climate risk assessment, the shadow price method will initially be adopted. By setting a virtual carbon cost that is not actually collected, it will be incorporated into the decision-making processes for major capital expenditures, equipment replacement, and energy-saving procurement. This will allow re-evaluating project financial returns and guiding resource allocation toward low-carbon, highly efficient projects. On the pricing model foundation, the company has established a dynamic evaluation model balancing internal and external factors. Internal factors consider historical and future internal energy-saving projects, rooftop solar installation, and power procurement average abatement costs, combined with \$1.5[^] science-based reduction scenario estimated abatement costs. External factors reference domestic and international climate regulations, carbon market average prices, peer benchmarks, and international net-zero scenario forecasts. Integrating these factors and referencing Ministry of Environment carbon fee regulatory recommendations, the company tentatively plans to use NT\$300 per metric ton as the baseline calculation for shadow pricing to conduct carbon cost estimation and incorporate it into long-term reduction strategies. Dynamic reviews and adjustments will subsequently be conducted based on regulatory changes and company operational needs.
8	Climate-Related Targets	TA-I Technology has set climate-related management targets for its operating sites in Taiwan (using 2021 as the base year, with a medium-to-long-term target to achieve a cumulative reduction of 28% in GHG emissions by 2030). This covers GHG emissions and resource efficiency performance generated by operational activities and parts of value chain activities. The current target boundary applies to operating sites in Taiwan, covering Scope 1 and Scope 2 GHG emissions, and progressively incorporating inventoried Scope 3 emissions into management. Concurrently, metrics such as power intensity per unit of product, water consumption per unit of product, and waste generation per unit of product are used as indicators to track the impact of operations and supply chain activities on climate and environment. The company tracks changes in these indicators through annual inventories to review the execution and efficacy of various reduction measures against annual target progress. Based on actual operation management status, the feasibility of expanding target boundaries to overseas sites will subsequently be evaluated. To achieve the aforementioned targets, TA-I Technology prioritizes efficiency improvement and emissions reduction actions, detailed as follows: • Equipment Replacement and Optimization: Enhances energy efficiency and reduces energy consumption through replacement and optimization of production and utility equipment. Joined Taipower's "Replacing Large Machinery with Small Equipment" supplier energy efficiency initiative from 2024 to 2025. Collaborates with major customers to conduct energy-efficient equipment replacement, process improvement optimization, and low-carbon operation monitoring system implementation to strengthen TA-I Technology's management capability and reduction efficacy for Scope 2 emissions. • Renewable Energy Adoption and Procurement: Constructed rooftop solar power systems and procures green electricity. As of the end of 2025, 396,800 kWh of self-generated solar power has been used to optimize energy structure and promote low-carbon transition. Additionally, in response to customer carbon reduction demands, 30,000 kWh of Taiwan Renewable Energy Certificates (T-RECs) were used with declarations completed. Operational needs and regulatory developments will be evaluated for future adoption of other carbon offset mechanisms or higher renewable energy certificate usage ratios; relevant offset sources, quantities, and usage status will be disclosed according to actual conditions and reflected in annual target progress reporting for climate-related targets. • Sustainable Supply Chain Management: Launched sustainable supply chain management starting in 2025. Conducts supplier corporate social responsibility evaluations and surveys suppliers regarding environmental and social management. Plans to provide supplier carbon management coaching courses in 2026, alongside supplier Corrective Action Plan (CAP) coaching programs to expand overall value chain carbon reduction efficacy.

Appendices

Appendix 2 Climate-Related Information for TWSE-Listed Companies (TCFD)

Disclosed in accordance with the 9 climate-related items stipulated by the Taiwan Stock Exchange (TWSE); for detailed content, please refer to Chapter 5, Section 5.2.

No.	Climate-Related Disclosure Item	Summary of Execution Status in 2025
9	GHG Accounting and Assurance	Inventory & Assurance Status: In 2025, greenhouse gas (GHG) accounting was conducted for the first time in accordance with the GHG Protocol, with verification performed by BSI. Scopes 1 and 2 achieved a reasonable assurance level, while Scope 3 achieved a limited assurance level. Subsidiaries included in the consolidated financial statements conducted GHG accounting in 2025 in accordance with ISO 14064-1:2018, with CTI Centre Testing International Group Co., Ltd. engaged to perform the audit, following ISO 14064-3:2019 verification and assurance procedures. Emission Reduction Target: Cumulative GHG emission reduction of 28% by 2030 for Taiwan operating sites, compared to the 2021 base year. GHG Reduction Strategies and Concrete Action Plans: In response to climate change trends and customer carbon reduction demands, TA-I Technology considers GHG emissions management a critical aspect of operational governance. The company drives reduction initiatives across energy management, process optimization, and supply chain collaboration to reduce operational impacts on the climate, improve overall energy efficiency, and strengthen operational resilience. At the operational level, TA-I Technology adheres to the core strategy of "Efficiency First, Structure Optimization" for GHG reduction. By reviewing energy consumption profiles and emission hotspots across plant sites, the company plans and implements energy-saving and process optimization measures. These include replacing high-energy-consuming HVAC equipment, retrofitting energy-intensive equipment, and introducing automated monitoring and energy management systems to effectively lower unit product power consumption and related indirect emissions. Concurrently, rooftop solar power generation systems were installed for self-consumption to reduce reliance on grid electricity, further optimizing the energy structure and driving low-carbon transition. Additionally, the company strengthened power consumption management, dynamic peak-load regulation to eliminate unnecessary energy waste, and evaluated high-efficiency motors, variable-frequency equipment, and energy-saving lighting solutions to continuously enhance overall energy efficiency. Regarding resource utilization, the company promotes water conservation and reduction initiatives through manufacturing process water recycling, leakage control, and wastewater recycling to lower unit product water consumption. Lean production and waste sorting management are implemented to minimize general and industrial waste generation, reducing indirect emissions associated with waste treatment and transport. Across the supply chain, TA-I Technology is progressively mapping Scope 3 emission sources, encouraging key suppliers to conduct GHG accounting and reduction planning, and actively participating in supplier carbon reduction initiatives driven by customers to amplify overall value chain carbon abatement. Moving forward, TA-I Technology will continue to monitor the effectiveness of reduction initiatives based on inventory results and dynamically adjust GHG management strategies in accordance with domestic/international regulations and market trends. This includes assessing the feasibility of increasing green power procurement ratios and progressively raising the proportion of low-carbon energy to advance toward established reduction targets.

Appendices

Appendix 3 Sustainability Disclosures — Electronic Components Industry

No.	Disclosure Metric	2025 Disclosures	Unit
1	Total energy consumed, percentage grid electricity, and percentage renewable energy	- Total energy consumed: 232,847.93 - Grid electricity: 98.3% - Renewable energy: 0.54%	GJ 、 %
2	Total water withdrawn and total water consumed	- Total water withdrawn: 386.886 - Total water consumed: 124.534	Thousand Cubic Meters
3	Amount of hazardous waste generated and percentage recycled	- Amount of hazardous waste: 1,732.06 t - Percentage recycled: 86%	Metric tons(t), %
4	Occupational injury category, number of personnel, and rate	- Occupational injury count: 1 person - Context: Occurred during operational procedures - Rate: 0.07% (1/1,406)	%, Number
5	Weight of end-of-life products and electronic waste, and percentage recycled	- Scraped materials recycled weight: 131.5170 t - Percentage recycled: 100%	Metric tons(t), %
6	Description of risk management associated with critical materials	The company primarily uses essential raw materials including plastics, metals, and substrates. Among these, metal raw materials are most significantly affected by supply chain risks. The current practice is to adopt multi-supplier sourcing, and further assessments targeting raw material risks will be conducted in the future.	Qualitative
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior	0	NTD
8	Production volume of main products by product category	233,500	Million pcs

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry

Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from Government

Appendix 4 SASB Content Index — Electrical & Electronic Equipment (RT-EE)

SASB Topic	SASB Code	Accounting Metric	2025 Disclosures
Energy Management	RT-EE-130a.1	Total energy consumed; percentage grid electricity; percentage renewable	- Total energy consumed: 233,967.99 GJ - Grid electricity: 99.46% - Renewable energy: 0.54%
Waste Management	RT-EE-150a.1	Amount of hazardous waste generated, percentage recycled	- Hazardous waste: 1,732.06 metric tons - Percentage recycled: 86%
	RT-EE-150a.2	Number and aggregate volume of reportable spills	None
Product Safety	RT-EE-250a.1	Number of recall events	None
	RT-EE-250a.2	Total amount of monetary losses as a result of legal proceedings associated with product safety	None
Product Lifecycle Management	RT-EE-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Not Applicable
	RT-EE-410a.2	Percentage of eligible products by revenue that meet ENERGY STAR® standards	Not Applicable
	RT-EE-410a.3	Revenue from renewable energy-related products	Equivalent to the proportion of renewable energy used, which is approximately 0.54%.
Materials Sourcing	RT-EE-440a.1	Description of the management of risks associated with the use of critical materials	Essential raw materials used by TA-I Technology primarily include plastics, metals, and substrates. Among these, metal raw materials are most significantly affected by supply chain risks. The current practice is to adopt multi-supplier sourcing, and further assessments targeting raw material risks will be conducted in the future.
Business Ethics	RT-EE-510a.1	Description of policies and practices on anti-corruption and anti-competitive behavior	TA-I Technology regards ethical operation as a core principle. Internal guidelines such as the Code of Ethical Conduct explicitly prohibit any form of bribery, extortion, improper benefit transfers, and unfair competitive practices. The company strengthens prevention and detection through education and training, grievance/reporting mechanisms, and internal audits. It continuously discloses relevant actions to demonstrate zero significant compliance violations, upholding a fair trading environment and a clean operating atmosphere.
	RT-EE-510a.2	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	None
	RT-EE-510a.3	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	None

Appendix 5 Independent Third-Party Assurance Statement

An independent assurance statement issued by BSI (BSI Group Taiwan) in accordance with the AA1000AS v3 Type 1 Moderate Assurance level, ensuring the accuracy, reliability, and clarity of the content of this report. (The full text of the assurance statement is attached after this page.)



獨立保證意見聲明書

大毅科技股份有限公司 2025 年永續報告書

英國標準協會與大毅科技股份有限公司(簡稱大毅科技)為相互獨立的公司,英國標準協會除了針對大毅科技股份有限公司 2025 年永續報告書進行評估和查證外,與大毅科技並無任何財務上的關係。

本獨立保證意見聲明書之目的,僅作為對大毅科技股份有限公司 2025 年永續報告書所界定範圍內的相關事項進行保證之結論,而不作為其他之用途。除對查證事實提出獨立保證意見聲明書外,對於其他目的之使用,或閱讀此獨立保證意見聲明書的任何人,英國標準協會並不負有或承擔任何法律或其他之責任。

本獨立保證意見聲明書係英國標準協會審查大毅科技提供之相關資訊所作成之結論,因此審查範圍乃基於並侷限在這些提供的資訊內容之內,英國標準協會認為這些資訊內容都是完整且準確的。

對於這份獨立保證意見聲明書所載內容或相關事項之任何疑問,將由大毅科技一併回覆。

查證範圍

大毅科技與英國標準協會協議的查證範圍包括:

1. 本查證作業範疇與大毅科技股份有限公司 2025 年永續報告書揭露之報告範疇一致。
2. 依照 AA1000 保證標準 V3 的第 1 應用類型評估大毅科技遵循 AA1000 當責性原則(2018)的本質和程度,不包括對於報告書揭露的資訊/數據之可信賴度的查證。

本聲明書以英文作成並已翻譯為中文以供參考。

意見聲明

我們總結大毅科技股份有限公司 2025 年永續報告書內容,對於大毅科技之相關運作與永續績效則提供了一個公平的觀點。基於保證範圍限制事項,大毅科技所提供資訊與數據以及抽樣之測試,此報告書並無重大之不實陳述。我們相信有關大毅科技之環境、社會及治理等績效資訊是被正確無誤地呈現。報告書所揭露之永續績效資訊展現了大毅科技對識別利害關係人的努力。

我們的工作是由一組具有依據 AA1000 保證標準 V3 查證能力之團隊執行,以及策劃和執行這部分的工作,以獲得必要之訊息資料及說明。我們認為就大毅科技所提供之足夠證據,表明其符合 AA1000 保證標準 V3 的報告方法與自我聲明遵循 GRI 永續性報導準則係屬公允的。

查證方法

為了收集與作成結論有關的證據,我們執行了以下工作:

- 對來自外部團體的議題相關於大毅科技政策進行訪談,以確認本報告書中聲明書的合適性;
- 與管理者討論有關利害關係人參與的方式,然而,我們並未直接接觸外部利害關係人;
- 訪談 6 位與永續性管理、報告書編製及資訊提供有關的員工;
- 審查有關組織的關鍵性發展;
- 審查內部稽核的發現;
- 審查報告書中所作宣告的支持性證據;
- 針對公司報告書及其相關 AA1000 當責性原則(2018)中有關包容性、重大性、回應性及衝擊性原則之流程管理進行審查。

結論

針對 AA1000 當責性原則(2018)之包容性、重大性、回應性及衝擊性與 GRI 永續性報導準則的詳細審查結果如下:

包容性

2025 年報告書反映出大毅科技已持續尋求利害關係人的參與,並建立重大永續主題,以發展及達成對永續具有責任且策略性的回應。報告書中已公正地報告與揭露環境、社會及治理的訊息,足以支持適當的計畫與目標設定。以我們的專業意見而言,這份報告書涵蓋了大毅科技之包容性議題。

重大性

大毅科技公布對組織及其利害關係人之評估、決策、行動和績效會產生實質性影響與衝擊之重大主題。永續性資訊揭露使利害關係人得以對公司之管理與績效進行判斷。以我們的專業意見而言,這份報告書適切地涵蓋了大毅科技之重大性議題。

回應性

大毅科技執行來自利害關係人的期待與看法之回應。大毅科技已發展相關道德政策,作為提供進一步回應利害關係人的機會,並能對利害關係人所關切之議題作出及時性回應。以我們的專業意見而言,這份報告書涵蓋了大毅科技之回應性議題。

衝擊性

大毅科技已鑑別並以平衡和有效之量測及揭露方式公正展現其衝擊。大毅科技已建立監督、量測、評估和管理衝擊之流程,從而在組織內實現更有效之決策和結果管理。以我們的專業意見而言,這份報告書涵蓋了大毅科技之衝擊性議題。

GRI 永續性報導準則

大毅科技提供有關遵循 GRI 永續性報導準則 2021 之自我宣告,並對每個涵蓋其行業準則和具相關性的 GRI 主題準則之重大主題,其揭露項目依據全部報導要求的相關資料。基於審查的結果,我們確認報告書中參照 GRI 永續性報導準則之永續發展相關揭露項目已被報告,部分報告或省略。以我們的專業意見而言,此自我宣告涵蓋了大毅科技的永續性主題。

保證等級

依據 AA1000 保證標準 V3 我們審查本聲明書為中度保證等級,如同本聲明書中所描述之範圍與方法。

責任

這份永續報告書所屬責任,如同責任信中所宣稱,為大毅科技負責人所有。我們的責任為基於所描述之範圍與方法,提供專業意見並提供利害關係人一個獨立的保證意見聲明書。

能力與獨立性

英國標準協會於 1901 年成立,為全球標準與驗證的領導者。本查證團隊係由具專業背景,且接受過 AA1000AS、ISO 14001、ISO 45001、ISO 14064 及 ISO 9001 之一系列永續性、環境及社會等管理標準的訓練,具有稽核員資格之成員組成。本保證係依據 BSI 公平交易準則執行。

For and on behalf of BSI:

Joe Hsieh

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance



Statement No: SRA-TW-808170
2026-06-22

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
BSI Taiwan is a subsidiary of British Standards Institution.

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry

Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from Government

Appendix 5 Independent Third-Party Assurance Statement

About This Report

Message from Management

About TA-I Technology

Sustainability Management

Corporate Governance

Products & Services

Environmental Sustainability

Social Inclusion

Appendices

Appendix 1: GRI Standards Content Index

Appendix 2: Climate-Related Information for Listed Companies (TCFD)

Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry

Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)

Appendix 5: Third-Party Independent Assurance Statement

Appendix 6: GRI 201-4

Financial Assistance Received from Government



INDEPENDENT ASSURANCE OPINION STATEMENT

TA-I TECHNOLOGY CO., LTD. 2025 Sustainability Report

The British Standards Institution is independent to TA-I TECHNOLOGY CO., LTD. (hereafter referred to as TA-I TECHNOLOGY in this statement) and has no financial interest in the operation of TA-I TECHNOLOGY other than for the assessment and verification of the sustainability statements contained in this report.

This independent assurance opinion statement has been prepared for the stakeholders of TA-I TECHNOLOGY only for the purpose of assuring its statements relating to its sustainability report, more particularly described in the Scope below. It was not prepared for any other purpose. The British Standards Institution will not, in providing this independent assurance opinion statement, accept or assume responsibility (legal or otherwise) or accept liability for or in connection with any other purpose for which it may be used, or to any person by whom the independent assurance opinion statement may be read.

This independent assurance opinion statement is prepared on the basis of review by the British Standards Institution of information presented to it by TA-I TECHNOLOGY. The review does not extend beyond such information and is solely based on it. In performing such review, the British Standards Institution has assumed that all such information is complete and accurate.

Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to TA-I TECHNOLOGY only.

Scope

The scope of engagement agreed upon with TA-I TECHNOLOGY includes the followings:

1. The assurance scope is consistent with the description of TA-I TECHNOLOGY CO., LTD. 2025 Sustainability Report.
2. The evaluation of the nature and extent of the TA-I TECHNOLOGY's adherence to AA1000 AccountAbility Principles (2018) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement and therefore, the information/data disclosed in the report is not verified through the verification process.

This statement was prepared in English and translated into Chinese for reference only.

Opinion Statement

We conclude that the TA-I TECHNOLOGY CO., LTD. 2025 Sustainability Report provides a fair view of the TA-I TECHNOLOGY sustainability programmes and performances during 2025. The sustainability report subject to assurance is free from material misstatement based upon testing within the limitations of the scope of the assurance, the information and data provided by the TA-I TECHNOLOGY and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are fairly represented. The sustainability performance information disclosed in the report demonstrate TA-I TECHNOLOGY's efforts recognized by its stakeholders.

Our work was carried out by a team of sustainability report assurers in accordance with the AA1000AS v3. We planned and performed this part of our work to obtain the necessary information and explanations we considered to provide sufficient evidence that TA-I TECHNOLOGY's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards were fairly stated.

Methodology

Our work was designed to gather evidence on which to base our conclusion. We undertook the following activities:

- a review of issues raised by external parties that could be relevant to TA-I TECHNOLOGY's policies to provide a check on the appropriateness of statements made in the report
- discussion with managers on approach to stakeholder engagement. However, we had no direct contact with external stakeholders.
- 6 interviews with staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of key organizational developments.
- review of the findings of internal audits.
- review of supporting evidence for claims made in the reports.
- an assessment of the organization's reporting and management processes concerning this reporting against the principles of Inclusivity, Materiality, Responsiveness, and Impact as described in the AA1000AP (2018).

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and GRI Standards is set out below:

Inclusivity

This report has reflected a fact that TA-I TECHNOLOGY has continually sought the engagement of its stakeholders and established material sustainability topics, as the participation of stakeholders has been conducted in developing and achieving an accountable and strategic response to sustainability. There are fair reporting and disclosures for the information of Environment, Social and Governance (ESG) in this report, so that appropriate planning and target-setting can be supported. In our professional opinion the report covers the TA-I TECHNOLOGY's inclusivity issues.

Materiality

TA-I TECHNOLOGY publishes material topics that will substantively influence and impact the assessments, decisions, actions and performance of TA-I TECHNOLOGY and its stakeholders. The sustainability information disclosed enables its stakeholders to make informed judgements about the TA-I TECHNOLOGY's management and performance. In our professional opinion the report covers the TA-I TECHNOLOGY's material issues.

Responsiveness

TA-I TECHNOLOGY has implemented the practice to respond to the expectations and perceptions of its stakeholders. An Ethical Policy for TA-I TECHNOLOGY is developed and continually provides the opportunity to further enhance TA-I TECHNOLOGY's responsiveness to stakeholder concerns. Topics that stakeholder concern about have been responded timely. In our professional opinion the report covers the TA-I TECHNOLOGY's responsiveness issues.

Impact

TA-I TECHNOLOGY has identified and fairly represented impacts that were measured and disclosed in probably balanced and effective way. TA-I TECHNOLOGY has established processes to monitor, measure, evaluate, and manage impacts that lead to more effective decision-making and results-based management within the organization. In our professional opinion the report covers the TA-I TECHNOLOGY's impact issues.

GRI Sustainability Reporting Standards (GRI Standards)

TA-I TECHNOLOGY provided us with their self-declaration of in accordance with GRI Standards 2021 (For each material topic covered in the applicable GRI Sector Standard and relevant GRI Topic Standard, comply with all reporting requirements for disclosures). Based on our review, we confirm that sustainable development disclosures with reference to GRI Standards' disclosures are reported, partially reported, or omitted. In our professional opinion the self-declaration covers the TA-I TECHNOLOGY's sustainability topics.

Assurance level

The moderate level assurance provided is in accordance with AA1000AS v3 in our review, as defined by the scope and methodology described in this statement.

Responsibility

The sustainability report is the responsibility of the TA-I TECHNOLOGY's chairman as declared in his responsibility letter. Our responsibility is to provide an independent assurance opinion statement to stakeholders giving our professional opinion based on the scope and methodology described.

Competency and Independence

The assurance team was composed of auditors experienced in relevant sectors, and trained in a range of sustainability, environmental and social standards including AA1000AS, ISO 14001, ISO 45001, ISO 14064, and ISO 9001. BSI is a leading global standards and assessment body founded in 1901. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Joe Hsieh

Joe Hsieh, Managing Director Northeast Asia, APAC Assurance



AA1000
Licensed Report
000-4/V3-VHP9Y

Statement No: SRA-TW-808170
2026-06-22

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.
BSI Taiwan is a subsidiary of British Standards Institution.

Appendices

- Appendix 1: GRI Standards Content Index
- Appendix 2: Climate-Related Information for Listed Companies (TCFD)
- Appendix 3: Sustainability Disclosure Indicators – Electronic Components Industry
- Appendix 4: SASB Standard Index – Electrical & Electronic Equipment (RT-EE)
- Appendix 5: Third-Party Independent Assurance Statement
- Appendix 6: GRI 201-4 Financial Assistance Received from Government**

Appendix 6 GRI 201-4 Financial Assistance Received from Government

Government subsidies received by TA-I Technology in 2025 are listed as follows:

No.	Region	Subsidized Program / Item	2025 Subsidy Amount (NTD)
1	Taiwan	Taoyuan Youth Stable Employment Program	90,000
2	Taiwan	Youth Employment Flagship Program	810,000
3	Taiwan	Enterprise Human Resources Development Plan	51,950
4	Taiwan	Delta Electronics "Replacing Large Machinery with Small Equipment" Supplier Energy Efficiency Initiative	7,120,000