

2025

SUSTAINABILITY REPORT

Powertech Technology Inc.

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POWERTECH
TECHNOLOGY INC.
2025 SUSTAINABILITY REPORT

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United We Achieve

A subtle light passes through the lattice.
Layer by layer, what is built is not only technology,
but also responsibility and commitment.

Together as one, we move forward through shared strength.
This is how we live our belief: United We Achieve.

In the AI-driven era, we steer innovation and sail toward sustainability,
advancing side by side with our employees, customers, and partners.

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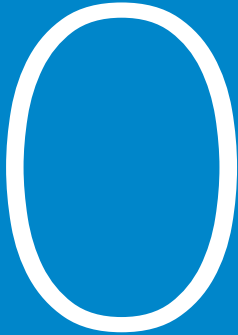
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Preface

About the Report

GRI 2-2, GRI 2-3, GRI 2-5, GRI 2-14

The "2025 Powertech Technology Inc. Sustainability Report" (the "Report") outlines the policies, governance framework, and progress of Powertech Technology Inc. (hereinafter referred to as "PTI" or "the Company") in advancing sustainable development. Anchored in corporate governance as its core, the Report addresses six key areas: shareholder equity, customer service, supply chain partnership, employee welfare, social engagement, and environmental sustainability. It presents the Company's performance across environmental, social, governance and economic pillars, together with the management approaches and actions taken in response to material sustainability topics.

The Report is prepared by the Sustainability Management Office and issued simultaneously in Chinese and English. It is available on the corporate website and serves as a primary channel for communicating the Company's sustainability commitments and performance to stakeholders.

Reporting Period and Publication

The Report discloses PTI's sustainability performance and results for the 2025 reporting period, spanning from January 1 to December 31, 2025, and is published on an annual basis. (For complete historical data and information, please refer to the [PTI corporate website](#).)

- Current version: Published in August 2026
- Previous version: Published in August 2025
- Next version: Scheduled for publication in August 2027

Reporting Boundary and Scope

Unless otherwise specified, the data and performance disclosed in the Report are presented with PTI as the reporting entity. Financial information is prepared in accordance with the scope of the consolidated financial statements, covering PTI and its subsidiaries, including Greatek Electronics Inc. (Greatek, GTK), TeraPower Technology Inc. (TeraPower, TPW), Powertech Technology Japan Ltd. (PTI Japan), and Tera Probe, Inc. (TPJ) (collectively referred to as the PTI Group). Non-financial information is primarily disclosed on a PTI standalone basis. However, group-level data are applied for employee headcount statistics and greenhouse gas inventory data disclosed in Section 8.3.2 "Climate-Related Information for Listed Companies". Any deviations from the defined reporting scope are explicitly indicated in the relevant sections of the Report.



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Reporting Management
Reporting Principles and Framework

Non-Financial Information
Standards/Guidelines ■ GRI Sustainability Reporting Standards (GRI Standards) ■ SASB Standards – Semiconductors ■ Task Force on Climate-related Financial Disclosures (TCFD) ■ Task Force on Nature-related Financial Disclosures (TNFD) ■ Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies ■ Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies ■ United Nations Sustainable Development Goals (SDGs)
Financial Information
■ Financial data are prepared based on accounts audited by Deloitte Taiwan and are presented in New Taiwan Dollars (NT\$). Information related to employee remuneration is disclosed in Section 5.2.1 "Quality Remuneration System".
Management Systems
■ IECQ QC080000, ISO 14001, ISO 14064-1, ISO/IEC 27001, ISO 28000, ISO 45001, ISO 46001, and ISO 50001: certified by SGS Taiwan Ltd. ■ ISO 37001: certified by British Standards Institution (BSI) ■ IATF 16949, ISO 9001, ISO 13485, and ISO/IEC 17025: certified by DQS ■ Taiwan Intellectual Property Management System (TIPS): awarded A-Level certification by the Industrial Development Administration, Ministry of Economic Affairs (For certificates related to each management system, please refer to the PTI corporate website.)

Report Quality Management Process

 Compilation	Members of the Sustainable Development Task Force ■ Provide sustainability data and draft content.
 Drafting	Supervisors of the Sustainable Development Task Force ■ Confirm annual sustainability initiatives and implementation performance. ■ Review the completeness and accuracy of sustainability data and draft content. Sustainability Management Office ■ Coordinate overall planning. ■ Define the report's key themes. ■ Perform editing and revisions.
 Review and Assurance	The sustainability data and content of the Report have been independently assured by the British Standards Institution (BSI). The assurance was conducted as follows: ■ Type 2 (high level of assurance) conducted in accordance with the AA1000 Assurance Standard (AA1000AS v3), with reference to the GRI Standards. ■ Type 1 (moderate level of assurance) applied to selected disclosures prepared in accordance with the SASB Standards. The assurance results and assurance statement are provided in Section 8.5 "Independent Third-Party Assurance Statement" of the Report.
 Finalization and Approval	Sustainability Management Representative ■ Review of the Report. Board of Directors ■ Oversee the content of the Report and approve the final version.
 Communication	Sustainability Management Office ■ Publicly disclose the Report and communicate its content to stakeholders.

Contact Information

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

Sustainability Management Office, Powertech Technology Inc.

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(The photographs presented in the Report are taken from PTI's events or internal photography competitions.)

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0.2 Preface **Leadership Messages** GRI 2-22

Letter from the Chairman

Global industries are undergoing rapid transformation, driven by artificial intelligence, trade tensions, and geopolitical uncertainty. For PTI, 2025 is a pivotal year marked by both opportunity and unpredictability. With foresight and resilience, we are advancing digital transformation, reshaping our organization, strengthening infrastructure, and enhancing efficiency to build long-term agility.

As a key player in semiconductor packaging and testing, PTI remains stable while expanding its customer base, diversifying its product portfolio, and investing in advanced packaging R&D to reinforce competitiveness. Guided by responsibility and sustainability, we pursue operational excellence while amplifying our positive impact on industry, society, and the environment.

The semiconductor sector is entering a new growth cycle driven by high-performance computing, AI, and heterogeneous integration. PTI has achieved progress in TSV, HBM, FOPLP, and 2.5D/3D integration technologies. By strengthening teams, deepening supply chain partnerships, and increasing investment, we are expanding capacity and consolidating our leadership to support global digital transformation.

Sustainable growth requires more than innovation alone. Strong governance and ESG commitments are essential. PTI continues to refine its governance structure, enhance organizational capabilities, and embed ESG into strategy, creating long-term stakeholder value and securing its position in the global sustainability landscape.

Looking ahead, PTI will align vision with its strategy, strengthen competitiveness, and pursue excellence as a world-class outsourced semiconductor packaging and testing service provider, building a more sustainable and prosperous future.

Chairman

D.K. Tsai



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Letter from the CEO

In 2025, the business environment remained challenging, with rapidly changing markets, rising cost pressures, and emerging uncertainties. Against this backdrop, our teams across PTI, GTK, TPJ, and TPW demonstrated strong resilience and commitment, enabling the Company to move forward steadily. The trust and close collaboration of our customers and suppliers also enabled us to deliver quality, uphold our commitments, and achieve positive results.

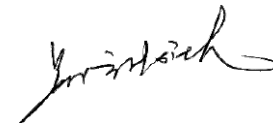
In recent years, PTI has continued to strengthen its innovation and sustainability capabilities. We advanced memory technologies, expanded collaboration with tier-one customers, promoted advanced packaging solutions, and invested in new facilities to establish world-class manufacturing and R&D bases, reinforcing our long-term competitiveness.

PTI also continues to enhance corporate governance and align with International Financial Reporting Standards (IFRS) to strengthen transparency. We conduct annual greenhouse gas inventories and, in support of our 2050 net-zero target, established a Special Purpose Vehicle (SPV) to invest in renewable energy initiatives. We also support the recommendations of the Taskforce on Nature-related Financial Disclosures (TNFD), strengthen controls on hazardous substances, and work with suppliers and partners to support biodiversity conservation and forest protection.

To address talent shortages, we leverage AI technologies to advance digital transformation while continuing to invest in industry-academia collaboration and educational support programs. Based on its 2025 CSA results, PTI was first included in the S&P Global Sustainability Yearbook, reflecting our long-term commitment to sustainable development.

Moving forward, PTI will continue advancing AI-driven digitalization and sustainable development, working with employees, customers, and partners to contribute to a more sustainable future.

CEO



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ESG Short-, Medium-, and Long-Term Plans

PTI acknowledges the importance of sustainable development and, guided by the three ESG pillars (Environmental, Social, and Governance) has outlined short-, medium-, and long-term operational plans to act as a practitioner of a sustainable future.

	Short-Term Plans (by 2026)	Medium and Long-Term Plans (2030 and beyond)
 Environmental	■ Increase renewable energy use to 15% by 2030. ■ Reduce electricity consumption by 1.5% compared to 2025. ■ Achieve 15% carbon reduction by 2030. ■ Reach 85% efficiency in water recycling for cutting and grinding processes. ■ Maintain >85% non-hazardous waste recycling rate. ■ Complete TNFD nature-related dependencies, impacts, risks and opportunities. and publish TNFD report.	■ 15% renewable energy by 2030, progressing toward 100% by 2050. ■ 15% carbon reduction by 2030, toward net-zero 2050. ■ Continuously improve water resource efficiency. ■ Non-hazardous waste recycling >90%.
 Social	■ Ensure adequate employment of persons with disabilities and increase hiring of vulnerable groups. ■ Empower youth through the GOLF industry-academia alliance. ■ Conduct RBA Validated Assessments with results >180 (low risk).	■ Support vulnerable communities and provide scholarships. ■ Build stable talent pipelines via long-term school partnerships. ■ Recruit and develop top talent to strengthen human capital. ■ Foster a diverse, equitable, and inclusive workplace with open communication.
 Governance & Economic	■ Identified key risks (climate, continuity, cybersecurity, environment, safety, labor rights) and reported to the Sustainability Development and Risk Management Committee. ■ Operated ISO 37001 anti-bribery system with annual audit completed. ■ Achieved 100% annual ethics training for all employees. ■ Continued compliance training to strengthen legal awareness. ■ Hukou Plant (3E) put into operation.	■ Increased automation investment to reduce labor reliance. ■ Established a green supply chain with supplier compliance checks and carbon reduction requirements. ■ HSP Plant 5 (P12) put into operation.

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S&P Global Sustainability Yearbook 2026

- First-time inclusion



Socially Responsible Investment (SRI) Indices Constituent

- TWSE RA Taiwan Employment Creation 99 Index
- FTSE4Good TIP Taiwan ESG Index
- FTSE Emerging ESG Index



Newsweek World's Most Trustworthy Companies 2025



Talent Development Excellence Award – Hsinchu County Industrial Association



Veterans Employment Recognition – Veterans Affairs Council



Sustainalytics

- Company ESG Risk Ratings: Low ESG Risk – Semiconductor Industry



GCSA & TCSA – 8 Sustainability Awards

- Sustainability Reporting Award: Bronze Class
- Best Practices Award: Excellent Class
- Corporate Sustainability Report Awards: Platinum Level
- Top 100 Sustainability Exemplary Awards
- Talent Development Leadership Award
- Human Rights Practice and Development Leadership Award
- Innovation Growth Leadership Award
- Workplace Well-being Leadership Award



RBA Factory of Choice Award (FOC) – 4 Manufacturing Sites

- Hsinpu Plant (P1), HSP Plant 1 (P8), Wenhua Plant 1 (P9), and Xinxing Plant (P10)



Recognition for Occupational Safety & Health Promotion Support – Hsinchu Science Park Bureau, NSTC



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Leveraging Our Core Competencies to Move Forward with Society

Some children face long journeys home after school, while others grow up in areas with limited educational resources. PTI believes true inclusion lies in bridging these gaps.

Since 2018, we have partnered with Danan Elementary School in Miaoli and, since 2019, with Ching Shuei Elementary School in Hsinchu, supporting rural schools in addressing resource inequality and accompanying children as they grow with confidence.

A Wednesday Afternoon That Keeps Children Engaged and Accompanied

At Danan Elementary School in Miaoli, Wednesday afternoons feature afterschool enrichment clubs, where children explore music, arts, and hands-on learning. For many, these programs provide not only activities but also support and companionship.

At Ching Shuei Elementary School in Hsinchu, the journey also began with Wednesday programs. Located between Xinpu Township and Taoyuan City, the school once faced closure due to declining enrollment. At a critical moment, the PTI Education Foundation stepped in, providing resources to stabilize enrollment and supporting the development of curricula that integrate local culture, helping rural education to be sustained and valued.

Inclusive Education Is More Than an Idea

Through long-term partnerships with both schools, diverse programs including nature exploration, cultural experiences, and sports activities have gradually taken shape. Outside the classroom, children learn to try new things, collaborate, and build confidence.



Beyond providing resources, we encourage employee volunteers to engage with the schools. As children begin to share their thoughts and express themselves with confidence, these moments of companionship quietly build inner strength for the future.

Bringing Technology and the Wider World into the Classroom

In addition to diversified learning, we have introduced technology education into rural campuses. Through science courses and experiential visits, children gain early

Sustainability is more than a goal or a vision, as it is a responsibility. PTI turns commitment into action, advancing sustainability through practical ESG initiatives. Join us in exploring PTI's ESG journey.



exposure to technology, sparking curiosity and opening possibilities beyond the classroom. While these experiences may not determine their future paths, they help preserve an essential element: the freedom to choose.

In 2025, we signed a memorandum of cooperation with Ching Shuei Elementary School to further develop after-school programs and technology education. By integrating corporate resources with local needs, our support for rural education continues to evolve.

The Persistence of Small Schools, United as an Inclusive Force

Although Ching Shuei Elementary School currently has just over 30 students, it has developed distinctive programs in reading, nature and ecological studies, and English education, achieving notable results in academic competitions. Likewise, with long-term support, Danan Elementary School has helped its students build confidence through learning and creative expression.



These achievements reflect the dedication of educators, the support of local communities, and our sustained commitment. Together, they demonstrate a shared belief that every school and every child holds limitless potential.

Keeping Inclusion in Children's Everyday Lives

We believe that education is one of the most powerful ways to narrow social gaps, and we see social engagement as a natural extension of corporate responsibility. Building on our core business, we aim to transform professional expertise into sustained support.

Through long-term companionship, we help ensure that children in rural areas are not limited by where they are born, and that schools retain resilience to move forward even in the face of adversity. Guided by the principle of giving back to society, we continue to reach areas where support is most needed. By accompanying children as they learn with confidence and grow with ease, we move forward together with society toward a more inclusive and hopeful future.

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FOPLP Technology Highlights: Defining Sustainability with Efficiency



Introduction to Advanced Packaging and Sustainability

As artificial intelligence (AI), high-performance computing (HPC), and high-speed communication applications rapidly develop, the semiconductor industry's demand for packaging technology is no longer limited to size miniaturization, but simultaneously encompasses performance enhancement, energy efficiency, and overall manufacturing sustainability. Advanced packaging, as a crucial link connecting front-end wafer processes and system applications, with its process architecture and material selection, has gradually become a key factor affecting product carbon footprint and resource utilization efficiency. In this context, how to ensure technical competitiveness while balancing resource efficiency and sustainable development goals has become an important issue that the semiconductor industry must address.

PTI has long invested in the R&D and capability building of advanced packaging technology. From the early stages of technology planning, it simultaneously evaluated process efficiency and resource usage from an environmental perspective, incorporating the concept of sustainable manufacturing into the direction of technological development.

Efficiency Challenges in Advanced Packaging Platforms

Traditional Fan-Out Panel Level Packaging (FOPLP) based on 12-inch (300mm) wafer, although widely applied to various products, inevitably produces invalid edge areas during actual packaging configuration due to its circular geometric structure, affecting overall area utilization. As chip sizes diversify and heterogeneous integration demands increase, these structural limitations restrict the number of effective packages that can be carried per unit process area, thereby affecting material usage efficiency and process resource allocation flexibility.

When evaluating the process efficiency and resource usage of existing packaging architectures, the Company examines the impact of process structure on material usage and energy allocation from an OSAT (Outsourced Semiconductor Assembly and Testing) manufacturing perspective, serving as an important basis for subsequent process optimization and technology evolution.

FOPLP Panel-Based Packaging Technology Innovation

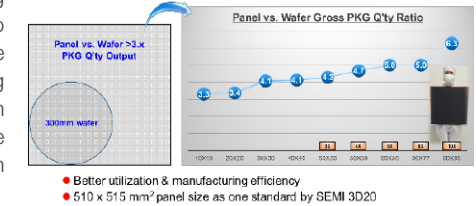
FOPLP adopts rectangular panels as packaging process substrates. Through tiled chip configuration, it reduces edge area waste and improves the effective utilization ratio of unit process area. Compared to wafer packaging, FOPLP can configure more chip units in a single process, helping to improve material usage efficiency and providing more flexible process options for advanced packaging.

In the evolution of advanced packaging technology, the Company evaluates the application potential of panel-based packaging in actual manufacturing from the perspectives of mass production feasibility and process efficiency, while focusing on its impact on material usage efficiency and process resource allocation as one of the technical options for promoting green manufacturing.

FOPLP Core Technology Advantages

FOPLP technology highlights are primarily reflected in area utilization improvement, packaging structure simplification, and support capability for high-performance applications. Under the same chip design conditions, panel packaging helps improve output efficiency per unit process area, enhancing economies of scale, and reducing the material and energy usage allocated to each product during the packaging stage.

During the process integration and mass production introduction stages, PTI not only continuously strengthens packaging quality and process stability but also synchronously reduces resource consumption in the manufacturing process through process optimization and improved material usage efficiency, implementing green manufacturing practices.



The Sustainable Path of Green Manufacturing Innovation

FOPLP development aligns with international advanced packaging standardization trends, helping enterprises establish repeatable and scalable manufacturing management frameworks and incorporate technology choices into sustainable manufacturing and risk management systems. Overall, FOPLP is not only a packaging technology evolution but also an important process of direction that balances performance, efficiency, and sustainable development. PTI continues to incorporate advanced packaging technology development, process efficiency, and environmental considerations into its operational management framework, supporting the enterprise in achieving balance between technological innovation and sustainable manufacturing through institutionalization and continuous improvement mechanisms.

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Build an Information Security Defense Framework



As the global semiconductor supply chain enters a new era of advanced automation and AI integration in 2025, PTI, serving as a critical hub in the assembly and testing sector, recognizes that information security is no longer merely a technical support function but a core driver of corporate sustainability and long-term competitiveness.

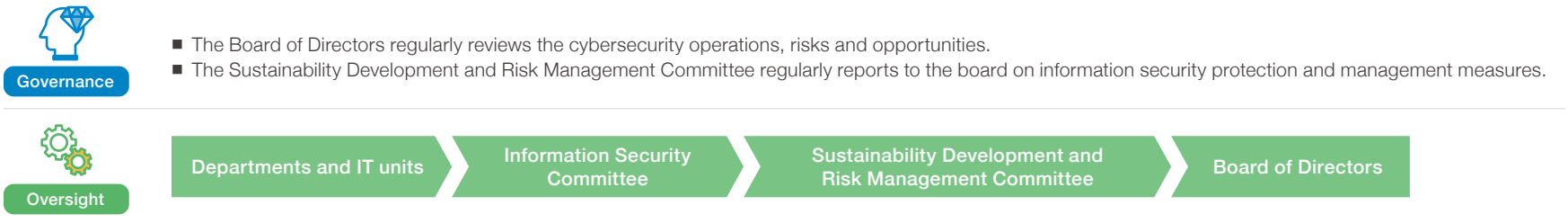
In response to increasingly sophisticated cyber threats, PTI conducted internal audits of its information security management system in 2025 and successfully achieved the transition certification to ISO/IEC 27001:2022 Information Security Management System. By embedding the latest information security governance practices into its corporate framework, PTI has established a dual focus on behavioral defense and system hardening, aiming to build a robust asset protection system for its clients and stakeholders.

Information Security Governance and Policies

To demonstrate PTI's commitment to information security governance, the Company established the Information Security Committee in 2016 as the central body responsible for overseeing enterprise-wide cybersecurity strategy and operations. The Committee is tasked with implementing, executing, and continuously improving the Information Security Management System (ISMS).

On a regular basis, the Committee reports to the Sustainability Development and Risk Management Committee as well as the Board of Directors on information security governance performance, global threat trends, and risk response measures. This governance structure ensures that information security decision-making is fully aligned with PTI's corporate sustainability objectives and operational goals.

Board Governance and Oversight



Triple-Layer Information Security Protection

Cybersecurity Protection	Organization	Members	Missions
Level 3	Sustainability Development and Risk Management Committee	■ 2 independent directors ■ 1 director	Response to critical information security incidents, risks, and supervision to ensure business continuity.
Level 2	Information Security Committee	■ Information Security Manager ■ IT Information Security Specialist ■ Legal Affairs ■ Internal Audit ■ Information Security Reserve Staff of each unit	Formulate and implement the information security strategy, including risk assessments, audits, system maintenance, crisis response, and regular reporting to the Risk Management Committee.
Level 1	Departments and IT units	■ All units ■ Information Technology Division	Oversee daily IT operations, information management, and equipment maintenance; report anomalies to the Information Security Committee.

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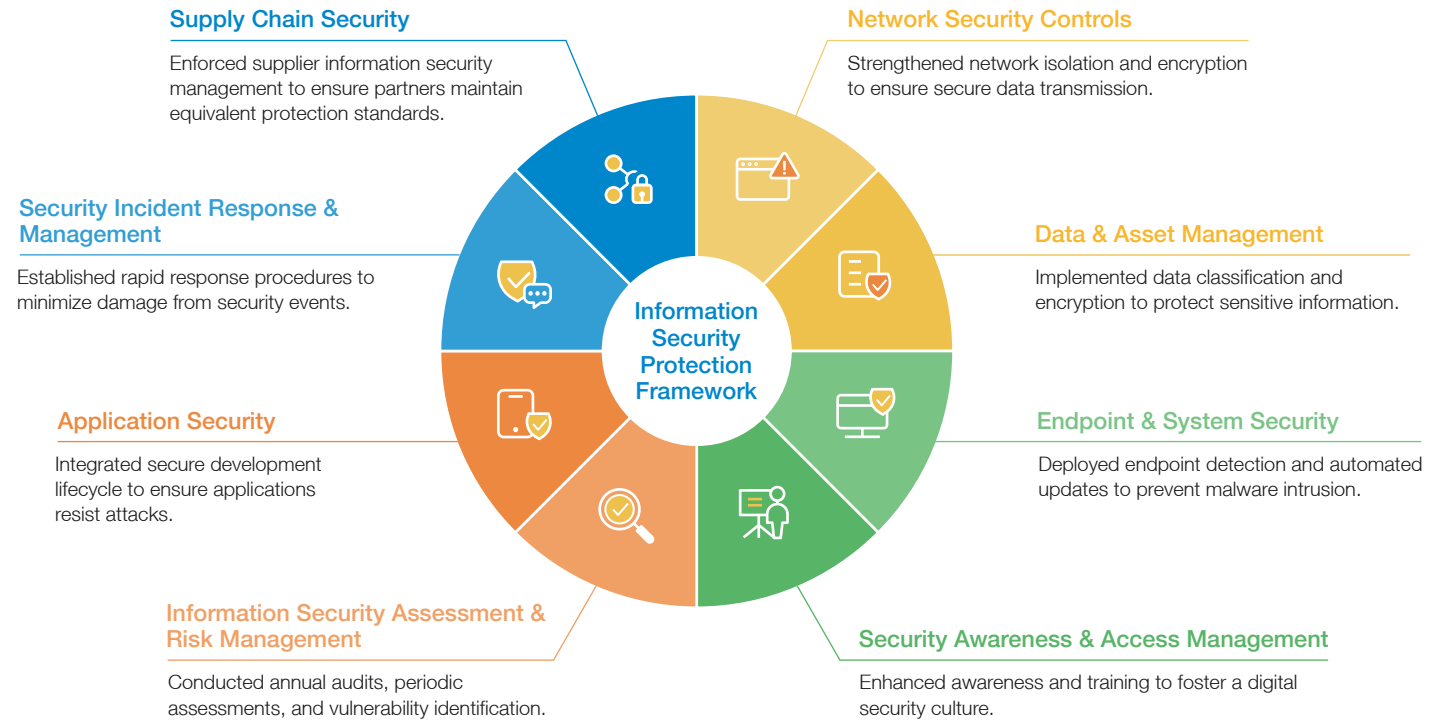
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Information Security Policy

- Ensure the confidentiality of business relevant information of PTI, prevent sensitive information and personally identifiable information from leakage and loss.
- Ensure the integrity and availability of business relevant information of PTI, the activities and business process are implemented accurately.

Eight Core Dimensions of Information Security Protection

To build a resilient information security defense framework, PTI adopts a strategy of proactive defense and dynamic governance. Through rigorous management reviews, multi-layered internal audits, and dynamic risk assessment mechanisms, cybersecurity protection is embedded across eight core dimensions. This holistic approach ensures that the information assets of the Company, its clients, and business partners are safeguarded with the highest level of diligence.



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Information Security Management Performance

PTI continues to invest resources in strengthening information security across multiple domains. In 2025, the Company achieved notable progress in advancing ICT security, with the following key outcomes:

 Network Security Controls Implemented defense-in-depth and segmented network architecture with automated threat detection and blocking. ✓ 100% physical and logical network segregation across all sites ✓ 100% anomalous traffic blocked	 Data & Asset Management Applied data classification, lifecycle management, and encryption to protect core IP and customer data. ✓ 100% nryption of core technical documents ✓ 12 critical system recovery drills completed	 Endpoint & System Security Enhanced EDR and automated endpoint compliance to prevent malware and cyber intrusions. ✓ Threat monitoring deployed on 500+ critical servers ✓ 12 major OS security vulnerabilities remediated
 Security Incident Response & Management Operated a 24/7 Security Operations Center (SOC) with enhanced incident reporting, response, and simulation-based drills to improve recovery readiness. ✓ Site-level information security incident drills completed ✓ Cyber insurance continuously maintained to mitigate incident impact	 Supply Chain Security Strengthened supplier and contractor information security due diligence through a centralized supply chain risk management platform. ✓ Information security assessments completed for 28+ suppliers ✓ 85% of suppliers meet over five critical information security requirements	 Information Security Assessment & Risk Management Conducted information security risk assessments and automated security KPI evaluations to enhance risk visibility and control effectiveness. ✓ Third-party information security risk assessment score: 96 ✓ ISO/IEC 27001:2022 transition certification achieved
 Application Security Integrated security into the development lifecycle through DevSecOps, implementing SAST and DAST to ensure secure-by-design software. ✓ 65 system developers completed application security training ✓ 100% completion rate for secure coding training	 Security Awareness & Access Management Strengthened enterprise-wide information security culture through scenario-based social engineering drills, tiered training programs, and linkage to compliance training and performance management. ✓ Phishing link click-through rate maintained below 3% ✓ 23,622 training completions in information security awareness programs ✓ 100% retraining completed for high-risk users ✓ Access rights updated within 24 hours for employee role changes or departures	

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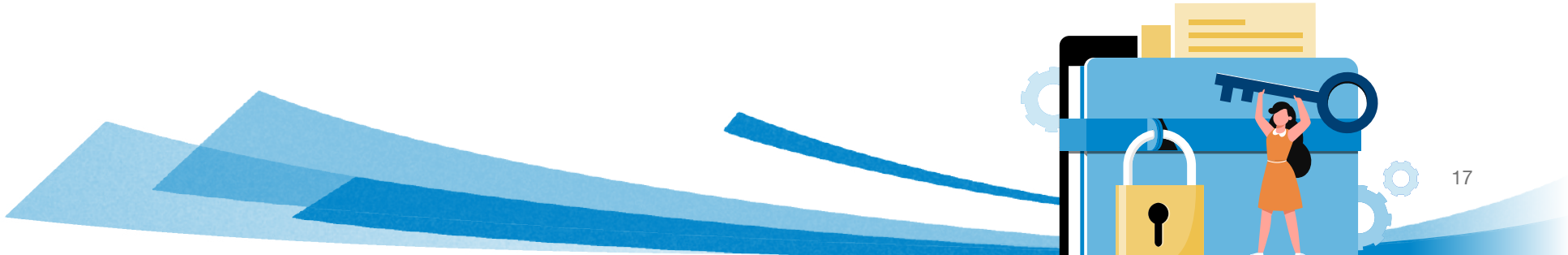
Information Security Incident Response and Outcomes

PTI has established comprehensive information security incident response measures and ensures that all employees clearly understand how to respond to such incidents through the following methods:

Response Manual	Provide all employees with an easy-to-understand response manual, detailing descriptions of various information security incidents, reporting procedures, and handling steps for swift and orderly response.
Reporting System	PTI implements a rigorous information security reporting system to effectively manage cybersecurity incidents and strengthen review processes. This ensures that customer data and company confidential information are tightly protected.
Contact Channels	PTI establishes 24/7 emergency contact channels, including contact information for the information security incident response team, to ensure timely reporting at any time.
Scenario and Drills	PTI conducts regular annual information security incident simulations, mimicking various potential scenarios such as cyber-attacks and data breaches. These drills ensure that employees are familiar with response procedures and can quickly recover.

In recent years, we have maintained a record of zero incidents in data breaches, violations of information security or network security, and cybersecurity incidents involving customer data.

Information Security Incident Category	2022	2023	2024	2025
Number of data breach incidents	0	0	0	0
Number of information security breaches	0	0	0	0
Number of information security incidents involving customer data	0	0	0	0



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Assessment and Disclosure of Taiwan Sustainable Taxonomy

In late 2022, the Financial Supervisory Commission (FSC) of Taiwan released the Reference Guidelines for the Identification of Taiwan Sustainable Taxonomy, followed by the publication of the second edition in December 2024. Drawing reference from the framework of the EU Taxonomy, the Guidelines aim to promote the integration of green finance and accelerate corporate progress toward a net-zero transition.

The second edition encourages companies to voluntarily disclose whether their economic activities align with the Guidelines, based on six environmental objectives:

- 1 Climate Change Mitigation
- 2 Climate Change Adaptation
- 3 Sustainable Use and Protection of Water and Marine Resources
- 4 Transition to a Circular Economy
- 5 Pollution Prevention and Control
- 6 Protection and Restoration of Biodiversity and Ecosystems

As a company engaged in semiconductor packaging and testing services, PTI falls within the scope of the semiconductor industry under the category of “general economic activities” as defined in the second edition of the Guidelines and is therefore applicable. PTI voluntarily discloses the alignment of such economic activities and conducts internal reviews and assessments in accordance with the three recognition criteria specified in the Guidelines.

Based on the assessment results, PTI’s economic activities are assessed as “Aligned” as detailed below.

Assessment of Alignment with the Taiwan Sustainable Taxonomy		
Condition	Result	Description
Condition 1 Makes a substantial contribution to at least one environmental objective	Aligned	PTI has implemented greenhouse gas inventory and reduction measures and obtained relevant certifications, including ISO 14001, ISO 14064-1, ISO 14067, ISO 46001, ISO 50001, Sony Green Partner, and QC080000.
Condition 2 No significant harm has been caused to the six environmental objectives	Aligned	PTI has not incurred any significant penalties or caused material harm due to violations of the Climate Change Response Act or other environmental regulations.
Condition 3 No significant harm has been caused to social protection	Aligned	PTI has not incurred any significant penalties or caused material harm due to violations of United Nations human rights conventions or domestic labor laws.



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Sustainable Management

About PTI

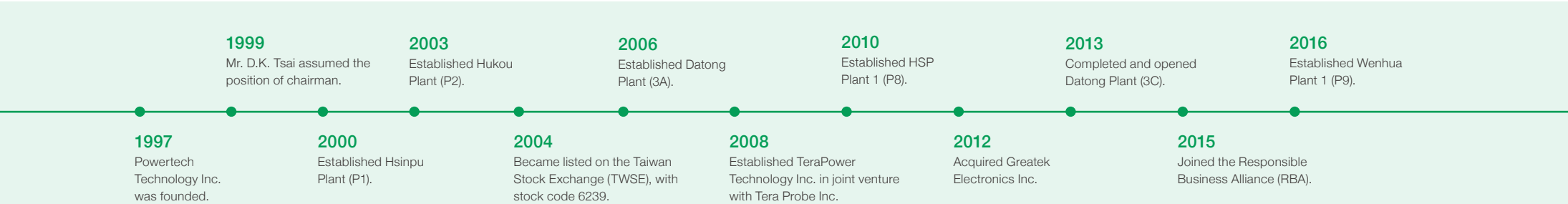
GRI 2-1, GRI 2-6

1.1.1 Company Overview

Since its establishment in 1997, Powertech Technology Inc. (PTI) has remained focused on innovation in semiconductor packaging and testing technologies. The Company actively fulfills its corporate social responsibilities and maintains positive interactions with stakeholders to pursue a sustainable future together. PTI operates 10 sites in Taiwan. Across the Group, a total of 21 operating sites are located in Taiwan and Japan. Leveraging advanced technologies and world-class facilities to provide reliable, high-efficiency quality and services that have earned the deep trust of customers globally.

2025 was an exhilarating year for PTI. Together, we achieved many important milestones. Thanks to our employees' concerted efforts and continuous investment, the Company has maintained its solid leadership in the memory packaging and testing field and vigorously promoted the development and manufacturing of advanced packaging and testing technologies, demonstrating industrial resilience and competitive strength. This year's theme, "United We Achieve", symbolizes how we carry on the legacy of our predecessors and unite our collective strength with employees and stakeholders to move toward common goals. This spirit is reflected not only in technological advancement and quality improvement, but also in team collaboration and a convergence of shared vision. We will continue on our sustainability journey, striving for excellence in environmental, social, governance and economic pillars. We look forward to making a positive impact and, hand in hand with our stakeholders, creating a prosperous and bright future. (For more information about PTI, please refer to [PTI corporate website.](#))

PTI Milestone



Company Name	Powertech Technology Inc.
Year Founded	1997
Headquarters	Hsinchu Industrial Park, Taiwan (No.10, Datong Rd., Hsinchu Industrial Park, Hukou, Hsinchu 303035, Taiwan)
Nature of Ownership and Legal Form of Company	PTI is a company limited by shares founded in Taiwan in May 1997 and was officially listed on the Taiwan Stock Exchange (TPE: 6239) in November 2004.
Product and Service	Serve the international customers with services including chip bumping, chip probing, IC assembly, final testing, burn in, and system level assembly.
Total Capital Amount	Total capital of NT\$10 billion. Paid-in capital amounted to NT\$7.591 billion.
Number of Employees	12,735 (Globally 18,920 within PTI Group)

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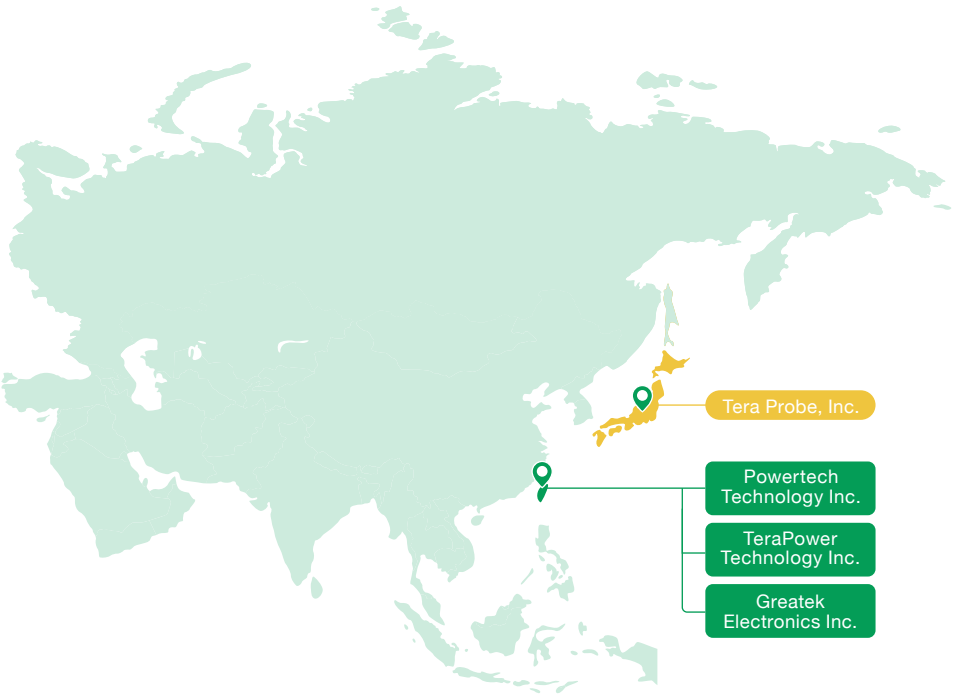
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Global Presence



Japan



Tera Probe, Inc.
(TPJ)

Taiwan



Powertech
Technology Inc.
(PTI)



TeraPower
Technology
Inc. (TPW)



Greatek
Electronics Inc.
(GTK)

PTI Locations



Hsinpu Plant
(P1)



Hukou Plant
(P2)



Datong Plant
(3A)



Datong Plant
(3C)



Datong Plant
(3D)



HSP Plant 1
(P8)



Wenhua Plant 1
(P9)



Xinxing Plant
(P10)



HSP Plant 2
(P11A)



HSP Plant 3
(P11B)

2017

- Acquired Tera Probe Inc. through public tender offering and became the biggest shareholder.
- Establishment of Powertech Technology Japan Ltd.
- Established Datong Plant (3D).

2018

- Xinxing Plant (P10) was officially opened.

2019

- Opening of HSP Plant 2 (P11A).
- Establishment of 5G Radio Frequency (RF) R&D Lab.

2020

- Offers TSV advanced packaging technology solutions for CIS CSP.
- Offers advanced System-on-Module Package SiP / SiM Technology Solutions.

2021

- Opening of HSP Plant 3 (P11B).

2022

- Commencement of the construction of Datong Plant (3D) Building C.

2023

- Obtained large-size FCBGA and CIS CSP certifications and begun mass production.

2024

- Commencement of the construction of Fengshan Plant.

2025

- The Fengshan Plant commenced operations as TPW's P3 facility, strengthening the Group's strategic footprint.
- Acquired a factory building in Hukou for the development of Plant 3E.

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1.1.2 Six Capitals of Value Creation for Sustainability

In the face of intense global competition and rapid changes in the semiconductor industry, PTI builds upon six forms of capital and, through continuous investment in research and development, talent cultivation, supply chain collaboration, and environmental sustainability, establishes a value-creation model that embodies resilience and innovation. This demonstrates the Company's commitment to industry and society, while generating positive impact for its stakeholders.

The six forms of capital mutually reinforce one another, forming a comprehensive value-creation cycle: financial capital provides a stable foundation; human capital drives innovation; intellectual capital safeguards technological advantages; manufacturing capital enhances capacity and quality; natural capital ensures environmental sustainability; and social relationship capital fosters collaboration and trust. Through the synergy of these capitals, PTI continuously generates value across the Environmental, Social, and Governance & Economic pillars.

Inputs (Six Capitals)		Value Creation	Outcomes (2025 Performance Summary)
Financial	PTI's financial capabilities in providing product manufacturing and services.	Supporting technological innovation and market expansion.	■ Earnings per Share (EPS): NT\$ 7.48 ■ Consolidated Revenue: NT\$ 74.929 billion ■ Return on Equity (ROE): 11.89% .
	PTI's intangible assets such as intellectual property rights and patents, including the Company's R&D and production capabilities.	Strengthening technological leadership and intellectual property protection.	
	PTI ensures reliable product quality and high-performance production capacity to meet our clients' needs such as plant construction and equipment.	Enhancing production efficiency and quality.	
Natural	The environmental resources and processes used by PTI for manufacturing, such as energy, water resources, waste management, etc.	Reducing environmental impact and promoting sustainability.	■ Secured 30 new patents in 2025. ■ Finished the development and verification of Co-Packaged Optics (CPO) technology, with mass delivery expected to start between 2026 and 2027. ■ Achieved certification for large-size FCBGA, SiP/SiM solutions, transitioning these technologies into full-scale mass production. ■ Validated the product development and verification of high stacked memory packaging (24 chips in one package) and scheduled for volume production in 2026.
	PTI employees' knowledge and skills in performing business, experience, and recognition of PTI.	Building a professional team and organizational resilience.	
Human	The relationship between PTI and stakeholders. Elevate benefits and information sharing, including mutual trust, cooperation and reputation.	Building trust and shared values.	■ Successfully boosted yield rates for Fan-Out Panel-Level Packaging (FOPLP) and CMOS image sensors (CIS), transitioning both to stable mass production. ■ Accelerated the qualification and production timeline high-end logic products to meet market demand. ■ Expanded customer offerings with CoWoS-like packaging solutions, providing high-performance alternatives for AI and HPC applications.
Social Relationship			■ Reduced electricity consumption by 20,255,665 kWh (based on self-estimation). ■ Non-hazardous waste recycling rate reached 97.8% . ■ Attained 88.30% water recycling rate in the dicing/grinding process.
Social			■ Education and training totaled 1,668,775.5 hours. ■ A total of 3,066 employees were newly hired. ■ The total number of employees at the end of 2025 was 12,735 .
Social			■ Statistics showed that by December 2025, the number of employees with disabilities was 129 and an additional 43 disabled employees were hired. ■ 177 people from the vulnerable groups were hired. ■ Recruited 43 interns in industry-academia collaboration and summer programs. ■ The social investments of PTI in 2025 totaled NT\$ 3,190,651 .

Note: Except for financial performance based on the consolidated financial statements, all other disclosures are presented for PTI only.

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1.2

Sustainable Management

Sustainability Management Framework

GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-22

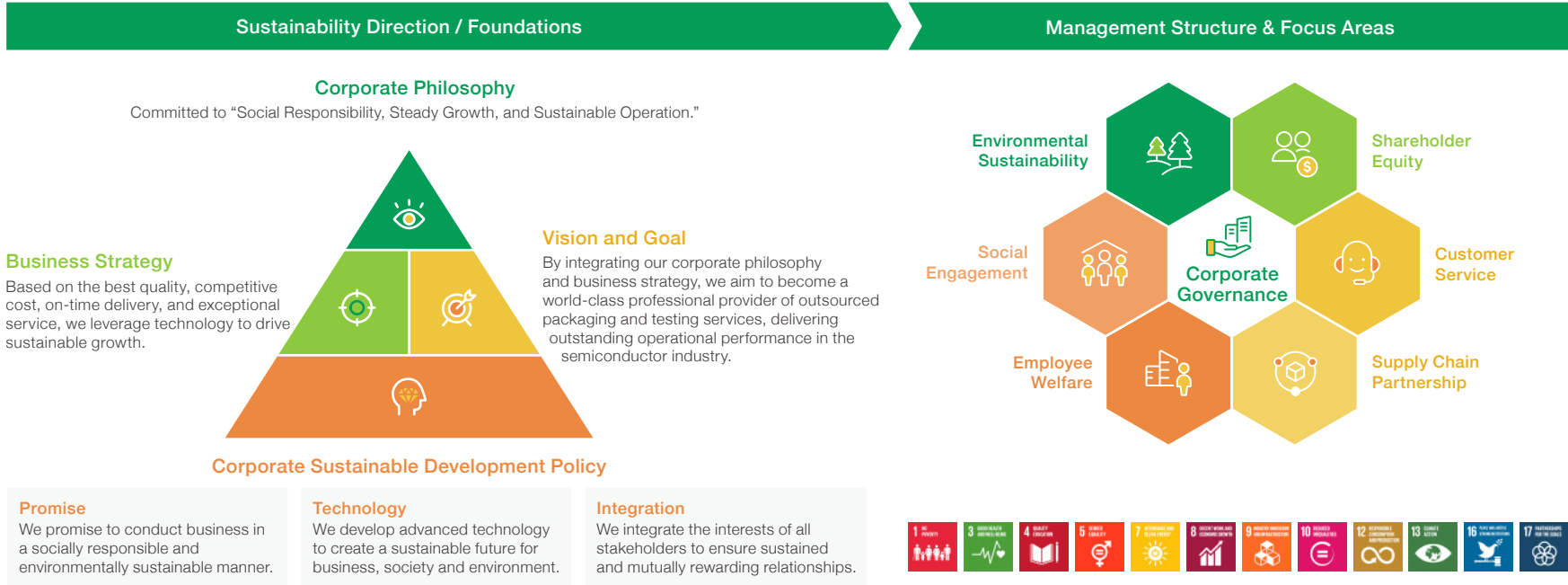
1.2.1 Sustainability Policy and Approach

PTI regards sustainable development as a key element of its corporate operations. Guided by its corporate philosophy, the Company integrates sustainability into its business strategies, vision and goals, and has progressively established its Corporate Sustainable Development Policy and a comprehensive sustainability framework. The Board of Directors serves as the highest governing body for sustainability. Through a top-down governance structure, the Company ensures that sustainability considerations are incorporated into its core business and operational decision-making.

Through one core area, corporate governance, and six focus areas, including shareholder equity, customer service, supply chain partnership, employee welfare, social engagement, and environmental sustainability, PTI systematically drives its sustainability initiatives and aligns its efforts with the United Nations Sustainable Development Goals (SDGs).

Under this framework, PTI implements its sustainability initiatives based on the following management principles:

- Making responsible decisions and taking accountable actions to minimize negative impacts on society and the environment.
- Communicating with all stakeholders in an open, accurate, transparent, fair, and timely manner.
- Engaging with the communities in which the Company operates to promote economic, environmental, and social development and support sustainable business operations.



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1.2.2 Sustainability Governance and Organizational Operations

PTI integrates sustainability into its business strategy and risk management framework. The Board of Directors holds ultimate oversight of sustainability-related matters and regularly reviews the progress of sustainability initiatives to ensure alignment with the Company’s long-term strategic direction and risk management principles.

Board Oversight and Functional Committee

To strengthen the sustainability governance structure, PTI resolved at a Board meeting in 2025 to rename the former Risk Management Committee as the Sustainability Development and Risk Management Committee, a functional committee under the Board of Directors.

The Committee consists of two independent directors and one director, and is responsible for overseeing sustainability development, climate change, human rights, and overall risk management. It regularly reports to the Board on sustainability progress and material issues, reviews strategic priorities, targets, and implementation status, and oversees management’s execution of related initiatives, thereby enhancing the transparency and effectiveness of PTI’s sustainability governance.

Responsibilities of the Sustainability Management Office

To promote corporate sustainability and enhance related management mechanisms, PTI established the Corporate Social Responsibility Office in 2014, which was renamed the Sustainability Management Office in 2022. Reporting to the Board of Directors, the Office serves as the Company’s dedicated sustainability management unit.

The Sustainability Development Management Department is responsible for the Office’s operations. Its key responsibilities include formulating sustainability-related policies, systems, and management mechanisms; consolidating sustainability progress across departments; and regularly reporting to the Sustainability Development and Risk Management Committee and the Board. This enables the Board to monitor sustainability performance and support informed decision-making and continuous improvement.

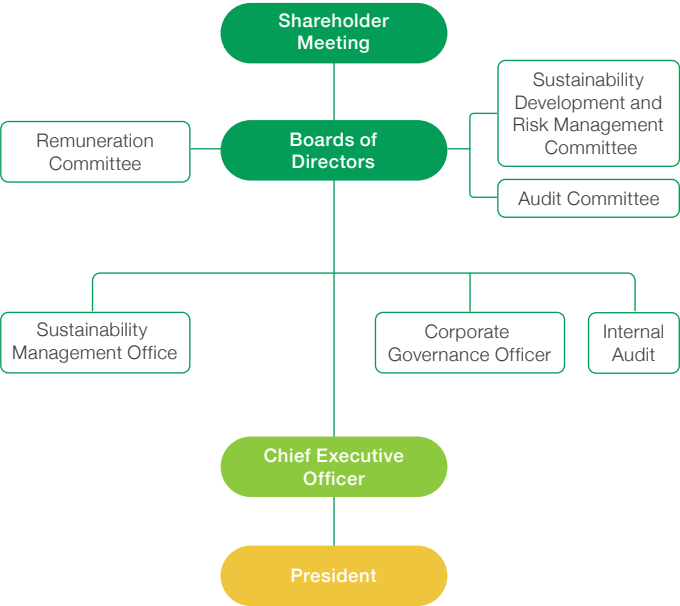
Operational Mechanism of the ESG Executive Committee

PTI established the Corporate Social Responsibility Committee in 2016, which was renamed the ESG Committee in 2022. In 2026, the Committee was further restructured and renamed the ESG Executive Committee and placed under the Sustainability Development and Risk Management Committee as the executive body responsible for coordinating and driving ESG-related initiatives across the Company.

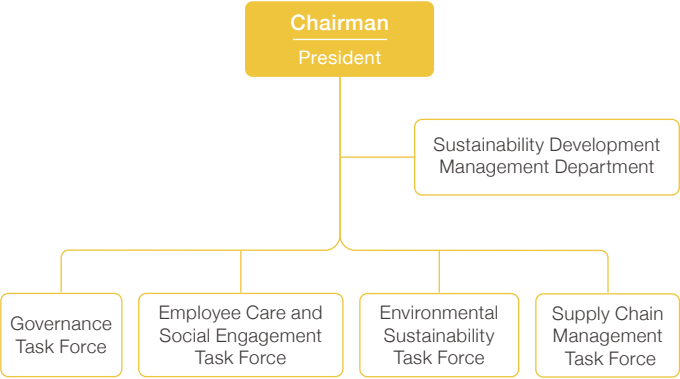
The ESG Executive Committee comprises four task forces: Governance, Employee Care and Social Engagement, Environmental Sustainability, and Supply Chain Management. The Sustainability Development Management Department is responsible for the Committee’s overall coordination and administration. The Committee meets quarterly to review the progress of its initiatives.

In 2025, the ESG Executive Committee held four meetings. Topics discussed included ESG and sustainability management systems, implementation status of business initiatives, internal management reviews, and external verification matters. The outcomes were incorporated into the ongoing refinement and enhancement of PTI’s sustainability strategy, enabling the Company to continuously address key concerns of its stakeholders, including shareholders/investors, customers, suppliers/contractors, employees, government agencies, non-profit organizations, communities, and the media.

Structure of the Sustainability Management Office



Structure of the ESG Executive Committee



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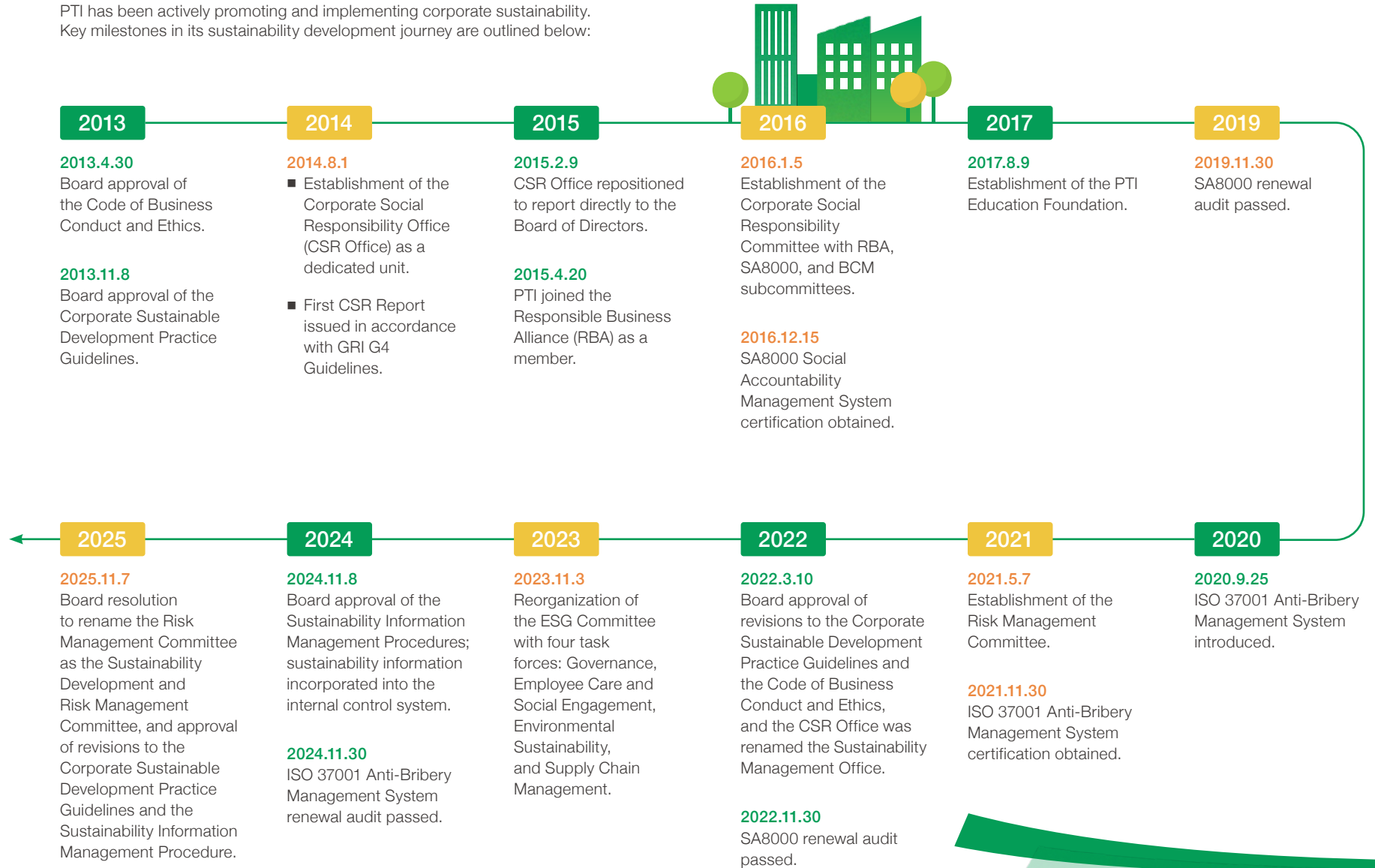
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1.2.3 Sustainability Development Journey

PTI has been actively promoting and implementing corporate sustainability. Key milestones in its sustainability development journey are outlined below:



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1.3 Sustainable Management

Stakeholder Engagement

GRI 2-29

To achieve our sustainability objectives, PTI prioritizes stakeholder expectations and actively gathers feedback from stakeholders. Through multiple communication channels, it maintains effective dialogue to ensure timely, transparent, and comprehensive disclosure on stakeholder concerns. For details, please refer to [Section 8.6 "Social Media Communication Platform"](#) of the Report.

1.3.1 Stakeholder Identification

The Sustainability Development Management Department brings together cross-functional representatives to form the "Sustainable Development Task Force" (including members from Finance, Procurement, EHS, Plant Engineering, Human Resources, Quality, Intellectual Property, Sales, and R&D, etc.). In line with five principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES), the Task Force conducts stakeholder identification. Following this review, PTI identified six key stakeholder groups, namely: shareholders/ investors, employees, customers, suppliers/contractors, government agencies, and local communities.

1.3.2 Stakeholder Engagement and Dialogue

Stakeholders	Relevance to PTI	Topics of Concern	Engagement Channels and Frequency	2025 Engagement Outcomes
 Shareholders/ Investors	Support from shareholders and investors provides PTI with stable capital sources and underpins the continuous strengthening of sustainability governance.	■ Corporate Governance ■ Economic Performance ■ Employee Relations ■ Human Rights	annually Shareholders' meetings quarterly ■ Financial reporting and disclosure ■ Investor conferences as needed ■ Spokesperson and investor relations function ■ Corporate website	■ Held the annual general meeting and 4 quarterly investor conferences and participated in over 100 institutional investor meetings to communicate on environmental, social, governance and economic matters. ■ Disclosed financial and operating information through the Investor Relations section of the PTI corporate website. ■ Completed the corporate governance evaluation process in line with Financial Supervisory Commission requirements.
 Employees	Employees are PTI's key driving force. The Company fosters a supportive workplace, providing care and resources to enable employees to realize their full potential and grow together with the Company.	■ Occupational Health and Safety ■ Employee Relations ■ Human Rights	permanent Email mailbox quarterly ■ Employee welfare committee ■ Labor-management meetings ■ Occupational safety and health committee ■ PTI Journal monthly ■ Employee opinion survey (sampling) ■ Seminars/ employee forums as needed ■ E-platforms and company announcements ■ Suggestion and improvement program ■ Employee counseling	■ Held more than 88 dialogue seminars /employee forums, including 72 sessions for new hires, 12 monthly meetings for migrant workers, and 4 routine labor-management meetings. ■ A total of 37 employee grievance cases were formally registered, and 100% of cases were closed. ■ Continued to safeguard employee health and work-life balance through workplace wellness programs, health risk monitoring, and health promotion management. ■ Conducted industry compensation benchmarking and provided competitive, performance-linked compensation and benefits (including bonuses and employee profit sharing).

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Stakeholders	Relevance to PTI	Topics of Concern	Engagement Channels and Frequency	2025 Engagement Outcomes
 Customers	PTI listens closely to customer needs and delivers high-quality services through continuous innovation, enabling customers to achieve their objectives and grow with the Company.	- Occupational Health and Safety - Human Rights - Talent Attraction and Retention	annually Customer satisfaction survey as needed - Business meetings - Customer complaint system - Customer audits	- Customer satisfaction score: 4.0 - Completed 52 social responsibility audits. - Completed 33 audits related to Business Continuity Management/Planning (BCM/BCP) risk management.
 Suppliers/ Contractors	Suppliers and contractors are key partners in PTI's operations, exerting a material impact on business performance. The Company collaborates closely with them to strengthen partnership and promote sustainable development.	- Information Security and Privacy - Occupational Health and Safety - Human Rights	annually - Supplier/contractor audits - Supplier/contractor forum quarterly - Supplier evaluation as needed - Suppliers/contractor meetings	- Completed audits of 43 suppliers; no high-risk suppliers were identified based on audit results. - Hosted a sustainable supply chain forum to promote sustainability principles and policies, with 151 suppliers and 188 participants in total. - Completed supplier bribery risk assessment and due diligence procedures to strengthen social responsibility and reinforce anti-bribery and anti-corruption practices. - Completed the annual conflict minerals due diligence; 100% of suppliers were qualified as conflict-free, in line with PTI's conflict minerals management requirements.
 Government Agencies	PTI complies with applicable regulations and actively supports policy implementation through transparent communication and collaborative engagement with government agencies.	- Energy and Climate Change - Pollution and Waste - Green Products - Occupational Health and Safety - Human Rights - Talent Development - Social Engagement	as needed - Official correspondence, emails, and meetings - Briefings and public hearings - Issuing official letters	At the invitation of the National Science and Technology Council's Hsinchu Science Park Bureau, served as a member of the "Safety and Health Expert Platform" to support occupational safety and health guidance for park enterprises.
 Local Communities	PTI maintains constructive engagement with local communities, actively understands their needs, and integrates resources to contribute to society while maximizing social impact.	- Water Management - Pollution and Waste - Social Engagement	as needed - Corporate website - Contact person from the plant engineering department - Courses and visits	- Employee volunteer service hours totaled 2,208, benefiting 1,454 participants. - Promoted "Semiconductor Packaging and Testing Knowledge Popularization" by partnering with 7 schools and hosting 9 semiconductor career talks and corporate visits, with 339 total participants during the year. - Conducted industry-academia collaboration initiatives at 11 schools to support talent development for the semiconductor packaging and testing industry.

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Sustainable Management

Materiality Analysis

GRI 2-6, GRI 2-12, GRI 2-14, GRI 2-24, GRI 2-25, GRI 2-29, GRI 3-1, GRI 3-2, GRI 3-3

PTI conducts its materiality analysis in accordance with the GRI Standards and their eight reporting principles: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. Through a five-step process consisting of collection, identification, prioritization, validation, and review, the Company identifies material topics and assesses its sustainability performance as a basis for continuous improvement across the organization.

PTI regularly collects information on stakeholder concerns to effectively monitor progress toward its sustainability objectives. In addition, it engages stakeholders through diverse communication channels, gathering and responding to feedback to ensure a clear understanding of stakeholder needs and expectations. This ongoing dialogue supports the continuous refinement of PTI's sustainability management.

1.4.1 Material Topic Identification Process



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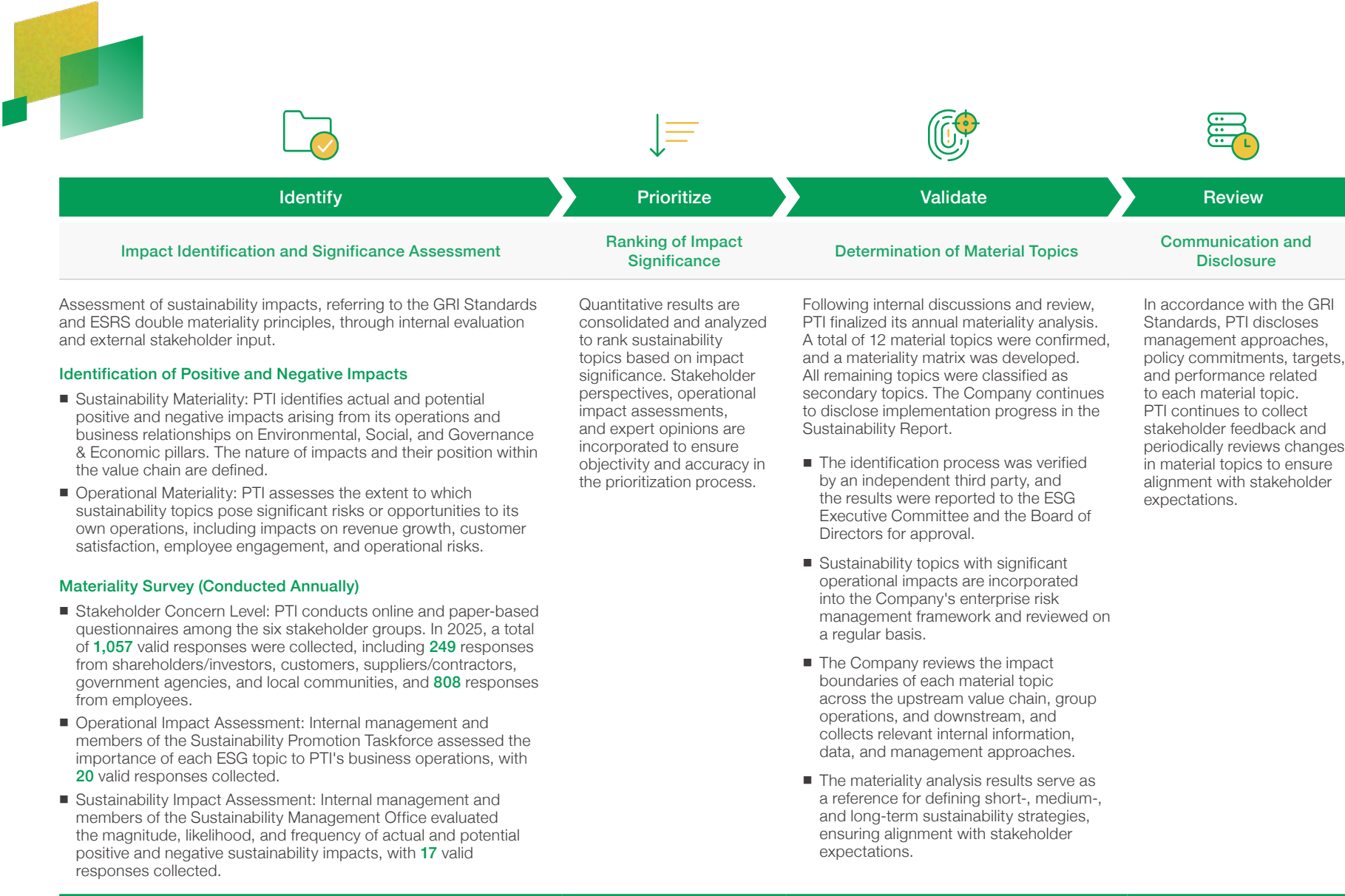
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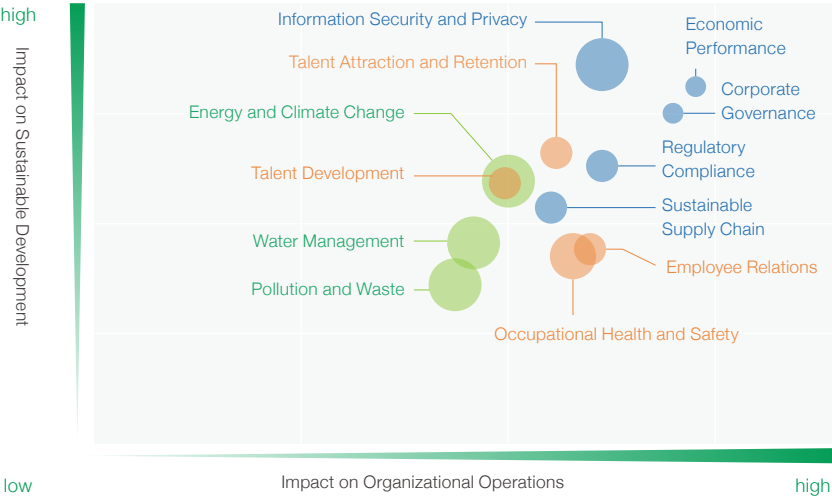
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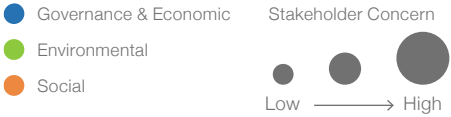
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1.4.2 Material Topic Matrix



In 2025, PTI identified a total of 12 material topics. The differences reflected in the materiality matrix compared with prior years are outlined below.

List of Material Topics



Material Topic Ranking

Rank	Material Topic	Rank	Material Topic
1	Economic Performance	7	Employee Relations
2	Corporate Governance	8	Energy and Climate Change
3	Information Security and Privacy	9	Talent Development
4	Regulatory Compliance	10	Occupational Health and Safety
5	Talent Attraction and Retention	11	Water Management
6	Sustainable Supply Chain	12	Pollution and Waste

Differences in the Materiality Matrix

Material Topics (2024~2025)	Annual Changes	Description
Information Security and Privacy	Newly added governance & economic material topic	Identified with reference to international sustainability standards and sustainability investment institutions.
- Energy and Climate Change - Talent Development	Newly added environmental/ social material topics	Increased materiality; classified as non-material in 2024.
- Business Integrity - Innovation and Intellectual Property Protection (formerly Technology and Services) - Human Rights	Reclassified as non-material in 2025	Reclassified as non-material topics in 2025 due to decreased materiality; related information continues to be disclosed.
Economic Performance	Topic name adjusted	Topic renamed from "Business Performance"; scope remains unchanged.

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1.4.3 Material Topics and Impact Boundaries

● Direct Impact

○ Contributory Impact

◎ Business Impact

Material Topics	Significance to PTI Operations	Relevant Section	GRI Specific Topic	SASB Topic	Impact Boundaries and Involvement			
					Upstream	PTI Group		Downstream
					Suppliers	PTI	Subsidiaries	Customers
Governance & Economic								
Corporate Governance	Strong corporate governance supports effective operations, protects shareholder rights, and strengthens accountability to stakeholders.	2.1	Custom Material Topic	-		●	●	◎
Economic Performance	Sustained financial performance supports business continuity and long-term value creation for shareholders.	2.2	GRI 201 Economic Performance	-		●	●	◎
Information Security and Privacy	Effective information security and privacy management protects stakeholder privacy and safeguards information assets.	0.4 2.3 2.5 3.1	Custom Material Topic	-	◎	●	●	●
Regulatory Compliance	Effective regulatory compliance underpins sustainable operations and helps prevent legal, contractual, and reputational risks.	2.5	GRI 206 Anti-competitive Behavior	Workforce Health & Safety	○	●	●	●
Sustainable Supply Chain	A sustainable supply chain strengthens supplier management, protects people and assets, and supports stable and competitive operations.	4.2 4.4	GRI 204 Procurement Practices GRI 409 Forced or Compulsory Labor GRI 414 Supplier Social Assessment	Materials Sourcing	●	●	●	◎
Environmental								
Energy and Climate Change	Effective energy management and carbon reduction lower operating costs and climate-related risks, supporting long-term business resilience.	7.1	GRI 302 Energy GRI 305 Emissions GRI 306 Waste	Greenhouse Gas Emissions Energy Management in Manufacturing	○	●	●	◎
Water Management	Water efficiency and wastewater reuse support stable production and help mitigate water-related operational risks.	7.2	GRI 303 Water and Effluents	Water Management	○	●	●	◎
Pollution and Waste	Pollution prevention reduces environmental risks, supports regulatory compliance, and helps maintain stable operations.	7.3	GRI 305 Emissions GRI 306 Waste	Waste Management	○	●	●	◎

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Direct Impact

Contributory Impact

Business Impact

Material Topics	Significance to PTI Operations	Relevant Section	GRI Specific Topic	SASB Topic	Impact Boundaries and Involvement			
					Upstream	PTI Group		Downstream
					Suppliers	PTI	Subsidiaries	Customers
Social								
Occupational Health and Safety	Protecting employee health and safety supports business continuity and helps maintain a safe and productive workforce.	5.6	GRI 403 Occupational Health and Safety	Workforce Health & Safety				
Employee Relations	Effective labor-management communication helps address employee concerns and mitigate labor-related risks.	5.5	Custom Material Topic	-				
Talent Attraction and Retention	Recruitment, performance management, and compensation systems help retain key talent, reduce turnover, and improve organizational efficiency.	5.1 5.2	GRI 201 Economic Performance GRI 202 Market Presence GRI 401 Employment GRI 405 Diversity and Equal Opportunity	Recruiting & Managing a Global & Skilled Workforce				
Talent Development	Systematic talent development and training build workforce capability and support long-term business stability.	5.3	GRI 404 Training and Education	-				

Notes: 1. Impact boundaries and levels of involvement are assessed based on PTI's value chain perspective.

2. SASB disclosure topics "Product Lifecycle Management" and "Intellectual Property Protection & Competitive Behavior" are identified as secondary topics. Relevant information is disclosed in [Section 8.2 "SASB Index - Semiconductor Industry"](#) and other sections of the Report.

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1.4.4 Management Approach to Material Topics

Material Topics	Policy	Commitment	Impact Assessment			Impact Mitigation				
			Impact Type		Impact Description	Responsible Units	Management Measures	Evaluation Mechanisms	Outcomes (Related Sections)	
			Negative	Positive						
Governance & Economic										
Corporate Governance	■ Corporate Sustainable Development Practice Guidelines ■ Code of Business Conduct and Ethics	Safeguard the rights and interests of the Company's shareholders and other stakeholders.	Potential	Actual	■ Weak corporate governance may lead to internal fraud, undermining operational effectiveness and shareholder rights.	Corporate Governance Officer, Internal Audit, Finance	■ Establish corporate governance structures and practices in compliance with applicable laws and regulations to ensure sound business operations.	■ Internal Audit	2.1	
	■ Corporate Sustainable Development Practice Guidelines	Create greater economic value to benefit shareholders, investors and other stakeholders.	Potential	Actual	■ Inadequate operating performance may limit investment in innovative technologies, undermining long-term competitiveness and shareholder value.	Corporate Governance Officer, Accounting, Finance	■ Maintain a corporate governance framework with the Board of Directors, Audit Committee, Remuneration Committee, and Internal Audit to effectively oversee operations and business development.	■ Internal Audit	2.2	
Information Security and Privacy	■ Information Security Policy	Comply with applicable laws and regulations and endeavor to protect the information assets of customers, employees and stakeholders.	Potential	Actual	■ Ransomware attacks or data protection deficiencies may cause operational disruptions, asset loss, regulatory penalties, legal liabilities, and reputational damage.	Information Management, Intellectual Property Management	■ Reduce information security risks and ensure operational stability and regulatory compliance through information security management, technical controls, and employee training.	■ Internal Audit ■ Management System (ISO 27001)	0.4 2.3 2.5 3.1	
	■ Corporate Sustainable Development Practice Guidelines	Ensure compliance with applicable laws and regulations to prevent legal violations.	Potential	Potential	■ Failure to monitor and comply with applicable laws, regulations, and contractual requirements may result in penalties, operational disruption, and reputational damage.	Sustainability Management Office, Legal, Intellectual Property Management, Plant Engineering, Occupational Safety Management	■ Ensure compliance with local regulations through regular regulatory reviews and compliance checks.	■ Internal Audit ■ Regulatory Compliance Audits	2.5	
Sustainable Supply Chain	■ PTI Supplier Code of Conduct ■ Responsible Minerals Sourcing Policy ■ HSF Quality Policy ■ Code of Integrity ■ Policy of Security Management	Maintain sound relationships with suppliers to create mutually beneficial outcomes.	Potential	Actual	■ Failure to trace the metal sources in supplied products may lead to compliance risks and loss of business opportunities. ■ Without a sound and comprehensive supply chain management system, the Company may face operational disruptions.	Procurement, Quality Assurance, Sustainability Management Office	■ Verify that relevant materials are sourced from RMAP-conformant smelters and refiners to ensure a conflict-free supply chain. ■ Establish sustainable supply chain strategies and processes, with short-, mid-, and long-term targets to advance sustainable supply chain management.	■ Supplier Evaluation / Assessment ■ Supplier Audit ■ Supplier Forum ■ Management System (ISO 28000)	4.2 4.4	

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Material Topics	Policy	Commitment	Impact Assessment			Impact Mitigation			
			Impact Type		Impact Description	Responsible Units	Management Measures	Evaluation Mechanisms	Outcomes (Related Sections)
			Negative	Positive					
Environmental									
Energy and Climate Change	- Corporate Sustainable Development Practice Guidelines - Environment, Safety and Health Policy - Energy and Water Resources Policy	Reduce the impact of energy use and climate change on the Company's operations.	Potential	Actual	- Renewable energy requirements and carbon reduction targets may increase energy costs, and failure to meet them may affect customers' willingness to place orders. - Extreme weather events (such as typhoons, floods, and droughts) may disrupt utilities, including water and electricity supply, and affect production and operations. - Carbon emission regulations and carbon fee requirements may increase operating costs, impacting financial performance and resource allocation.	Plant Engineering, Occupational Safety Management	Reduce energy consumption and greenhouse gas emissions through energy management systems, efficiency measures, and renewable energy adoption to support low-carbon operations.	Management System (ISO 14001, ISO 50001, RBA VAP)	7.1
Water Management	- Corporate Sustainable Development Practice Guidelines - Environment, Safety and Health Policy - Energy and Water Resources Policy	Enhance water resource efficiency to mitigate operational risks.	Potential	Potential	- Abnormal wastewater discharges may cause environmental pollution, violate environmental regulations, and result in reputational damage. - Stakeholders may increasingly focus on the disclosure and performance of water use management.	Plant Engineering, Occupational Safety Management	- Establish wastewater treatment facilities to enable stable recovery and reuse of process wastewater. - Regularly review water management performance and implement ISO 46001 to enhance water use efficiency.	Management System (ISO 14001, ISO 46001, RBA VAP)	7.2
Pollution and Waste	- Corporate Sustainable Development Practice Guidelines - Environment, Safety and Health Policy	Strengthen pollution prevention to reduce environmental impacts.	Potential	Actual	- Non-compliance by waste treatment contractors may result in joint liability for remediation and damage to corporate reputation. - Improper operation or malfunction of pollution prevention facilities may result in regulatory exceedances, penalties, and reputational damage. - Compliance with tightened pollutant discharge standards may increase capital expenditures for pollution prevention facilities.	Plant Engineering, Occupational Safety Management	Certified under ISO 14001 and RBA VAP; the management system is used to monitor performance, set targets, and implement improvement plans as needed.	Management System (ISO 14001, RBA VAP)	7.3

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			Impact Type		Impact Description	Responsible Units	Management Measures	Evaluation Mechanisms	Outcomes (Related Sections)
			Negative	Positive					
Social									
Occupational Health and Safety	Environment, Safety and Health Policy	Ensure employees' health and safety.	Actual	Potential	- Failure to comply with workplace safety procedures or unsafe working environments may result in occupational injuries. - Highly contagious infectious diseases may cause cluster infections, leading to operational disruptions.	Plant Engineering, Occupational Safety Management	- Certified under ISO 45001 and RBA VAP; established an EHS Committee to regularly coordinate and advise on occupational health and safety matters. - Update infectious disease response plans based on COVID-19 experience to strengthen business continuity management (BCM).	Management System (ISO 45001, RBA VAP)	5.6
Employee Relations	- Corporate Sustainable Development Practice Guidelines - Labor Policy	Prevent the occurrence of labor-management disputes.	Potential	Actual	Inadequate employee communication may harm labor-management relations, increasing the risk of labor disputes and reputational impact.	Human Resources	Establish communication channels to enable open, non-retaliatory employee dialogue and hold regular labor-management meetings to reach consensus.	- Management System (RBA VAP) - Labor-management meetings	5.5
Talent Attraction and Retention	Corporate Sustainable Development Practice Guidelines	Provide fair and comprehensive compensation and benefits and maintain sound labor-management relations.	Potential	Actual	Considering job-irrelevant factors in recruitment or retention decisions may lead to unequal employment conditions, reputational damage, and discrimination risks.	Human Resources	Maintain compliance with RBA VAP to ensure fair and legally compliant employment conditions for job applicants and employees.	- Internal Audit - Management System (RBA VAP)	5.1 5.2
Talent Development	Corporate Sustainable Development Practice Guidelines	Establish a talent development environment that supports employee growth through structured career development and training programs.	Potential	Actual	Unfulfilled career development commitments or limited advancement opportunities may create gaps between employee expectations and outcomes.	Human Resources	Integrate training needs and implement annual training plans to deliver targeted programs and support talent development.	- Training Reaction Evaluation - Employee Performance	5.3

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1.5 Sustainable Management
Implementation of Sustainable Development Goals

1.5.1 Sustainable Approaches and Goals

★ : Achieved ☆ : Ongoing

Governance & Economic Pillar			
Status	★	Corporate Governance	
Material Topics and Strategies			Performance Indicators
■ Maintain an independent internal audit unit under the Board of Directors, reporting to the Audit Committee, to ensure independent and effective oversight. ■ Adopt a risk-based approach for the annual audit plan, covering the eight internal control cycles and key operational risks. ■ Implement the three lines of defense, track remediation, and regularly consolidate and report risks to improve disclosure and decision-making transparency. Use standardized processes and digital tools to enhance audit efficiency and risk identification, reducing operational and regulatory risks.			■ The annual audit plan completion rate. ■ Corrective action closure rate for major findings. ■ Improvements in risk management information transparency.
2025 Targets	2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
■ Complete all audits in accordance with the approved annual audit plan and ensure remediation of major findings. ■ Strengthen subsidiary audits and enhance cross-border governance consistency. ■ Increase the proportion of risk-based audits and reinforce reporting and tracking mechanisms to improve information governance transparency.	■ All annual audits were completed in accordance with the approved plan, covering the eight internal control cycles and key risk areas. ■ All major audit findings were remediated within the prescribed timeframe, and no material fraud or major regulatory violations were identified. ■ The Company strengthened subsidiary governance by establishing a group-level system to consolidate and track audit results with regular reporting to the Audit Committee. Deficiency tracking and risk classification processes were optimized to enhance Board-level oversight and information transparency.	■ Further enhance the risk-based audit framework, introduce a three-lines-of-defense maturity assessment mechanism, and establish a group-wide platform for unified deficiency tracking and risk consolidation. ■ Strengthen audits related to information security and digital governance and increase audit coverage of project-based and high-risk areas to further enhance Board oversight effectiveness and governance quality.	■ Establish an integrated, group-wide risk and internal control management framework to achieve cross-border subsidiary governance consistency and real-time information transparency. ■ Enhance early risk warning and continuous monitoring capabilities to align corporate governance practices with international capital market standards and support sustainable finance and long-term value creation.

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★ : Achieved ☆ : Ongoing

Status	★	Economic Performance		
Material Topics and Strategies			Performance Indicators	
■ Adopt a prudent financial management strategy with Board-approved, multi-level assessment of major capital expenditures, supported by performance tracking and risk control mechanisms. ■ Ensure investment plans align with financial capacity through budget, capital structure, and cash flow management, while maintaining liquidity and debt-servicing capability. ■ Incorporate environmental and social risk considerations into major capital expenditure decisions to ensure alignment with sustainable development principles.			■ Evaluate economic performance based on operating results, capital expenditure efficiency, capital structure soundness, and cash flow management capability.	
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
■ Prudent advancement of major capital expenditure projects to support technology upgrades and high value-added product deployment, while maintaining a sound financial structure and adequate liquidity to balance growth and risk management.		■ Major capital expenditure projects were aligned with the Company's strategy, focusing on technology upgrades and capacity optimization to enhance competitiveness. ■ All major investment projects underwent feasibility analysis and Board approval, with budget control and post-investment performance tracking. ■ While expanding investments, the Company maintained a sound capital structure and strong debt-servicing capability, ensuring adequate working capital and financial flexibility to support long-term value creation.	■ Continuously enhance capital expenditure effectiveness evaluation mechanisms by strengthening pre-investment review and post-investment performance tracking, optimizing capital allocation efficiency, and balancing growth momentum with financial stability to mitigate the impact of economic fluctuations on business operations.	■ Establish a resilient long-term investment and capital management framework to improve return on capital and asset utilization efficiency. ■ Achieve sustainable growth and maximize long-term shareholder value through prudent financial strategies and diversified risk management mechanisms.

Status	★	Information Security and Privacy		
Material Topics and Strategies			Performance Indicators	
■ Embed "Security & Privacy by Design" by integrating information security and privacy requirements early in packaging/testing R&D and smart factory development, reducing remediation costs and safeguarding clients' intellectual property. ■ Build "Supply Chain Resilience" by replacing audits with guidance to engage suppliers, ensuring upstream and downstream jointly resist ransomware attacks. ■ Advance "Transparency & Ethics" by complying with regulations (e.g., Cyber Security Management Act, GDPR, CRA) and proactively disclosing policies through regular transparency reports, turning cybersecurity performance into a trust dividend in market competition. ■ Ensure "Personal Data Protection" by complying with the Personal Data Protection Act and its Enforcement Rules, establishing regulations to safeguard privacy rights.			■ Site-level information security compliance certification rate. ■ Regulatory compliance rate (Compliance with applicable laws and regulations to prevent non-compliance incidents).	
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
■ Achieve ISO 27001:2022 transition certification at all six sites. ■ Establish and publicly disclose the Company's privacy protection policy. ■ Conduct internal control assessments to ensure alignment between established procedures and actual operations.		■ 100% achievement: Completed ISO 27001:2022 transition certification at all six sites, ensuring standardized information security management systems. ■ Established and publicly disclosed the privacy protection policy on the corporate website. ■ Completed internal control assessments with a 100% compliance result, confirming alignment between established procedures and actual operations.	■ Reduce the click-through rate of employee social engineering (phishing email) simulations to below 3%. ■ Maintain 100% regulatory compliance through regular compliance audits and continuous tracking of regulatory changes. ■ Continuously provide personal data and privacy protection training and awareness programs to strengthen employee protection awareness.	■ Enhance supply chain ecosystem resilience by establishing a supply chain monitoring platform and requiring key suppliers to meet Grade A (or 90+) information security standards. ■ Maintain zero major customer data breach incidents to ensure no privacy-related disputes. ■ Ensure compliance with personal data protection and privacy regulations through regulatory reviews, external audits, and training.

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★ : Achieved ☆ : Ongoing

Status	★	Regulatory Compliance	
Material Topics and Strategies			Performance Indicators
- Comply with applicable local laws and regulations and conduct regular regulatory audits to stay aligned with the latest legal and regulatory requirements. - Ensure regulatory compliance through periodic internal audits and the operation of the social responsibility management system (RBA VAP).			Comply with laws, regulations, and customer requirements to prevent incidents of non-compliance.
2025 Targets	2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
- Maintain 100% compliance by conducting regular audits to promptly identify regulatory changes and make timely adjustments. - Continuously provide compliance training and awareness programs to employees to strengthen legal awareness.	- Conduct quarterly regulatory audits to maintain 100% compliance. - A total of 113,929 person-times completed training on laws, regulations, and policy-related courses.	- Maintain 100% compliance through regular audits, with timely identification of regulatory changes and prompt adjustments. - Enhance employees' legal awareness through ongoing compliance training and communications.	Ensure that company operations comply with legal requirements through regulatory audits, employee training, and whistleblowing channels.

Status	★	Sustainable Supply Chain	
Material Topics and Strategies			Performance Indicators
- Establish a Supplier Code of Conduct to promote and implement supply chain social responsibility. - Develop procurement policies to avoid minerals from conflict-affected areas, require supplier compliance, and mandate regular reporting for legitimacy verification. - Commit to non-use of hazardous substances and build traceability and due diligence mechanisms for material transparency and accountability. - Regularly disclose conflict minerals management status and engage third-party assessments to review and verify supply chain compliance. - Provide conflict minerals-related training for internal employees and suppliers to enhance sustainability awareness and responsible supply chain practices.			- Supplier Code of Conduct compliance and disclosure - Responsible minerals due diligence for material suppliers (100% conflict-free minerals) - REACH compliance declaration response rate
2025 Targets	2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
- Establish and implement the Supplier Code of Conduct. - Achieve a 100% compliance rate in conflict minerals due diligence for material suppliers. - Achieve a 100% response rate for REACH compliance declarations.	- Supplier Code of Conduct established and disclosed on the corporate website, with suppliers required to comply. 100% conflict-free minerals achieved, supporting responsible and ethical sourcing. - REACH compliance declaration response rate: 100%. - RBA and BCM audits conducted for key suppliers, enhancing supply chain ESG compliance. - Local procurement ratio ≥ 50% for raw materials, equipment, contractors, and service providers, maintained for two consecutive years.	- Conduct responsible minerals surveys for material suppliers, achieving a 100% compliance rate in the use of conformant minerals. - Achieve a 100% response rate for REACH compliance declarations. - Ensure that 100% of major (Tier 1) suppliers comply with the RBA Code of Conduct and BCM audits, enhancing supply chain ESG compliance and resilience. - Enhance the circular reuse of surplus materials and production scrap.	- Achieve 100% conflict-free minerals, reinforcing ethical sourcing practices. - Require suppliers to submit RBA and BCM self-assessment questionnaires every two years to strengthen supply chain ESG compliance and resilience. - Conduct RBA audits for suppliers to further enhance supply chain ESG compliance. - Develop environmentally compatible materials or components and collaborate with suppliers on carbon reduction initiatives to advance a green supply chain. - Gradually increase the proportion of local sourcing for raw materials, equipment, contractors, and service providers.

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Environmental Pillar				
Status	★	Energy and Climate Change		
Material Topics and Strategies		Performance Indicators		
■ Increase the use of renewable energy and implement comprehensive measures to improve energy efficiency and reduce environmental impact. ■ Continue promoting process-level energy conservation and equipment optimization to gradually reduce carbon emissions, with the goal of achieving net-zero emissions by 2050. At the same time, strengthen climate risk adaptation measures to ensure long-term operational sustainability.		■ Electricity consumption reduction. ■ Renewable energy usage. ■ Reduction in greenhouse gas (GHG) emission intensity (GHG emissions per unit of revenue). ■ Absolute reduction of Scope 1 and Scope 2 GHG emissions.		
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
■ Achieve an annual electricity savings rate of 1.5%. ■ Install rooftop solar power systems at manufacturing sites and procure renewable energy certificates, with total renewable energy generation and procurement reaching approximately 37.5 million kWh. ■ Reduce greenhouse gas (GHG) emission intensity by 4% compared with the 2020 baseline. ■ Achieve a 5% reduction in absolute Scope 1 and Scope 2 GHG emissions compared with the 2020 baseline.		■ Annual electricity savings rate: 2.84%. ■ Total renewable energy usage reached 38.82 million kWh, including 3,481,396.600 kWh of self-generated and self-consumed solar power and 35,345,529 kWh of externally procured renewable energy certificates. ■ GHG emission intensity reduced by 19.66% compared with the 2020 baseline. ■ Absolute Scope 1 and Scope 2 GHG emissions reduced by 20.47% compared with the 2020 baseline.	■ Achieve an annual electricity saving rate of 1.5%. ■ Install rooftop solar power generation systems at manufacturing sites and procure renewable energy certificates (RECs), with a total electricity generation and procurement of approximately 37.5 million kWh. ■ Reduce greenhouse gas emission intensity by 4% compared to the 2020 baseline year. ■ Reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 5% compared to the 2020 baseline year.	■ Achieve an annual electricity saving rate of 1.5%. ■ Install rooftop solar power generation systems at manufacturing sites and procure renewable energy certificates (RECs), with a total electricity generation and procurement of approximately 112.5 million kWh. ■ By 2030, reduce greenhouse gas emission intensity by 6% compared to the 2020 baseline year. ■ By 2030, reduce absolute Scope 1 and Scope 2 greenhouse gas emissions by 15% compared to the 2020 baseline year.
Status	★	Water Management		
Material Topics and Strategies		Performance Indicators		
■ Establish wastewater treatment facilities to enable stable recovery and reuse of process wastewater within manufacturing operations.		■ Water recycling system recovery rate.		
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
■ Water recycling system recovery rate (dicing and grinding processes): ≥ 85%.		■ Water recycling system recovery rate (dicing and grinding processes): 88.30%.	■ Water recycling system recovery rate (dicing and grinding processes): ≥ 85%.	■ Continuously improve the effectiveness of water recycling systems. ■ Establish a comprehensive water resource management framework, covering governance, risk management, pollution prevention, and recycling performance enhancement.

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Status	★	Pollution and Waste			
Material Topics and Strategies			Performance Indicators		
■ Implement waste reduction measures by optimizing manufacturing processes to minimize waste generation. ■ Promote effective waste resource recovery by prioritizing reduction, collection, classification, and recycling, and reducing reliance on incineration and landfill disposal.			■ Non-hazardous waste recycling rate. ■ Reduction in waste generation intensity (Industrial waste generation per unit of revenue).		
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)	
■ Non-hazardous waste recycling rate: ≥ 85%. ■ Waste generation intensity reduced by 7% compared with the 2018 baseline.		■ Non-hazardous waste recycling rate: 97.8%. ■ Waste generation intensity reduced by 12.7% compared with the 2018 baseline.	■ Non-hazardous waste recycling rate: ≥ 85%. ■ Waste generation intensity reduced by ≥ 8% compared with the 2018 baseline.	■ Non-hazardous waste recycling rate: ≥ 90%. ■ Waste generation intensity reduced by ≥ 12% compared with the 2018 baseline.	
Social Pillar					
Status	☆	Occupational Health and Safety			
Material Topics and Strategies			Performance Indicators		
■ Implement and continuously operate an occupational safety and health management system. ■ Enhance safety and health awareness across the workforce to foster a culture of workplace safety. ■ Continue to conduct on-site working environment monitoring, exposure assessments, and ergonomics risk assessments to prevent occupational hazards.			■ Frequency Severity Index (FSI). ■ Number of serious occupational injuries. ■ Number of occupational disease cases.		
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)	
■ FSI ≤ 0.15 ■ Serious occupational injury cases: 0 ■ Occupational disease cases: 0		■ FSI: 0.11 ■ Serious occupational injury cases: 2 ■ Occupational disease cases: 0	■ FSI ≤ 0.15 ■ Serious occupational injury cases: 0 ■ Occupational disease cases: 0	■ FSI ≤ 0.08 ■ Serious occupational injury cases: 0 ■ Occupational disease cases: 0	
Status	★	Employee Relations			
Material Topics and Strategies			Performance Indicators		
■ Strengthen employee communication and participation by providing diverse communication channels, encouraging employees to express opinions and suggestions, and ensuring that feedback is effectively addressed by management. ■ Enhance employee care by ensuring that grievance handling processes reflect the Company's attention to employee needs and concerns, thereby strengthening employee trust and organizational identification.			■ Employee grievance resolution rate.		
2025 Targets		2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)	
■ Employee grievance resolution rate: 100%.		■ Employee feedback cases: 37 reported / 37 resolved, achieving a 100% resolution rate.	■ Employee grievance resolution rate: 100%. ■ Continuous improvement of grievance handling efficiency.	■ Continuously enhance and promote the effectiveness of communication channels, actively listening to employee feedback and ensuring that employee input is addressed and responded to in an effective and timely manner. ■ Foster a harmonious and inclusive workplace environment through teamwork and mutual respect, supporting stable operations and long-term organizational effectiveness.	

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Status	★	Talent Attraction and Retention	
Material Topics and Strategies		Performance Indicators	
Recruit and retain suitable talent to support stable operations and long-term organizational development.		Employee turnover rate.	
2025 Targets	2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
Overall employee turnover rate: < 15%	Overall employee turnover rate: 12.93%	Overall employee turnover rate: < 15%	Overall employee turnover rate: < 15%

Status	☆	Talent Development	
Material Topics and Strategies		Performance Indicators	
- Foster a culture of continuous learning through diversified training programs and digital learning platforms to support employee professional growth and long-term career development. - Establish knowledge-sharing mechanisms involving internal trainers and senior management to deepen knowledge transfer and skill development.		- Skill assessment pass rate for newly hired indirect employees. - Participation in self-learning resources (person-times). - Number of internal instructors developed.	
2025 Targets	2025 Achievements	Short-term Target (by 2026)	Mid- to Long-term Target (2030 and beyond)
- Skill assessment pass rate for newly hired indirect employees: 100%, implemented through the HCM system. - Participation in self-learning resources: ≥ 4,500 person-times, including English training, managerial self-learning programs, internal library resources, online courses, and Mandarin training. - Internal instructors developed: 90, to establish a stable internal training system.	- Skill assessment pass rate for newly hired indirect employees: 100%, confirming effective implementation of the onboarding and training system. - Participation in self-learning resources: 3,192 person-times, reflecting continued engagement in diversified learning programs. - Internal instructors developed: 72	- Maintain a 100% skill assessment pass rate for newly hired indirect employees to ensure consistent talent development quality. - Participation in self-learning resources: ≥ 4,000 person-times. - Internal instructors developed: ≥ 90, strengthening internal knowledge sharing.	- Continuously review and optimize learning content and delivery approaches to better address employee needs and enhance course design and practical application. - Promote knowledge sharing through internal instructors and practical experience exchange, fostering professional dialogue, cross-functional understanding, and long-term organizational learning and collaboration.



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1.5.2 Actions in Support of the United Nations Sustainable Development Goals (SDGs)

PTI actively supports the United Nations Sustainable Development Goals (SDGs) and seeks to create positive social impact through its contributions. In 2025, the Company continued to refine its SDG-related vision and roadmap, identifying 12 priority SDGs and developing corresponding action plans. Through engagement and collaboration with stakeholders via participation, cooperation, and dialogue, PTI aims to contribute to an inclusive and sustainable future.

SDGs	2025 Achievements	Action Plan	Related Sections
 Goal 1 No Poverty - Target 1.1 Eradicate Extreme Poverty - Target 1.4 Equal Rights to Ownership, Basic Services, Technology and Economic Resources - Target 1.A Mobilize Resources to Implement Policies to End Poverty	- PTI's minimum entry-level monthly salary reached NT\$32,000, exceeding Taiwan's statutory minimum wage. - Total social investment reached NT\$3,190,651.	- Provide annual salary adjustments and bonuses. - Allocate resources to support public welfare organizations and rural elementary schools.	0.4 5.2 6.1
 Goal 3 Good Health and Well-being Target 3.4 Reduce Mortality from Non-Communicable Diseases and Promote Mental Health	- Mental health counseling was provided to 408 employees, and on-site medical consultations were conducted 272 times. - Excessive workload assessments were conducted for 10,219 employees. - Donated NT\$240,000 to support the development of grassroots youth baseball teams.	- Implement employee health promotion programs, including health examinations, blood donation, influenza vaccination, and vision care. - Maintain employee mental health counseling mechanisms. - Support grassroots youth baseball teams to promote children's regular participation in sports.	5.6 6.1
 Goal 4 Quality Education - Target 4.4 Increase the Number of People with Relevant Skills for Financial Success - Target 4.5 Eliminate all Discrimination in Education - Target 4.7 Education for Sustainable Development and Global Citizenship	- Total employee training amounted to 1,668,775.5 hours. 43 industry-academia interns were recruited. - Participated in GOLF (Gap of Learning & Field) alliance initiatives to support youth education and talent development. - Employee volunteer service totaled 2,208 hours.	- Establish and enhance a comprehensive training and development system. - Expand technical exchange platforms in collaboration with academic institutions and industry partners. - Support public welfare organizations and rural elementary schools and encourage employee volunteer participation to promote educational equity.	0.4 5.3 6.1 6.2
 Goal 5 Gender Equality - Target 5.1 End Discrimination Against Women and Girls - Target 5.2 End All Violence and Exploitation of Women and Girls - Target 5.4 Value Unpaid Care and Promote Shared Domestic Responsibilities - Target 5.C Adopt and Strengthen Policies and Enforceable Legislation for Gender Equality	- The 12-month post-parental leave retention rate was 86% for female employees and 67% for male employees. - Multiple grievance channels and disciplinary procedures are maintained to ensure a workplace free from harassment and unlawful conduct.	- Foster an inclusive and friendly workplace and prevent workplace sexual harassment. - Ensure compliance with equal employment and labor protection regulations to safeguard employee rights.	4.4 5.4 5.7
 Goal 7 Affordable and Clean Energy - Target 7.2 Increase Global Percentage of Renewable Energy - Target 7.A Promote Access to Research, Technology and Investments in Clean Energy	Renewable energy sourcing continued to scale. In 2025, on-site solar PV generation together with green electricity procurement delivered total renewable electricity consumption of 38.82 million kWh.	Apply clean technologies to improve energy efficiency and reduce environmental pollution.	7.1
 Goal 8 Decent Work and Economic Growth - Target 8.2 Diversify, Innovate and Upgrade for Economic Productivity - Target 8.4 Improve Resource Efficiency in Consumption and Production - Target 8.5 Full Employment and Decent Work with Equal Pay - Target 8.6 Promote Youth Employment, Education and Training - Target 8.7 End Modern Slavery, Trafficking and Child Labour - Target 8.8 Protect Labour Rights and Promote Safe Working Environments	- No incidents of child labor or forced labor were identified across the Company's operations. - Generated 3,066 new hires during the reporting year. - Recruited 177 individuals from vulnerable groups. - Manufacturing sites achieved AED-Safe Workplace accreditation and Healthy Workplace certification.	- Provide decent employment opportunities for vulnerable groups. - Ensure compliance with labor laws and regulations to safeguard employee rights. - Maintain a safe and healthy working environment for all employees. - Enhance economic productivity through technological innovation.	4.4 5.1 5.2 5.4 5.6

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SDGs	2025 Achievements	Action Plan	Related Sections
 Goal 9 Industry, Innovation and Infrastructure - Target 9.2 Promote Inclusive and Sustainable Industrialization - Target 9.4 Upgrade All Industries and Infrastructure for Sustainability - Target 9.5 Enhance Research and Upgrade Industrial Technologies	- Finished the development and validation of Co-Packaged Optics (CPO) technology, with volume shipments expected to commence between 2026 and 2027. - Achieved certification for large-size FCBGA, SiP/SiM solutions, transitioning these technologies into full-scale mass production. - Completed the development and validation of high-stack memory packaging technology (24 dies in a single package), scheduled for volume production in 2026.	Continue to focus on the research, development, and manufacturing of advanced technologies, providing customers with high-end and advanced packaging solutions to create shared value.	0.4 3.2
 Goal 10 Reduced Inequalities - Target 10.1 Reduce Income Inequalities - Target 10.2 Promote Universal Social, Economic and Political Inclusion - Target 10.3 Ensure Equal Opportunities and End Discrimination - Target 10.4 Adopt Fiscal and Social Policies That Promote Equity	- Implemented a Social Responsibility Management System aligned with the RBA Code of Conduct. - Achieved gender equality and equal pay for equal work and qualification. - Implemented direct hiring and zero-fee recruitment for migrant workers, while respecting employees' freedom of residence. - Launched a foreign skilled worker retention program to support migrant workers' career development. - Provided long-term support to 5 rural and local elementary schools and 4 public welfare organizations, enhancing resource accessibility for vulnerable groups.	- Establish a comprehensive compensation and benefits system and ensure gender equality. - Implement sexual harassment prevention measures, including grievance mechanisms and disciplinary procedures. - Conduct Human Rights Due Diligence (HRDD) across all operating sites to effectively mitigate human rights risks and impacts. - Support rural education and social investment initiatives to reduce inequalities arising from geographic and socioeconomic conditions.	0.4 4.4 5.2 5.4 5.7 6.1
 Goal 12 Responsible Consumption and Production - Target 12.4 Responsible Management of Chemicals and Waste - Target 12.5 Substantially Reduce Waste Generation - Target 12.6 Encourage Companies to Adopt Sustainable Practices and Sustainability Reporting - Target 12.8 Promote Universal Understanding of Sustainable Lifestyles	- Electricity consumption was reduced by 20,255,665 kWh, based on internal estimation. - The non-hazardous waste recycling rate reached 97.8%. - Products complied with applicable safety standards.	- Continue to develop low-carbon and energy-efficient manufacturing processes to deliver environmentally friendly and high-quality services. - Promote waste reduction at source and recycling and reuse initiatives. - Product safety requirements. - Conduct sustainability-related activities and training programs.	7.1 7.3 7.5
 Goal 13 Climate Action - Target 13.1 Strengthen Resilience and Adaptive Capacity to Climate Related Disasters - Target 13.2 Integrate Climate Change Measures into Policies and Planning - Target 13.3 Build Knowledge and Capacity to Meet Climate Change	- Conducted climate-related risk and opportunity identification in accordance with the TCFD framework and prepared a Climate-Related Financial Disclosure Report, aligning with global sustainability standards and management trends. - Completed risk assessments for extreme climate events and developed corresponding response plans. - Obtained ISO 50001 Energy Management System certification.	Promote energy-saving and climate change adaptation initiatives, strengthen emergency response mechanisms, and reduce climate-related risks.	2.3 7.1
 Goal 16 Peace, Justice and Strong Institutions - Target 16.5 Substantially Reduce Corruption and Bribery - Target 16.6 Develop Effective, Accountable and Transparent Institutions - Target 16.7 Ensure Responsive, Inclusive and Representative Decision-making - Target 16.B Promote and Enforce Non-discriminatory Laws and Policies	- A total of 113,929 participants completed regulatory and policy training programs. - Maintained compliance with international standards, including the RBA Code of Conduct and ISO 37001 Anti-Bribery Management System.	- Established and implemented a Code of Ethical Conduct and related policies, with strict enforcement across the organization. - Plan and deliver annual regulatory and policy training programs to strengthen legal compliance and ethical awareness.	2.4 5.3
 Goal 17 Partnerships for the Goals - Target 17.14 Enhance Policy Coherence for Sustainable Development - Target 17.15 Respect National Leadership to Implement Policies for The Sustainable Development Goals - Target 17.17 Encourage Effective Partnerships	- Established and actively maintained diversified stakeholder community communication platforms. - Organized supplier social responsibility engagement programs, with 151 suppliers participating.	- Promote supplier social responsibility management through engagement meetings and training programs. - Develop and enhance a supplier management system platform. - Expand and actively operate stakeholder communication platforms to strengthen stakeholder engagement.	1.3 4.2 8.6

Note: The above disclosures apply to Powertech Technology Inc. only.

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- Global Manufacturing Footprint (PTI Group): 21 sites
 - Taiwan: 19 sites
 - Japan: 2 sites
- Earnings per Share (EPS): NT\$7.48
- Consolidated Revenue: NT\$74.929 billion

- Net Income Attributable to Shareholders of the Parent Company: NT\$5.536 billion
- CommonWealth Magazine Top 2000 Enterprises (Based on 2025 annual revenue)
 - No. 64 in the manufacturing industry.
 - No. 8 in the semiconductor sector.



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Corporate Governance

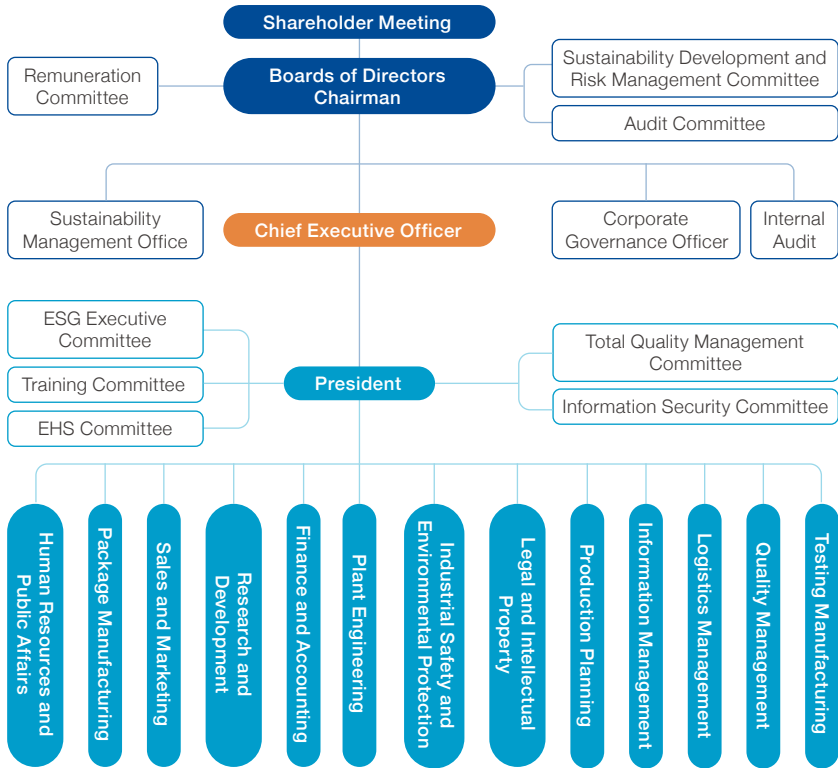
Governance Organization

GRI 2-9, GRI 2-11, GRI 2-12, GRI 2-15, GRI 2-16, GRI 2-19, GRI 2-20, GRI 405-1

PTI has established its corporate governance framework in accordance with the Company Act, the Securities and Exchange Act, and other applicable laws and regulations. The framework is designed to ensure sound and sustainable operations and to safeguard the interests of shareholders and stakeholders.

Enhancing information transparency and advancing corporate sustainability are embedded as core governance objectives. The corporate governance structure is presented below.

2.1.1 Corporate Governance Structure



2.1.2 Board of Directors

Board Composition and Diversity

Pursuant to its [Article of Incorporation](#), PTI's Board of Directors comprises 9 to 11 members, each serving a three-year term. Directors are elected at the shareholders' meeting through a candidate nomination system and are eligible for re-election. In accordance with Article 20 of the [Corporate Governance Best Practice Principles](#), the Company has established a board diversity policy that takes into account multiple dimensions, including gender, nationality, culture, professional background, expertise, and industry experience.

As of the re-election held on May 31, 2023, the Board consists of 10 members, all of whom are highly experienced and reputable professionals from the industry, with an average tenure of 9.5 years. Among them, 3 directors concurrently serve as corporate managers (30%), and 4 are independent directors (40%), all of whom meet the independence criteria set forth in the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies. Female representation accounts for one director (10%).

The current term of office runs from May 31, 2023 to May 30, 2026. Information on director election procedures is available on the [corporate website](#). Detailed information on board members, including their professional backgrounds, concurrent positions, controlling shareholder status, performance evaluation results, attendance records, and other relevant information, is disclosed in the [Annual Report](#) (Section II: Corporate Governance) and on the [corporate website](#). Related-party shareholdings and transactions are disclosed in the Company's [Financial Statements](#) (Note 30: Related Party Transactions). The Board primarily engages with stakeholders through the annual general meeting.

The Chairman is elected by the Board and serves as both the leader of the Board and the representative of the Company. The Chairman is responsible for overseeing corporate strategy, guiding business development, and driving long-term growth. In the event of a conflict of interest, the Chairman adheres to recusal requirements.

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Board Operations

The Board of Directors is primarily responsible for approving the Company's operational plans and financial reports, establishing key internal regulations, reviewing and overseeing risk management policies and mechanisms, approving major investments, appointing and dismissing managers and certified public accountants (CPAs), and authorizing donations to related and non-related parties. All current board members possess relevant expertise in business, financial and accounting, and industry-specific knowledge.

Director remuneration is determined by the Board based on recommendations from the Remuneration Committee, which evaluates each director's involvement in corporate operations and sustainability, contribution value, and peer benchmarks in accordance with the Company's compensation policy. Independent directors receive fixed monthly compensation and do not participate in the distribution of annual director remuneration.

In principle, the Board convenes quarterly. In the event of urgent matters or upon request by a majority of directors, the Chairman may call a meeting at any time. Each director faithfully performs their duties and upholds the duty of care as a responsible corporate steward. In 2025, the Board held 6 meetings, during which multiple important resolutions were approved and key matters were communicated (with zero major events reported in 2025). Details of board operations and directors' attendance are disclosed in the Company's [Annual Report](#) (Section II: Corporate Governance).

Board Members

Title	Name	Major Responsibilities	Major Experiences
Chairman	D.K. Tsai	Chairman of Powertech Technology Inc.	Bachelor of Industrial Engineering, Taipei Institute of Technology Chairman of Kingston Technology Far East Corp.
Director	J.S. Leu	President of Powertech Technology Inc.	Bachelor of Mechanical Engineering, Feng Chia University Deputy Director of Packaging Manufacturing, Powerchip Technology Corp.
Director	Kingston Technology Corporation Account Rep: Shigeo Koguchi	Legal Representative Director of Powertech Technology Inc.	Master of Engineering, University of Florida Senior Executive Vice President of Toshiba Corp.
Director	Kingston Technology Corporation Account Rep: Dephne Wu (female)	CFO of Kingston Technology Far East Corp.	Bachelor of Accounting, National Chengchi University CFO of Kingston Technology Far East Corp.
Director	Greatek Electronics Inc. Legal Rep: Boris Hsieh	CEO of Powertech Technology Inc. Chairman of Greatek Electronics Inc. Chairman of TeraPower Technology Inc.	Executive Master of Business Administration, National Chiao Tung University Vice President of Hon Hai Precision Industry Co., Ltd.
Director	KIOXIA Semiconductor Taiwan Corporation Rep: Junichi Asada	Chairman of KIOXIA Semiconductor Taiwan Corporation	Master Degree in Science and Engineering, Waseda University Senior Advisor of Kioxia Corporation
Independent Director	Pei-Ing Lee	President and Director of Nanya Technology Corporation Chairman of Formosa Advanced Technologies Co., Ltd.	Ph.D. in Chemical Engineering, Syracuse University Chairman of Inotera Memories Inc.
Independent Director	Morgan Chang	President of Kuang Chien Computer Co. Ltd.	Bachelor of Computer and Control Engineering, National Chiao Tung University Chairman of Kuang Chien Computer Co. Ltd.
Independent Director	Jui-Tsung Chen	Chairman of Compal Electronics, Inc.	Bachelor of Electrical Engineering, National Cheng Kung University President of Compal Electronics, Inc.
Independent Director	Chao-Chin Tung	Director of Homeplus Digital Co., Ltd. Independent Director of TECO Electric & Machinery Co., Ltd.	Master of Materials Science, University of Rochester, New York Chairman of CTBC Bank Co., Ltd.

Note: 1. Age group: Abovementioned directors are all above 50 years old.
2. Gender: 1 female and 9 males.
3. Nationality: 2 Japanese and 8 Taiwanese.

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2.1.3 Audit Committee

PTI has set up an Audit Committee consisting of all independent directors per Article 14 of the Articles of Incorporation. The main purpose of the committee is to supervise the Company in the fair presentation of financial statements, the appointment and dismissal of and independence and performance of certified public accountants, effective implementation of internal control, compliance with laws and regulations and control of current and emerging risks.

The Company's Audit Committee convened 5 meetings in 2025. The resolutions passed by the committee were submitted to and approved by the Board of Directors.

Title	Name	Major Responsibilities	Major Experiences
Independent Director	Pei-Ing Lee	President and Director of Nanya Technology Corporation Chairman of Formosa Advanced Technologies Co., Ltd.	Ph.D. in Chemical Engineering, Syracuse University Chairman of Inotera Memories Inc.
Independent Director	Morgan Chang	President of Kuang Chien Computer Co. Ltd.	Bachelor of Computer and Control Engineering, National Chiao Tung University Chairman of Kuang Chien Computer Co. Ltd.
Independent Director	Jui-Tsung Chen	Chairman of Compal Electronics, Inc.	Bachelor of Electrical Engineering, National Cheng Kung University President of Compal Electronics, Inc.
Independent Director	Chao-Chin Tung	Director of Homeplus Digital Co., Ltd. Independent Director of TECO Electric & Machinery Co., Ltd.	Master of Materials Science, University of Rochester, New York Chairman of CTBC Bank Co., Ltd.

2.1.4 Remuneration Committee

To improve the remuneration system for all directors and managers throughout the company and assist the Board of Directors in evaluating the operating performance of the management, the Remuneration Committee has been established under the Board of Directors. The Committee consists of three members and is responsible for the formulation and periodic review of policies, systems, standards, and structure for the performance evaluation and remuneration of directors, supervisors, and managerial officers. It ensures that remuneration is aligned with individual and corporate performance, complies with applicable laws and regulations, and reflects future operational performance and risk considerations. In 2025, the Company's remunerations policy was reported to the Annual General Meeting.

PTI convened 3 Remuneration Committee meetings in 2025. The resolutions passed by the committee were submitted to and approved by the Board of Directors.

Title	Name	Major Responsibilities	Major Experiences
Independent Director	Pei-Ing Lee	President and Director of Nanya Technology Corporation Chairman of Formosa Advanced Technologies Co., Ltd.	Ph.D. in Chemical Engineering, Syracuse University Chairman of Inotera Memories Inc.
Independent Director	Morgan Chang	President of Kuang Chien Computer Co. Ltd.	Bachelor of Computer and Control Engineering, National Chiao Tung University Chairman of Kuang Chien Computer Co. Ltd.
Independent Director	Chao-Chin Tung	Director of Homeplus Digital Co., Ltd. Independent Director of TECO Electric & Machinery Co., Ltd.	Master of Materials Science, University of Rochester, New York Chairman of CTBC Bank Co., Ltd.

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2.1.5 Sustainability Development and Risk Management Committee

To strengthen board oversight of sustainability and risk management, the Company established the Risk Management Committee on May 7, 2021, which was renamed the Sustainability Development and Risk Management Committee on November 7, 2025. The Committee, composed of two independent directors and one director, meets at least once annually. Its responsibilities include reviewing sustainability and risk-related policies, strategies, and management guidelines, overseeing sustainability disclosures, and monitoring the execution of sustainability and risk management initiatives.

To advance related initiatives, the Board established the Sustainability Development and Risk Management Steering Group, organized on a project basis. The Steering Group is led by the President, with one Deputy Leader appointed, and the Corporate Governance Officer serving as Executive Secretary. Members include heads of major departments. Meetings are held quarterly to review operational, information security, hazard, financial, and legal risks, as well as sustainability progress. Results are reported annually to the Committee to ensure effective risk management and continuous advancement of sustainability.

PTI convened 1 Sustainability Development and Risk Management Committee meeting in 2025. The resolutions passed by the committee were submitted to and approved by the Board of Directors.

Title	Name	Major Responsibilities	Major Experiences
Director	J.S. Leu	President of Powertech Technology Inc.	Bachelor of Mechanical Engineering, Feng Chia University Deputy Director of Packaging Manufacturing, Powerchip Technology Corp.
Independent Director	Morgan Chang	President of Kuang Chien Computer Co. Ltd.	Bachelor of Computer and Control Engineering, National Chiao Tung University Chairman of Kuang Chien Computer Co. Ltd.
Independent Director	Chao-Chin Tung	Director of Homeplus Digital Co., Ltd. Independent Director of TECO Electric & Machinery Co., Ltd.	Master of Materials Science, University of Rochester, New York Chairman of CTBC Bank Co., Ltd.

2.1.6 Internal Audit Management

As prescribed by law, PTI has established an internal control system, with an "Internal Audit" directly under the Board. The execution of audits is conducted according to the annual audit plan, which is drawn up based on the identified risks. In addition, project audits are performed as necessary to discover possible shortcomings in the internal control system and propose improvements, as well as to ensure that various departments improve various shortcomings within the stipulated time. Upon completion of the audit, the Internal Audit will issue an audit report and submit it to the Audit Committee. The audit supervisor will report the implementation status and results to the Audit Committee and the Board regularly to implement the spirit of corporate governance. To ensure the accuracy, completeness, and reliability of sustainability information, the "Sustainability Information Management Procedure" and "Regulations Governing the Preparation of ESG Reports" were established in Q4 2024. These were submitted for approval to the Audit Committee and the Board of Directors on November 8, 2024, and subsequently incorporated into the internal control system. They are also included as audit items in the annual audit plan. The 2025 internal audit of sustainability information management reported no significant findings.

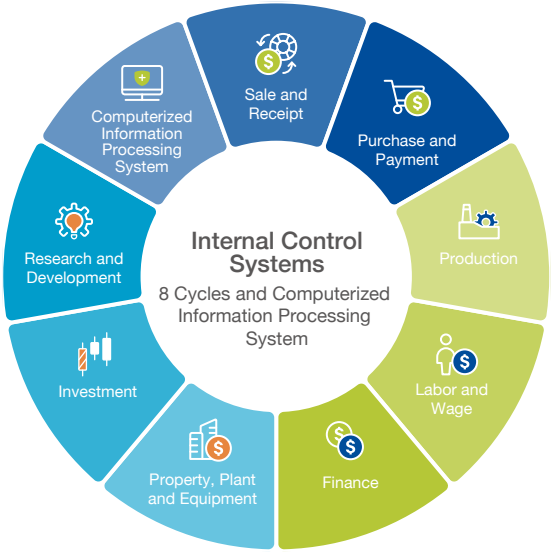
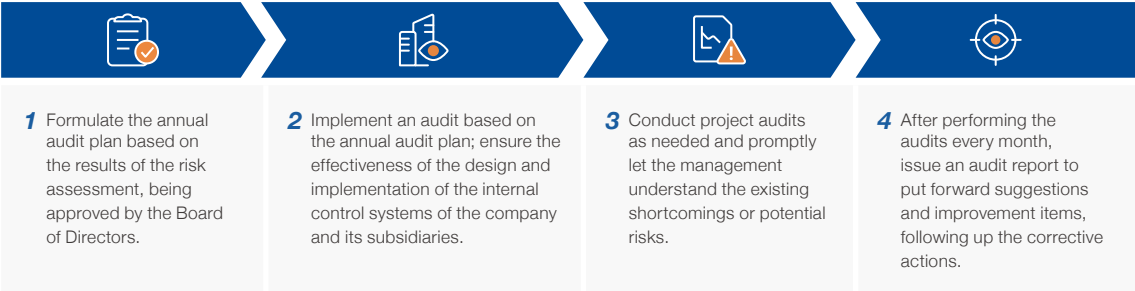
Internal Audit also supervises all units to perform annual self-inspections, implement the self-monitoring mechanism, and review the results of self-inspections, and the audit report is used as the basis for the Board of Directors and Audit Committee to issue an internal control system statement.

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Internal Audit Operations

- **Internal Audit Scope:** Primarily structured around control environment, risk assessment, control activities, information and communication, and monitoring activities. It comprehensively covers eight major cycles, which are: ① Sale and Receipt, ② Purchase and Payment, ③ Production, ④ Labor and Wage, ⑤ Finance, ⑥ Property, Plant and Equipment, ⑦ Investment, and ⑧ Research and Development and processes related to the computerized information system.
- **Internal Audit Objects:** Including the relevant businesses managed by the Company and its subsidiaries, the personnel of the audited units should closely cooperate.
- **Internal Audit Procedure:**



2.1.7 International Financial Reporting Standards (IFRS) S1 and S2 Disclosure Plan

To help investors and stakeholders understand PTI's actions in response to climate change and to align with the International Sustainability Standards Board (ISSB) issued sustainability disclosure standards, namely IFRS S1 "General Requirements for Disclosure of Sustainability-related Financial Information" and IFRS S2 "Climate-related Disclosures", PTI has established an implementation timeline and execution content.

Timeline	Progress	Execution Content
Q4 2025	Planning	■ Understanding of the standard content and collecting information. ■ Discussion on the assignment of annual reports and sustainability reports to avoid duplication. ■ Confirm the scope of coverage, subsidiaries. ■ Task force planning content submitted to the board of directors.
Q4 2026	Introducing	■ Establish an IFRS task force and formulate an introduction plan. ■ Implement related training. ■ Check the scope and implement analysis of differences. ■ Identify and quantify the financial impact of sustainable risks and opportunities.
Q1 2027	Disclosure	■ Disclosure sustainable governance and report under the merger boundary. ■ Information review, tracking and improvement.

Note: According to the applicable objects of the Financial Supervisory Commission's "Roadmap for Taiwan listed companies to align with IFRS Sustainability Disclosure Standards", PTI should disclose the related information in 2028.

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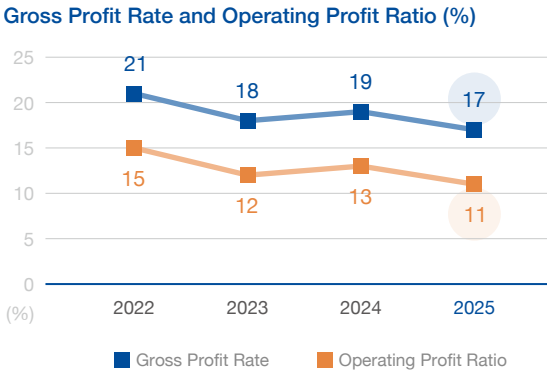
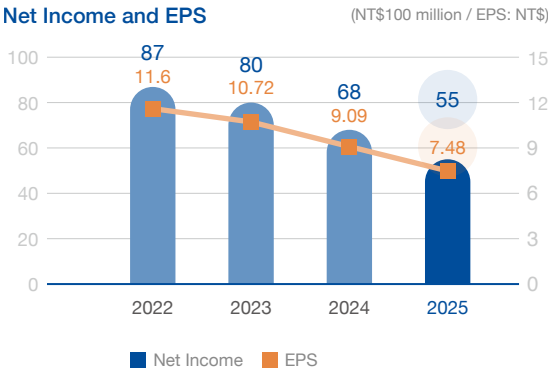
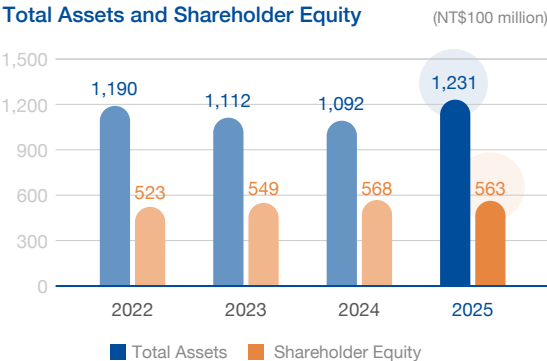
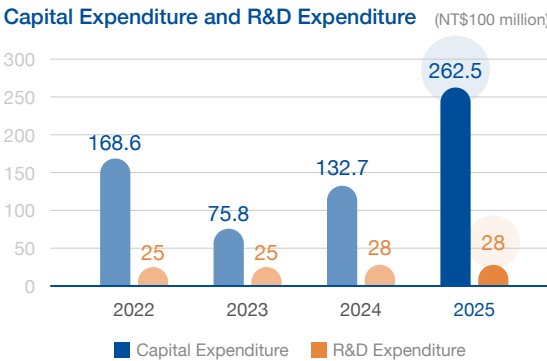
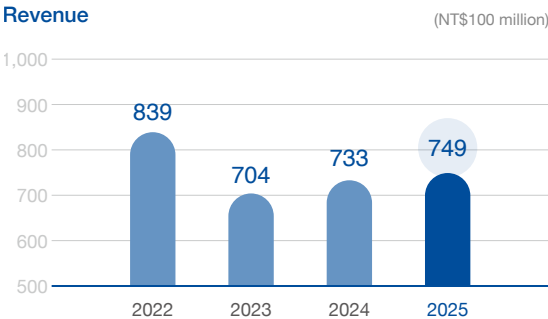
Economic Performance

GRI 201-1

2.2.1 Financial Performance

The operational performance for 2025 is as follows:

- The Earnings Per Share (EPS) was **NT\$7.48**.
- The consolidated revenue was **NT\$74.929** billion.
(Revenue grew **2.2%** YoY amid market demand, aligning with expectations. Customer inventory adjustments have neared completion, with market demand recovery anticipated.)
- The consolidated net income attributable to shareholders of the parent company was **NT\$5.536** billion.



Economic Value Distributed to Stakeholders

Unit: NT\$ million

Item	2025
Operating costs	62,200.1
Employee wages and benefits	18,252.8
Payments to providers of capital (interest expenses and cash dividends)	6,490.4
Payments to government	72.6
Community investments	1.3

Note: 1. Source: Annual audited consolidated financial statements.

2. The net income, EPS, and shareholder equity were disclosed only information of the parent company.

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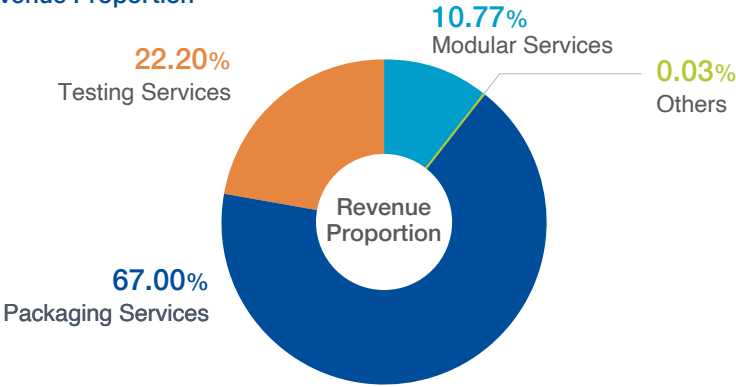
Dividends and Taxes

In 2026, PTI paid **NT\$3,416,159,853** in dividends from 2025 and **NT\$72,599,697** in taxes.

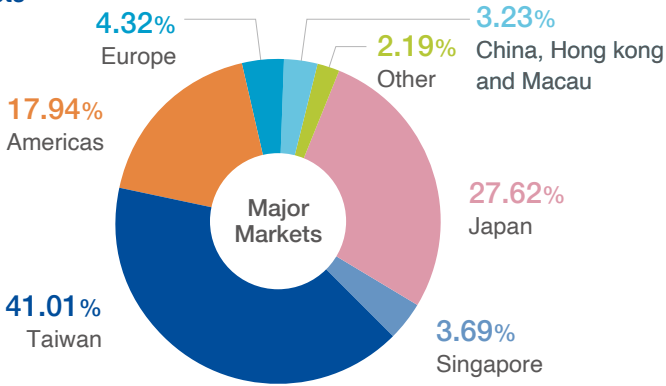
Revenue Proportion and Major Markets

In 2025, domestic sales accounted for **41.01%** and export sales accounted for **58.99%**, mainly in Japan and the Americas.

Revenue Proportion



Major Markets



2.2.2 Tax Governance

Sound tax governance is a core principle of PTI's operations. All operating sites comply with applicable tax laws and regulations in the jurisdictions where they operate. The Company maintains transparent and professional communication with local tax authorities, participates in tax policy and regulatory engagement activities, and fosters constructive relationships with relevant authorities. The Company does not engage in transactions solely for tax avoidance purposes. Tax risks are incorporated into major business decisions, and tax-related information is disclosed in financial reports to enhance transparency. In 2025, tax expenses accounted for 2.35% of total annual revenue.

The Finance and Accounting Department is responsible for managing all tax-related matters of the Company. All tax filings and related approvals of the Company and its subsidiaries follow a tiered authorization process to ensure compliance with applicable tax regulations. In addition, related-party transactions are conducted in accordance with transfer pricing requirements and the arm's length principle under relevant tax laws, while taking into consideration the Group's sustainable development and risk management objectives in each jurisdiction.

To ensure the effective operation of its tax management framework, the Company continues to strengthen employee capabilities and enhance tax expertise. The Company also engages external professional advisors to support tax-related matters and ensure compliance with applicable tax regulations and filing obligations.



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2.3 Corporate Governance Risk Management GRI 2-13

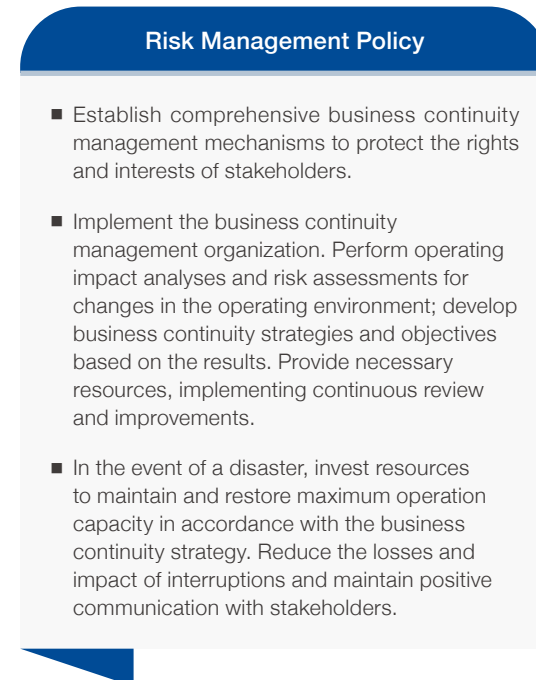
2.3.1 Risk Governance Framework

To address the various risks inherent in corporate operations, PTI has established a Sustainability Development and Risk Management Committee, as approved by the Board of Directors. The Committee is responsible for conducting risk identification and management, implementing internal control self-assessments and audits, and reporting annually to the Board on risk governance. These measures aim to ensure that risks are maintained within acceptable thresholds, thereby safeguarding stakeholder interests and supporting the Company's long-term sustainability.

For details on information security risk management, please refer to [Section 0.4 "Feature Report – Build an Information Security Defense Framework"](#) in this report.

2.3.2 Risk Management Policies and Organizational Structure

PTI's risk management policy identifies risks in alignment with corporate strategy and operations, referencing ISO 31000 Risk Management principles and ISO 22301 Business Continuity Management systems. The company has established commitments, policies, organizational structures, and a governance framework for continuous improvement.



Risk Management Organizational Structure

The Sustainability Development and Risk Management Committee is responsible for consolidating and coordinating relevant departments to jointly review internal and external risks faced by the company. It drives response measures for material risk issues and reports them to the Board of Directors.



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Risk Management Process

Core processes include risk identification, analysis and evaluation, treatment, monitoring and response, as well as reporting and disclosure. These are implemented through the PDCA (Plan–Do–Check–Act) cycle to continuously improve, mitigate potential operational risks, and embed risk management into daily operations, thereby fostering a strong enterprise risk culture.

Risk Management Process and Audit

PTI has established a risk management framework and policies to systematically identify operational risks and evaluate mitigation strategies. The Internal Audit Department develops an annual audit plan based on identified risks and conducts special audits when necessary to promptly detect internal control deficiencies, recommend improvements, and ensure timely corrective actions. Sustainability information management is also integrated into the internal control system and included in the annual audit plan, ensuring the accuracy, completeness, and reliability of sustainability disclosures.

2.3.3 Risk Identification and Response

PTI conducts annual risk identification and reports the results to the Sustainability Development and Risk Management Committee. In 2025, PTI assessed operational risks based on likelihood and magnitude, identifying business continuity risks and emerging risks. Response measures were developed for different risk categories, implementing procedures for early warning, contingency, and recovery actions to ensure operational sustainability.

Business Continuity Risk

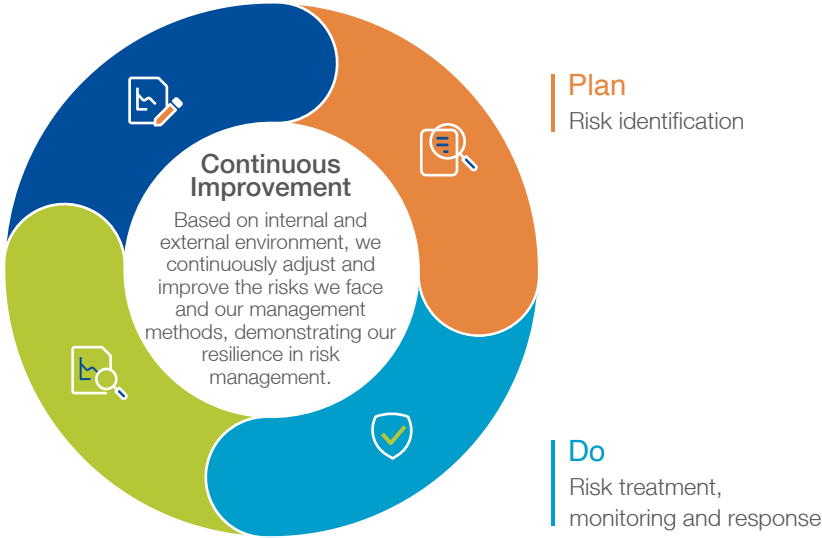
Risk Category		Risk Item	Impact and Influence	Mitigating Actions	Benefits
Environmental	Interrupted Utilities	Interruption of water supply and electricity	The disruption of water resources, electricity, and other public utilities has affected operations.	- Set emergency response plans to reduce the impact of interrupted utilities. - Set up in-plant water storage and external water source support mechanisms. - Implement water and electricity conservation measures and increase the efficiency of the use of resources. - Coordinate with Taipower to conduct regular maintenance of power feeders to reduce outage risks.	Improving the efficiency of water and energy usage helps prevent service interruption.
	Environment and Climate Change	Natural disaster/ extreme weather	Extreme weather conditions and other natural disasters can damage buildings and injure people, affecting normal operations.	- Implement TCFD to identify climate risks and opportunities, strengthening climate governance. - Establish a disaster response mechanism, including prevention, detection, response and post-disaster recovery, to maintain normal operations.	Enhancing disaster response capabilities helps strengthen operational resilience.

Action

Risk reporting and disclosure

Check

Risk analysis and assessment



Plan

Risk identification

Do

Risk treatment, monitoring and response

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Risk Category		Risk Item	Impact and Influence	Mitigating Actions	Benefits
Governance & Economic	Information Technology and Communications	Cyber attacks	IT systems have come under attack from hackers, resulting in the system's malfunctioning or loss of important data.	■ Operate Security Operations Center (SOC) to enhance organization-wide cybersecurity awareness. ■ Implement ISO 27001 Information Security Management Systems to reduce the risk of information network outage. ■ Implementing IT BCP drills enhances response and recovery capabilities.	Prevent IT disruptions and data breaches to effectively protect company and customer assets.
	Supply Chain Management	Supply chain disruptions	The suppliers cannot deliver raw materials on schedule, affecting normal operations and shipping of products.	■ Set up 2nd and 3rd sources of materials to ensure backup plans for raw materials supply. ■ Establish an inventory management mechanism to reduce the risk of material shortages. ■ Regularly perform supplier BCP audits to strengthen supply chain resilience.	Strengthen cooperation with suppliers to establish a sustainable supply chain.
	Regional Conflict	Trade barriers and regional conflicts	Regional conflicts (such as wars, border lockdowns, or trade barriers) caused by geopolitics affect the delivery of raw materials as well as the customers' willingness to place orders.	■ Adjust inventories and set up 2nd and 3rd sources of raw materials. ■ Relocate the shipping location of finished products to low-risk areas. ■ Implement the above supply chain management control measures to reduce the risk of material shortages.	Avoid high-risk regions to bolster the flexibility of operations and the production model, as well as fortify the cooperative relationship with the suppliers.

Emerging Risk Management

With changes in the global industrial environment, PTI identifies emerging medium- to long-term risks (3–5 years) through its risk management processes. Key risks include low-carbonization and increased use of renewable energy, as well as workforce shortages.

Risk Item		Risk Description	Potential Impact	Mitigation Measures
 Environmental	Low-carbonization and increased use of renewable energy	In response to intensifying global decarbonization trends and regulatory requirements, companies must accelerate the adoption of carbon reduction technologies and increase the use of renewable energy to mitigate potential carbon tax and trading costs, thereby strengthening competitiveness.	■ Compliance Risk: Failure to meet government carbon emission regulations or ESG requirements may result in penalties or loss of competitiveness. ■ Cost Pressure: Investments in carbon reduction measures and renewable energy may increase capital expenditure. ■ Supply Chain Challenge: If upstream suppliers do not adopt low-carbon practices, the overall carbon footprint may remain high, affecting market acceptance.	■ Carbon Management System: Implement carbon inventory and footprint tracking to ensure compliance with international standards (e.g., ISO 14064, ISO 14067). ■ Increase Renewable Energy Usage: Gradually expand renewable energy adoption and reduce reliance on single energy sources. ■ Implement energy-saving and carbon reduction measures. ■ Strengthen Supply Chain Collaboration: Require suppliers to conduct carbon inventories and set carbon reduction targets. (For related content, please refer to the PTI TCFD Report.)
	Workforce shortages	Demographic shifts (declining birth rates and aging population) have led to labor shortages and gaps in intellectual capital accumulation. Coupled with fierce talent competition, companies are required to offer higher salaries and benefits to attract talent, resulting in increased personnel costs.	■ Decline in Operational Efficiency: Labor shortages may lead to production delays and reduced quality. ■ Intellectual Capital Gap: Retirement or attrition of senior employees may hinder effective transfer of skills and experience. ■ Intensified Talent Competition: Companies must offer higher salaries and benefits to attract talent, increasing personnel costs.	■ Talent Development Programs: Establish internal and external mechanisms to foster career growth. ■ Expansion of Automation and Digitalization: Implement AI, robotic process automation (RPA), and smart manufacturing to reduce reliance on manual labor. ■ Employer Branding Enhancement: Build a friendly workplace and corporate culture to attract and retain talent.

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Building a Risk Culture

To ensure personnel understand risk management practices and possess adequate risk identification capabilities, PTI arranges annual risk management training for directors and provides employees with work-related risk training programs. These programs strengthen employee risk awareness in areas such as environmental, health and safety risks, climate change events, information security, regulatory compliance, workplace hazard identification, ethics and anti-bribery, as well as human rights protection. Regular training and drills are conducted to continuously enhance risk management competencies and foster a strong risk culture.

Major Incident Drills at Each Plant

To help employees understand the potential hazards of a disaster, PTI has formulated emergency response plans for various scenarios and implemented event drills to improve plant safety and risk awareness. Please refer to [Section 5.6.7 "Emergency Response Drills"](#) of this report for details.

No.	Courses	Trainees	Hours	Attendees	Total Hours
1	Risk Management Training for Directors	Directors	6.8	7	47.6
2	Climate Risk and Opportunity Identification Workshop (TCFD)	Employee	1.0	12	12.0
3	Bribery risk assessment workshop	Employee	1.0	23	23.0
4	Hazard Risk Assessment	Employee	2.0	64	128.0
5	Information Security Education and Training	Employee	1.0	22,243	22,243.0

Linking Risk Management Performance with Incentives

PTI has implemented diverse internal reward mechanisms to align risk management with compensation practices. Through proposal activities, employee bonuses, incentive programs, and employee stock ownership trusts, the Company links rewards for employees and managers to risk management effectiveness and achievement of performance targets. This approach reinforces accountability for risk management within their scope of influence and supports the realization of overall corporate performance objectives.



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2.4 Corporate Governance Business Conduct and Ethics

GRI 2-15, GRI 2-23, GRI 2-24, GRI 2-26, GRI 205-1, GRI 415-1

The Board of Directors serves as the highest ethical governance and supervisory body of PTI, adhering to the principles of fairness, integrity, trustworthiness, and transparency in all business activities. PTI has established the "Sustainability Management Office", which reports directly to the Board of Directors, as a dedicated unit responsible for coordinating and formulating the Company's strategies and objectives for ethical business practices and sustainable development, and reporting progress to the Board on an annual basis.

PTI has formulated the "[Code of Business Conduct and Ethics](#)", which has been approved by the Board, as the highest standard of conduct for all personnel of PTI, its subsidiaries, and joint ventures over which PTI exercises significant influence. The Code ensures that all personnel adhere to clear ethical guidelines in the conduct of business activities, thereby strengthening sound corporate governance, upholding business ethics, and preventing corruption and bribery.

In 2021, PTI obtained certification for the ISO 37001 Anti-Bribery Management System. Through annual internal audits and independent third-party audits, the Company ensures the effectiveness of its ethical and anti-bribery measures. PTI successfully passed the surveillance audit in 2025, continuously strengthening ethical management and corporate governance. Based on ISO 37001, PTI has established a comprehensive framework for managing business interactions that covers directors, executives, employees, and business partners. Through the Three Lines of Defense, including operational controls, compliance oversight, and audit governance, PTI reduces integrity-related risks and enforces a zero-tolerance principle in corporate governance and daily operations.

2.4.1 Anti-Bribery and Anti-Corruption Policy Commitment

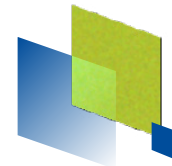
In all business interactions, PTI adheres to the highest standards of integrity as stipulated in the "Code of Business Conduct and Ethics". Directors, executives, employees, agents, representatives, and beneficial owners must comply with applicable laws and uphold integrity principles, conducting business activities in a fair and transparent manner. The Company strictly prohibits bribery and acceptance of bribes, illegal political contributions, improper charitable donations or sponsorships, unreasonable gifts or hospitality, and any other improper benefits. PTI also prohibits infringement of intellectual property rights and unfair competition and takes preventive measures against potential harm to stakeholders arising from its products or services. PTI adopts a zero-tolerance approach to bribery and has established clear standards on business ethics, anti-corruption, and anti-bribery, including "[Code of Business Conduct and Ethics](#)", "[Ethics Policy](#)" and "[Anti-Bribery Policy](#)", all of which are publicly disclosed on the corporate website. All employees and business partners (including clients, suppliers, and contractors) are required to comply, ensuring the prevention of corruption and bribery while reinforcing the Company's commitment to ethical business practices. Additionally, these principles are communicated during supplier briefings, investor conferences, and other external engagements, serving as guidelines for stakeholders in pursuit of a transparent and ethical supply chain.

Gift and Hospitality Management

PTI has established a clear gift policy that defines declaration and management procedures for gifts and hospitality, including value limits and frequency standards, to mitigate potential bribery risks and ensure lawful and compliant operations.

Violations and Disciplinary Actions

To maintain a fair, impartial, and transparent management environment, PTI enforces disciplinary measures in accordance with its "Awards and Punishments Management", based on the severity and impact of violations. Cases involving criminal offenses are referred to judicial authorities in accordance with the law.



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2.4.2 Regular Review of Ethics and Anti-Corruption Standards

PTI is committed to maintaining business ethics and anti-corruption standards. Through annual internal and external reviews, the Company identifies and rectifies potential risks in a timely manner, continuously strengthening its transparent and integrity-based governance framework.

Internal Review

ISO 37001 Anti-Bribery Management Systems and RBA Code of Conduct Internal Audits

Conduct self-reviews of the implementation of the business ethics management system through annual internal audits, and report audit results and follow-up improvements to the ESG Executive Committee.

Annual Bribery Risk Assessment

In 2025, PTI conducted bribery risk assessments across all manufacturing sites. All assessed risks were classified as low risk.

External Review

ISO 37001 Anti-Bribery Management Systems

PTI proactively aligns with international standards by introducing ISO 37001 in 2020 and obtaining certification in 2021. Annual third-party audits are conducted to verify the effectiveness of anti-bribery measures. PTI passed the surveillance audit in 2025, further strengthening ethical management and corporate governance.

RBA Validated Assessment Program

Every two years, each site undergoes third-party VAP (Validated Assessment Program) audits recognized by RBA as valid and shareable social responsibility audits. Audit results are transparently shared with customers via the RBA-ONLINE platform, with a validity period of two years.

2.4.3 Business Ethics and Anti-Bribery Training and Promotion

PTI conducts annual training and awareness programs on business ethics, anti-bribery, and anti-corruption, including instruction on whistleblowing channels. These programs enhance awareness among directors, executives, and all employees (including contract workers) regarding ethical policies, compliance requirements, and the consequences of violations. Business partners (including contractors) are also informed of PTI's ethical policies and whistleblowing mechanisms through email communications, annual supplier briefings, and pre-entry contractor orientations. All employees complete annual training through the online learning platform, covering codes of ethics, anti-bribery and anti-corruption policies, and whistleblowing procedures. Training completion is linked to annual performance evaluations. In 2025, a total of 12,285 training instances were completed. All new employees are required to attend professional ethics training and sign an integrity declaration, achieving a 100% signing rate in 2025.

In addition, PTI discloses its integrity policies through internal regulations, annual reports, the corporate website, and other publications, and reiterates its ethical commitments during product launches, supplier meetings, and investor conferences to ensure stakeholders understand and respect PTI's ethical principles.

2.4.4 Avoidance of Conflicts of Interest

To promote integrity and prevent improper transfer of benefits, PTI requires directors, committee members, executives, and other stakeholders attending Board meetings to exercise a high degree of self-discipline. Individuals with conflicts of interest that may harm the Company's interests must recuse themselves from discussion and voting and may not exercise voting rights on behalf of other directors. Directors are also prohibited from engaging in improper reciprocal support.

Employees are prohibited from using their position or influence to obtain improper benefits for themselves, their spouses, parents, children, affiliated entities, or any third parties. In 2025, the conflict-of-interest disclosure completion rate for designated employees reached 100%.

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2.4.5 Political Contributions

PTI upholds a principle of political neutrality, refraining from engaging in election related public relations, political donations, or any lobbying activities. While maintaining this stance, the Company actively encourages its employees to fulfill their civic responsibilities. From 2022 to 2025, PTI has made no political contributions in any form.

Political / Policy Influence-Related Contributions and Other Spending

Unit: NT\$1,000

Item	2022	2023	2024	2025
Lobbyists, lobbying organizations, or interest representation groups	0	0	0	0
Political organizations or candidates	0	0	0	0
Trade associations or tax-exempt organizations (e.g., think tanks) influencing elections or legislation	0	0	0	0
Other (e.g., spending related to elections or referendums)	0	0	0	0
Total	0	0	0	0

2.4.6 Whistleblowing Mechanism

PTI has established independent whistleblowing and consultation email channels accessible to internal and external stakeholders, allowing both named and anonymous submissions. Reports of suspected misconduct or violations of ethical standards are promptly investigated by designated units. Confirmed violations are subject to disciplinary actions in accordance with the "Code of Business Conduct and Ethics".All whistleblowers and reported information are kept confidential. PTI ensures that whistleblowers are protected from any form of retaliation.

Whistleblowing Process



Whistleblowing channels are regularly promoted through compliance training, new employee orientation, internal announcements, and digital communications to encourage proactive reporting of unethical behavior.

Reporting and Inquiry Email Address

Sustainability Management Office: csr@pti.com.tw
Legal Department: legal@pti.com.tw
Internal Audit: audit@pti.com.tw

Reporting on Breaches

Reporting Areas	Corruption or Bribery	Privacy / Data Confidentiality	Conflicts of Interest	Insider Trading
Number of Breaches in 2025	0	0	0	0

2.5 Corporate Governance Regulatory Compliance

GRI 2-27, GRI 206-1

PTI continuously monitors domestic and international policies and regulations that may impact its operations. Relevant policies, procedures, and systems have been established, and regulatory compliance reviews are conducted on a regular basis to closely track laws and regulations that could affect operations. In addition, PTI centrally plans and implements training programs to enhance employees' awareness of and compliance with regulations related to their job responsibilities, and continuously strengthens employees' compliance capabilities through ongoing education and training.

2.5.1 Privacy Protection and Personal Data Management

PTI values the protection of personal data and privacy. We have established the Intellectual Property Management Department, which is responsible for managing personal data, trade secrets, and intellectual property. We conduct regular personal data inventories to ensure comprehensive protection and compliance with relevant regulations. Through personal data inventories and subsequent risk assessment processes, PTI strengthens reminders to departments holding personal data, enhances data protection awareness, and promotes compliance with privacy and personal data protection policies. Personal data is collected, processed, and used only within the necessary scope and to the minimum extent required. Where disclosure of others' personal data is required for business purposes, appropriate data masking measures are applied to ensure adequate protection.

To safeguard the rights of personal data subjects, the Intellectual Property Management Department has established various personal data-related forms and an application system to enable data subjects to exercise their statutory rights, including the right to access or review personal data, request supplementation or correction, request cessation of collection, processing, or use, and request deletion of personal data. In addition, annual personal data protection training is provided to all employees to strengthen awareness of relevant data management requirements and to ensure that personal data accessed for business purposes is used strictly within the scope of work-related activities and never for personal use. PTI is committed to ensuring that stakeholders, suppliers, customers, and other related parties are able to fully exercise the rights granted under personal data protection laws. Collected personal data is processed and used only within the scope of its specified purposes, supported by appropriate technical safeguards and stringent management measures to protect data security. To enhance transparency and help users understand how personal data is protected, PTI publishes its "[Privacy Policy](#)" on the corporate website. The policy provides clear and transparent information on personal data processing and protection practices, and is regularly reviewed and updated in response to changes in laws and regulations, demonstrating PTI's ongoing commitment to safeguarding personal data and privacy.



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2.5.2 Administrative Fines

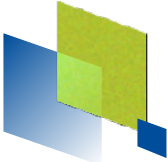
In 2025, PTI did not incur any material regulatory violations related to corporate governance, anti-corruption, antitrust laws, or other applicable regulations, defined as cases involving fines exceeding NT\$1 million. No incidents of privacy breaches or infringements occurred during the year, and there were no violations of insider trading regulations by members of the Board of Directors or the management team. Nevertheless, three regulatory violation cases were recorded, for which the competent authorities imposed total fines amounting to NT\$220,000. All identified deficiencies have been fully addressed and corrective actions completed. Details are provided as follows:

Violation	Fine Amount (NT\$)	Description	Improvement Measures
Article 13 of the Gender Equality in Employment Act	20,000	In 2023, an employee sexual harassment incident occurred. Dissatisfied with the outcome of the Company's internal investigation, the employee filed a complaint with the Labor Department. In 2025, the Labor Department imposed a fine for violation of the Gender Equality in Employment Act.	Implemented workplace sexual harassment prevention training and conducted plant-wide awareness sessions, reminding employees to comply with the Gender Equality in Employment Act and the Sexual Harassment Prevention Act, and emphasizing appropriate interpersonal boundaries and professional conduct in the workplace.
Article 153 of the Occupational Safety and Health Facilities Regulations	100,000	Preventive measures were not implemented to prevent collapse or toppling during the handling, stacking, or disposal of materials.	1. Re-identified hazard risks associated with equipment relocation operations. 2. Established safe operating procedures for the handling of distribution boards, and provided training and awareness sessions for relevant personnel.
Article 153 of the Occupational Safety and Health Facilities Regulations	100,000	Preventive measures were not implemented to prevent collapse or toppling during the handling, stacking, or disposal of materials.	1. Immediately arranged retraining for all on-duty personnel and scheduled the training to be conducted on a regular annual basis. 2. Conducted on-site simulations for on-duty personnel to ensure proper use of personal protective equipment and familiarity with plastic drum replacement procedures. 3. Enhanced safety awareness regarding equipment usage by establishing standard operating procedures for each step of transporting plastic drums to machinery and requiring strict compliance.

Note: Disclosure of administrative fine cases is based on whether the incident has been publicly listed on any of the following platforms: the Pollutant Release and Transfer Register (including penalty information), the database for employers in violation of labor laws, or the Market Observation Post System (MOPS).

The total number of significant instances of non-compliance with laws and regulations at PTI in 2025 is summarized below:

Item	Definition	Number of Cases (2025)
Instances for which fines were incurred	Instances for which fines were incurred as imposed by the competent authorities due to violations of laws and regulations (with a fine exceeding NT\$1 million per instance).	0
Instances for which non-monetary sanctions were incurred	Significant instances of non-monetary sanctions imposed by competent authorities for non-compliance with laws and regulations (e.g., suspension of operations or work stoppages).	0



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- Achieved Taiwan Intellectual Property Management System (TIPS) A-Level certification
- Accumulated 1,029 granted patents worldwide as of 2025.

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3.1 Innovation and Service

Customer Relations

GRI 418-1

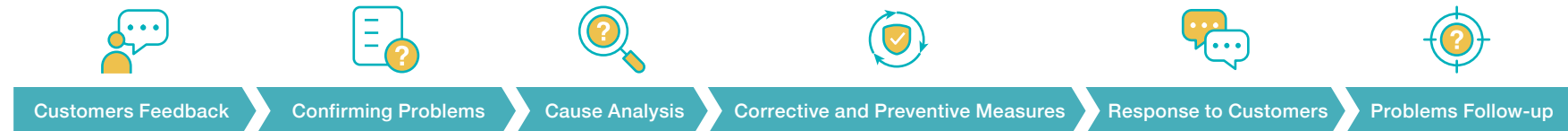
PTI is committed to service excellence and ongoing customer communication. With a customer-centric approach, we proactively resolve issues and enhance technical capabilities, to be our customers' trusted partner and build mutually beneficial partnerships.

3.1.1 Customer Relationships and Quality Management

PTI delivers high-quality products and services and regards customer input as critical for continuous improvement and mutual trust. We collect input through multiple channels, including customer complaints, quality issues, product returns, and audit findings, to ensure effective resolution and timely response. The customer service team maintains close communication throughout the product design, manufacturing, and post-delivery stages, and provides products and services aligned with market trends and customer needs in accordance with international quality management standards, including ISO 9001 and IATF 16949. PTI implements processes to prevent or address non-conforming products before delivering them to customers to avoid product recalls. In 2025, there were no product recalls incidents due to health or safety concerns.

To ensure customer feedback is addressed, PTI takes a customer-oriented approach and addresses customer concerns. Beyond regular and ad hoc meetings to understand customer perspectives, we have established a transparent Voice of Customer (VoC) complaint handling process. We promptly escalate feedback to management and relevant functions to define corrective actions and respond quickly. Moving forward, PTI will continue to strengthen collaboration with customers and provide channels via our mailboxes (info@pti.com.tw and legal@pti.com.tw), to meet customer needs and support their success.

Product Quality Customer Complaint Handling Mechanisms



3.1.2 Protection of Customer Privacy Information

Protecting customer confidential information is a core responsibility. As technology evolves, sensitive information faces increasing theft risks. Data breach could lead to order loss, reputational damage, and operational disruption. We emphasize customer information security requirements by enforcing strict access controls for customer data and files and continuously enhancing information security management. Proprietary technologies, trade secrets, personal data, and other confidential information are protected to the same standard as the Company's own confidential information. All employees are required to meet confidentiality obligations. In 2025, there were no substantiated complaints regarding violations of customer privacy or customer data breach (0 cases).

Practices for Protecting Customer Privacy Information

- Established "Trade Secret Management Policy", which are mandatory for all personnel.
- Implemented protection requirements for customers' intellectual property rights and executed confidentiality agreements.
- When collecting customer information, we comply with the Personal Data Protection Act, clearly stating the nature, purpose, retention period, and safeguarding measures, and protecting customer rights regarding their information (including consent, access, correction, and deletion).
- Established a dedicated document management function and system, with defined controls for confidential document handling and access permissions.
- Implemented information security controls and delivered "Confidentiality Protection Network" training to continuously strengthen awareness of protecting customer confidential information.
- Implemented an electronic geofencing control system for personal mobile phone cameras to prevent leakage of sensitive information.

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3.1.3 Customer Satisfaction

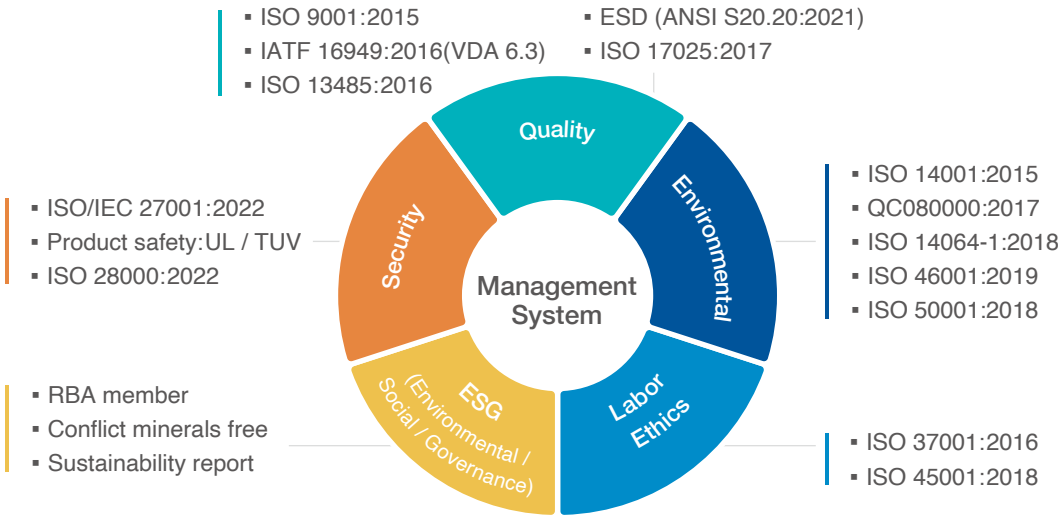
Each year, PTI conducts customer satisfaction surveys and maintains two-way communication with customers to stay closely aligned with customer needs. We also perform internal reviews based on customer feedback and develop appropriate improvement plans. Improvement outcomes are evaluated in management review meetings chaired by senior executives and serve as input to our customer relationship and account management strategies. In 2025, the average score from the key customer satisfaction survey was 4.0.



3.1.4 Product Quality

Quality Management Systems and Certification

PTI has established a comprehensive quality management framework in accordance with internationally recognized standards, including ISO 9001, IATF 16949, and QC080000, to ensure consistency of products and services and to meet customers' stringent quality expectations. We also engage qualified third-party certification bodies each year to conduct audits and renew certifications, ensuring our management systems continue to conform to international requirements and demonstrating PTI's commitment to quality excellence. (Relevant certification documents are available on the [corporate website](#).)



PTI Key Customer Satisfaction

Year	2022	2023	2024	2025
Customer Satisfaction Score	4.2	4.4	4.1	4.0

Note: The maximum score for the customer satisfaction rating is 5.

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Internal Audits of the Quality Management System

In line with applicable international quality management systems, PTI has established internal control mechanisms and conducts independent audits through trained internal auditors. These audits aim to identify nonconformities and improvement opportunities, verify effective system operation and continuous improvement, and enhance management effectiveness and customer satisfaction.



Product Quality Assurance

Prior to product delivery, PTI conducts risk identification, response planning, monitoring, and reporting for potential factors that may affect quality. We implement preventive controls (Poka-Yoke) and detection controls to eliminate or mitigate risks effectively. To ensure smooth execution, we have established a cross-functional product risk management team that initiates product and process risk assessments, including Design Failure Mode and Effects Analysis (DFMEA) and Process Failure Mode and Effects Analysis (PFMEA), at the product and process design stage. We continue to perform dynamic risk assessments throughout prototype builds, pilot production, and mass production to ensure quality management is embedded across all operational stages. The Company encourages employees to propose feasible improvement and innovation initiatives through an incentive program and evaluates emerging technologies to continuously enhance product quality and process stability.

PTI provides quality management system training programs for new and existing employees to update and strengthen their knowledge. Through employee training based on international quality standards and occupational health and safety management systems, the Company continuously enhances technical service quality and fosters a safe, healthy, and trustworthy workplace, thereby supporting the sustainable development of both the organization and its employees. These training programs cover a wide range of topics, including but not limited to regulatory requirements, technical skills, safe manufacturing operations, and customer service.

- ① **Quality system and tools training:** 16,416 training participants
- ② **EHS training:**
 - Internal training: **10,911** training completions.
 - External training: **452** employees obtained professional certification.

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3.2

Innovation and Service

Technology and Service

GRI 2-6

3.2.1 Technology Roadmap: Advancing Advanced Packaging to Capture AI-Era Opportunities

Leveraging its foundation in memory packaging and testing, PTI is accelerating its transition toward higher value-added advanced logic IC packaging. Our technology roadmap is clearly aligned with the AI era's stringent requirements for chip performance, system integration, and cost efficiency.

Major Breakthroughs and Capacity Expansion in Fan-Out Panel-Level Packaging (FOPLP)

FOPLP is one of PTI's most critical technology investments in recent years and a core growth engine for the future. Compared with conventional wafer-level packaging, FOPLP adopts a large-format 510x515 mm glass panel as the carrier. For large AI modules, it can deliver approximately 5–6 times the output of CoWoS, offering substantial cost advantages and higher I/O density to effectively address demand from AI accelerators, GPUs, and high-performance computing (HPC) chips.

Technical Maturity and Customer Recognition	Large-Scale Capital Expenditure and Capacity Expansion	Market Outlook and Revenue Contribution
PTI has addressed mass production yield challenges and developed multiple patented technologies such as BF ² O (bump-free), CHIEFS (chip-first), CLIP (chip-last), and PiFO (chip-middle), which support mainstream solutions like CoWoS-S/L/R. Its FOPLP capacity has been reserved by several tier-one customers, with applications in AI accelerators, GPUs, and HPC products.	To meet strong customer demand, PTI's 2025 capital expenditure has been revised upward from NT\$15 billion at the beginning of the year to NT\$19 billion. More importantly, the company announced that in 2026 it will invest about US\$1 billion (over NT\$40 billion) to significantly expand FOPLP production. To accelerate the establishment of FOPLP production lines, PTI purchased a factory in the Hsinchu Science Park from AUO for nearly NT\$6.9 billion in November 2025.	Currently, FOPLP monthly capacity is around 6,000 to 7,000 wafers, all fully booked by customers. The company expects that after expansion, FOPLP will begin contributing significant revenue in the second half of 2026, with full-scale ramp-up after 2027. The goal is for FOPLP to account for 20% to 30% of total company revenue by 2028.

(Please refer to [Section 0.4 "Feature Story – FOPLP Technology Highlights: Defining Sustainability with Efficiency"](#) of the Report.)

Diversified Portfolio of Advanced Packaging Technologies

In addition to FOPLP, PTI offers a comprehensive portfolio of advanced packaging technologies to address the needs of different market segments.

Flip Chip (FC)	System-in-Package (SiP)	Wafer-Level Packaging (WLP)
PTI offers flip chip ball grid array (FCBGA) packaging, which provides superior electrical performance and higher pin counts compared to traditional wire bonding packaging. Heat sinks can also be added to meet high thermal dissipation requirements, making it widely applied in logic chips. PTI's subsidiary, Greatek Electronics, continues to expand Flip Chip capacity, with monthly output expected to exceed 200 million units by early 2026.	SiP technology integrates multiple chips and passive components into a single package, delivering cost-effective and more compact solutions. PTI combines advanced flip chip and wire bonding technologies to provide highly customized SiP services for our customers.	PTI offers advanced packaging solutions such as Fan-In WLP and Fan-Out WLP. WLP features advantages of low cost and high performance, with excellent size reduction capability and electrical characteristics. This makes it highly applicable in mobile devices, IoT, and other emerging fields.

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Dual-Track Model for Memory and Logic IC Packaging and Testing

PTI ranks first globally in market share for memory packaging and testing. At the same time, our logic IC business has become an increasingly important growth driver. In the first half of 2025, revenue contribution from logic ICs increased significantly to 45%.

Memory Packaging and Testing	Logic IC Packaging and Testing
Benefiting from AI server demand for HBM, which has displaced DRAM manufacturers' capacity, PTI has received spillover orders in standard DRAM packaging and testing. At the same time, the recovery in data center SSD demand and the new smartphone upgrade cycle have driven continuous growth in NAND Flash packaging and testing orders.	PTI's logic business has experienced strong growth, supported by supply chain diversification effects from "de-Sinicization" and expansion into areas such as power modules for electric vehicles, automotive ADAS, and AI chip testing.

3.2.2 Service Scope: From a Memory Leader to a Comprehensive Solutions Provider

PTI is committed to its corporate philosophy of "social responsibility, steady growth, and sustainable operation". Our business strategy is built on best-in-class quality, cost competitiveness, on-time delivery, and service, with technology-driven growth as a core enabler. Our vision and objectives are to integrate this philosophy with our strategy and become a world-class professional outsourced semiconductor assembly and test (OSAT) service provider with leading operating performance in the semiconductor industry.

Providing Diverse Packaging Services

One of PTI's key competitive advantages is our "Turnkey" one-stop service model, which covers an end-to-end flow spanning both front-end and back-end processes.

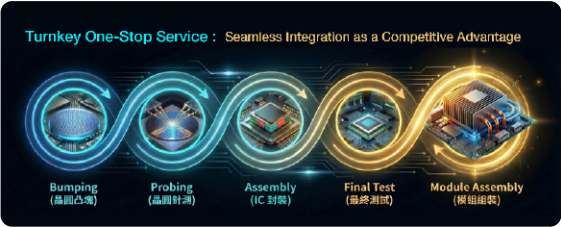
- **Service Flow:** Including Bumping, Probing, Assembly, Final Test, Module Assembly, and worldwide shipment.
- **Customer Value:** This highly integrated service model helps customers accelerate time-to-market, streamline supply chain management, and ensure consistent quality from design through finished products.

Core Service Offerings

Assembly	Probing / Final Test	Module Assembly
Providing a wide range of packaging solutions, including traditional Wire Bond Ball Grid Array (Wire Bond BGA), advanced Flip Chip Ball Grid Array (FCBGA), System-in-Package (SiP), Wafer-Level Packaging (WLP), and cutting-edge Fan-Out Panel-Level Packaging (FOPLP). These technologies meet diverse application needs, from low-power mobile devices to high-density, high-performance AI chips.	We provide full-spectrum testing solutions for components such as DRAM, NAND Flash, and logic ICs. In addition to high-volume production testing, PTI also offers customized support including test program development, platform conversion, and device engineering analysis to ensure product reliability and performance. Our subsidiary, TeraPower, specializes in advanced logic chip testing, addressing strong demand in AI, high-performance computing (HPC), and automotive electronics. This focus complements the parent company's advanced packaging business, creating a synergistic offering across the semiconductor value chain.	Equipped with high-speed, high-precision Surface Mount Technology (SMT) capabilities in a cleanroom environment. Its customized automated equipment supports complex module assembly and is expected to make a significant contribution to module revenue.

Customer Service

Through strategic alliances and resource integration with customers and suppliers, PTI has not only solidified long-term partnerships but also strengthened its competitive position amid the ongoing restructuring of global supply chains, enabling the Company to continue winning orders from leading international customers.



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3.2.3 Intellectual Property Management

PTI follows Taiwan Intellectual Property Management System (TIPS) and applies the PDCA (Plan-Do-Check-Act) cycle to continuously enhance its control mechanisms for key intangible assets, including patents, trademarks, and trade secrets. Our implementation measures include systematic management, regular inventory and use reviews, and periodic internal audits. We also set intellectual property management objectives aligned with business strategy and leverage the intellectual property system to strengthen corporate competitiveness. In 2025, PTI completed all planned intellectual property management initiatives and successfully obtained TIPS Class A certification for patents, trademarks, and trade secrets, demonstrating both commitment and results in continuously advancing intellectual property management.



2025 Intellectual Property Management Plan

Intellectual Property Policy	Assessment Metrics	Implementation Results	Status
Leverage intellectual property to enhance competitiveness and continuously implement its management	Achieve target volumes for patent proposals and filings, with ESG-related patents accounting for a defined share.	In 2025, the total volume of patent proposals and applications, along with the number of ESG-related patents, successfully met the annual objectives.	✓
Strengthening trade secret protection and management	Complete the annual trade secret inventory.	Completed the trade secret inventory by identifying and classifying trade secret information, establishing an inventory list and confidentiality levels, and strengthening employee awareness to ensure understanding of confidentiality obligations.	✓
Strengthening governance compliance and sustainable operations	Report to the Board on implementation progress of the intellectual property management plan linked to business objectives and disclose the information on the Company's sustainability section of the corporate website.	Presented the intellectual property management plan and implementation update at the 14th meeting of the 10th Board of Directors on November 7, 2025, and disclosed the related information on the corporate website on December 15, 2025.	✓
Enhance intellectual property quality	Set a target number for pre-design trademark evaluation reports.	Achieved the target number of pre-design trademark evaluation reports.	✓

✓: Completed

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3.2.4 Patents, Trademarks, and Trade Secrets

PTI continuously enhances its patent governance framework. In addition to our established systematic management approach, the Intellectual Property Management Department strengthens collaboration with R&D teams and uses prior art searches to refine our patent portfolio strategy. These efforts help identify and mitigate potential infringement risks at an early stage while uncovering potential patent value through technical discussions. We ensure that R&D outputs and results are appropriately protected, proactively adjust patent management strategies in response to regulatory changes, and closely monitor the quality of patent-related documentation to avoid procedural risks, thereby safeguarding innovation and maintaining competitive advantage in the market.

Through registered trademarks that reflect the technical features of our packaging products, PTI actively promotes the packaging and testing technology services we provide. The table below lists PTI's technology trademarks. These technical features demonstrate that PTI not only has mass production capabilities for advanced technologies but also integrates mature technologies to offer customers cost-advantaged packaging and testing solutions.

Trademark	Technical Features
FOiP®	Fan-Out in Package
ePLP®	Embedded Panel Level Package
ePLB®	Embedded Panel Level BGA
BF²O®	Bump-Free Fan-Out
CLIP®	Chip Last Integration Package
CHIEFS®	Chips Integration Embedded Fan-Out Solution
PIFO®	Pillars in Fan-Out
InPUT®	In Process Unit Test

Trade secret protection is also a critical element of intellectual property protection. PTI conducts annual trade secret inventories and training to strengthen employee awareness of safeguarding sensitive information and information security. We support the management of core trade secrets through dedicated systems and enhance protection of core technologies through information security tools, thereby providing comprehensive and effective protection of intellectual property. Systematic management not only preserves access logs and reinforces information security management but also enables trade secrets to be managed and presented in a data-driven manner, enhancing customer trust and reinforcing PTI's position as a reliable partner to customers and suppliers.

In addition, PTI is a founding member of the License on Transfer (LOT) Network, which brings together leading semiconductors and ICT companies. Through this cross-industry patent defense network, PTI helps reduce litigation risks associated with Non-Practicing Entity (NPE) and enhances competitiveness through external collaboration. Meanwhile, PTI also actively advances internal R&D strategy by integrating ESG considerations into patents and maintaining focus on environmental sustainability, energy efficiency, and smart manufacturing. This approach ensures that intellectual property management not only supports business competitiveness but also aligns with the Company's sustainability objectives, reflecting PTI's commitment to advancing green sustainability and intellectual property protection in parallel.

Patents Granted	Taiwan	United States	Other Countries
Number of Cases (2025)	17	5	8

Cumulative Patents Granted by Year

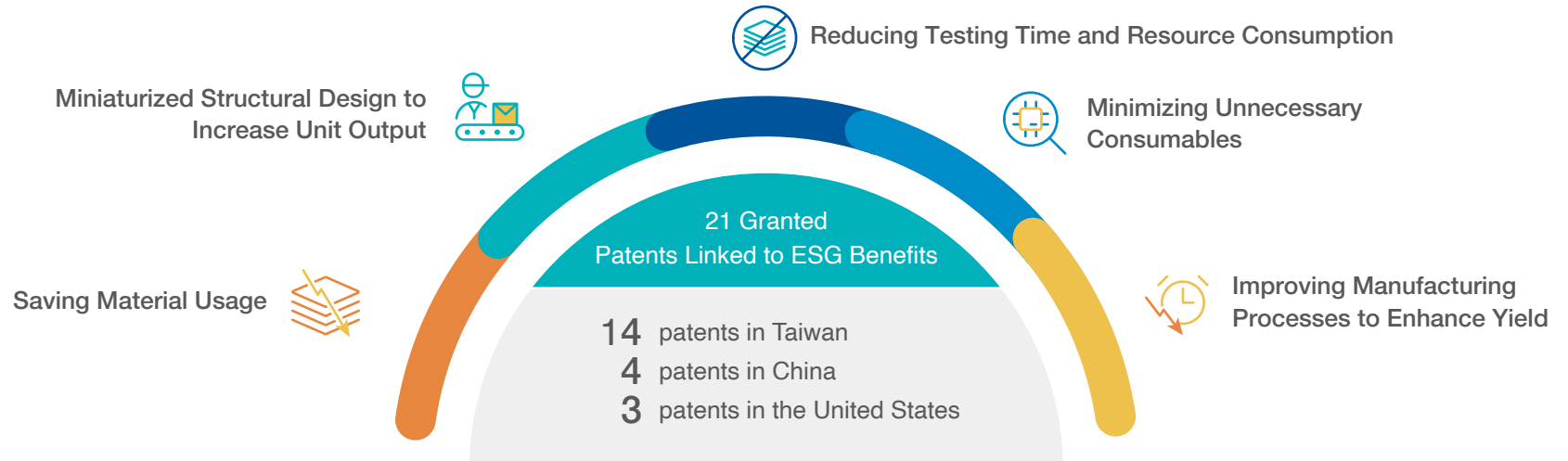
Year	Taiwan	United States	Other Countries
2022	582	176	168
2023	598	192	179
2024	614	197	188
2025	631	202	196

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Connecting Patents with ESG for a Greener Tomorrow

Of the patents granted in 2025, 21 were linked to ESG themes, including 14 patents in Taiwan, 4 patents in China, and 3 patents in the United States. These patents contribute to environmental protection as well as energy efficiency and carbon emission reduction. They achieve this through various approaches, including reducing material usage and unnecessary consumables, miniaturizing structural designs to increase output per unit area, improving manufacturing processes to enhance yield, and reducing inspection time and resource consumption.



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- 100% of identified smelters and refiners in PTI's supply chain are RMAP-conformant.
- Obtained **ISO 37001** Anti-Bribery Management System certification.
- Member of the Responsible Business Alliance (RBA).
Hsinpu Plant (P1), HSP Plant 1 (P8), Wenhua Plant 1 (P9), and Xinxing Plant (P10) received the RBA Factory of Choice (FOC) Award.

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4.1

Collaboration with Partners

Shareholder Equity

4.1.1 Shareholder Communication Channels

In addition to announcing monthly revenue reports, quarterly financial reports, corporate information meetings and annual general meetings, all relevant information can be found on the corporate website. In addition, we have a spokesperson and investor relations department to communicate the company's information to investors to ensure that investors fully understand the company's operating policies. Shareholders/Investors can also express their questions and suggestions through the investor's dedicated mailbox (invest@pti.com.tw).

4.1.2 Annual General Meeting (AGM)

PTI holds an annual shareholders' meeting to provide all shareholders with insights into the company's operations and facilitate key decisions. In 2025, the meeting approved and discussed three significant resolutions.

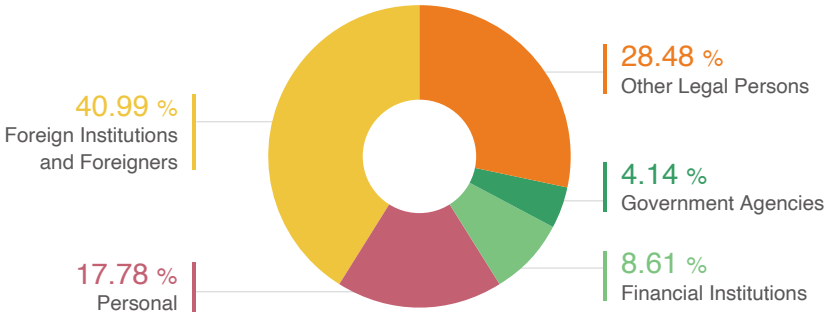
Date	2025/5/28
Significant Resolutions	1. Approve the 2024 Business Report and Financial Statements. 2. Approve the 2024 Profit Distribution Proposal. 3. Approve the Company's proposal to conduct a cash capital increase by issuing common shares to participate in the issuance of overseas depository receipts, and/or a cash capital increase by issuing common shares, and/or a private placement of common shares through a cash capital increase, and/or a private placement of overseas or domestic convertible bonds, and/or the issuance of overseas or domestic convertible bonds.

Shareholder Composition

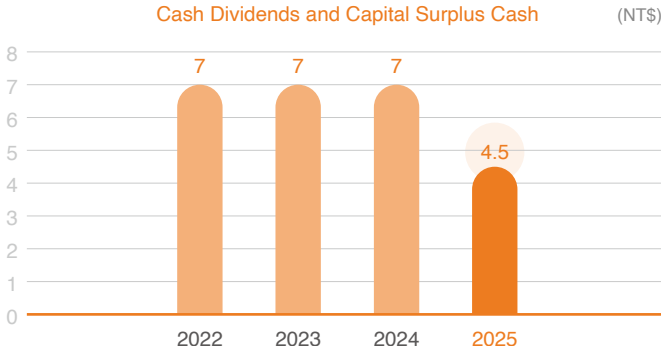
Shareholder Composition	Number of People	Shareholding Ratio
Government Agencies	5	4.14%
Financial Institutions	21	8.61%
Other Legal Persons	566	28.48%
Personal	95,223	17.78%
Foreign Institutions and Foreigners	681	40.99%
Total	96,496	100%

Note: Reference date is March 29, 2026.

Shareholding Percentage



Dividends Information



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4.2 Collaboration with Partners

Supply Chain Management

GRI 2-4, GRI 2-6, GRI 2-23, GRI 2-24, GRI 2-26, GRI 204-1, GRI 409-1, GRI 414-2

Suppliers are key partners in PTI's operations. Beyond quality and delivery, we collaborate with suppliers to advance responsibilities across environmental, social, governance, and economic pillars, creating sustainable win-win outcomes. To drive supply chain sustainability, PTI established the Supply Chain Management Task Force under the Sustainability Executive Committee as the core body for integrated supply chain oversight. The Task Force regularly monitors performance and ensures effective implementation of projects.

4.2.1 Implementation Strategies and Supplier Code of Conduct

With sustainability as a core value, PTI extends this principle to supply chain management by setting a clear vision and execution strategy, fostering a collaborative and resilient supply chain that delivers win-win outcomes.

Strategy	Practice	Description
1. Strengthen Supply Chain Resilience and Sustainability	■ Supplier Code of Conduct	Established covering labor rights, workplace safety, environmental protection, business ethics, and continuity, with mandatory compliance for all suppliers.
	■ Supplier Screening and Management	Implemented supplier tiering, due diligence, and evaluation across quality, technology, service, and ESG pillars.
	■ Supplier Audits and Assessments	Conducted regular evaluations and audits to ensure compliance.
	■ Supplier Training and Engagement	Organized periodic supplier forum to promote communication, knowledge sharing, and sustainability practices.
2. Enhance Local Procurement	■ Gradually increase the proportion of local sourcing for raw materials, equipment, contractors, and service providers to strengthen supply chain localization.	

Supplier Code of Conduct

PTI has adopted the Supplier Code of Conduct with reference to international initiatives and standards, including the Responsible Business Alliance Code of Conduct, UN Guiding Principles on Business and Human Rights, SA8000 Social Accountability Standard, ISO 37001 Anti-Bribery Management System, and the UN Universal Declaration of Human Rights. The Code is a mandatory responsibility for all partners. Business ethics requirements, covering integrity, ethical conduct, fair competition, and anti-bribery policies, are binding on suppliers as well.

(Please refer to [PTI Supplier Code of Conduct](#) and [Ethics Policy](#).)

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Code of Integrity

- Uphold a corporate culture of ethical management. Conduct business activities with fairness, integrity, trustworthiness and transparency.
 - Prohibited all forms of bribery, corruption, kickbacks, extortion and embezzlement.
 - Employees or their close family members are prohibited from accepting or giving, directly or indirectly, any gift, gratuity, hospitality or other benefits from suppliers, contractors, customers or competing companies in an improper quid pro quo relationship.
 - Unfair competitive practices are prohibited.
 - Act lawfully and do not violate the law to protect the long-term interests of the employer and the individual.
 - Abide by the company's rules and regulations, and report any abnormalities in behavior to the supervisor and personnel-related departments immediately to avoid affecting the reputation of the department and the company.
 - If there are ambiguities in the rules and regulations, or if there are disputes in the work, the "strictest" preceding regulations or high standards should be used for the work.
 - To avoid the perception of unethical intent in the process of interaction, transaction and communication with suppliers because of the inability to justify and explain the situation reasonably.
 - Do not solicit or accept, either explicitly or implicitly, any money, loan, gift, hospitality, favor or service from an existing or potential supplier that would be generally perceived by others as influencing or likely to influence, a purchasing decision.
 - We should avoid accepting gifts from suppliers as much as possible and if we are considering the continuation of work, we should report it immediately to avoid unnecessary criticism.
 - No monetary transaction with suppliers (including loans and mutual aid societies).
 - Gifts of cash or vouchers from suppliers should be rejected on the spot, regardless of the amount.
 - If any cash, gift certificates or valuables are found to be concealed, they should be left untouched and reported immediately to the supervisor of the company.
 - All information of confidentiality and importance to employers and suppliers should be handled with care and caution.
 - The independent complaint mailbox and hotline can be named or anonymous and protects the whistleblower from improper treatment due to the reported matter.
- (legal@pti.com.tw / Ext.337512 ; audit@pti.com.tw / Ext.338912 ; csr@pti.com.tw / Ext.338926)

4.2.2 Local Procurement

PTI's supply chain is mainly composed of machinery and equipment, parts, raw materials, waste treatment contractors, engineering contractors and labor suppliers, among which raw material suppliers have a greater impact on daily operations, and are mainly distributed in Taiwan, Japan, China, South Korea and the United States. In addition to reducing transportation costs, reducing carbon emissions and diversifying risks, we also hope to achieve the purpose of local procurement by supporting the local industry and leaving jobs to the local residents.

In 2025, local suppliers accounted for 56.8% of the total procurement amount, maintaining a ratio above 50%. Meanwhile, waste disposal contractors, engineering contractors, and labor service providers were fully localized at 100%.

Item	2022	2023	2024	2025
Local Supplier Procurement Amount	49.8%	55.1%	54.0%	56.8%
Overseas Supplier Procurement Amount	50.2%	44.9%	46.0%	43.2%

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4.2.3 Supplier ESG Programs

In the process of dealing with suppliers, we also actively cooperate with suppliers on ESG projects such as ethics, human rights, and the environment, to give full play to the benefits of 1+1 greater than 2 in the supply chain.

Responsible Minerals Management

As a member of the Responsible Business Alliance (RBA), PTI is committed to fulfilling its corporate social responsibility, supporting and upholding human rights, and implementing responsible mineral supply chain management. We adhere to the RBA Code of Conduct and the OECD Guidelines on Due Diligence in Mineral Supply Chains in Conflict-Affected and High-Risk Areas, establishing a comprehensive responsible mineral management system and requiring our suppliers to comply.

Responsible Minerals Sourcing Policy

PTI sustained attention to the conflict minerals issue, we avoid conflict minerals that directly or indirectly finance or benefit armed groups from conflict-affected regions. PTI related business transactions in accordance with RBA.

We avoid conflict mineral(s) that directly or indirectly fund or benefit armed groups from conflict-affected regions. PTI-related business transactions are in accordance with RBA. This ensures that metals of gold, tantalum, tin and tungsten are not excavated from Conflict Affected and High-Risk Areas (CAHRAs) such as Democratic Republic of Congo (DRC). (Please refer to PTI [Responsible Minerals Sourcing Policy](#).)

PTI Conflict Minerals Management Process

Corrective Actions

- Ensure supplier compliance, provide guidance for improvement if necessary, or remove non-compliant suppliers.

Investigation Implementation

- Conduct quarterly investigations to align with the latest OECD and RMI standards.
- RBA audit.



Regulatory and Customer Requirements

- Comply with international regulations, RBA Code of Conduct, and customer expectations.

Due Diligence

- Commit to using only 100% RMI-listed refineries.
- Follow the OECD Due Diligence Guideline.

Conflict Minerals Management Process

PTI supports the Responsible Minerals Initiative (RMI), jointly promoted by the RBA and the Global Enabling Sustainability Initiative (GeSI), and adheres to the OECD's due diligence guidelines to establish a responsible mineral supply chain.

Through the Conflict Minerals Reporting Template (CMRT) and Extended Minerals Reporting Template (EMRT) provided by RMI, suppliers are required to disclose a list of smelters and mines they cooperate with, ensuring that the sources of procurement do not involve conflict-affected or high-risk areas. In addition to complying with international regulations, RBA, OECD due diligence, and customer requirements, suppliers must also comply with the Company's "Responsible Minerals Sourcing Policy", ensuring that the sources of high-risk minerals such as 3TG (tantalum, tin, tungsten, gold), cobalt, and mica used in the products are all from qualified smelters.

When CMRT and EMRT are updated, we conduct a comprehensive investigation of direct material and packaging suppliers to assist them in improving non-compliance and ensure the implementation of the qualified smelter conversion plan. In 2025, we achieved 100% sourcing of tantalum, tin, tungsten, gold, cobalt, and mica from RMI-qualified smelters, and all inspected suppliers were qualified manufacturers of non-conflict minerals.

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Joint Carbon Reduction in the Supply Chain

In response to the 2050 net-zero carbon emission target, PTI actively promotes carbon emission data verification across its supply chain and sets specific carbon reduction targets to continuously improve management effectiveness. Through supplier codes of conduct and annual social responsibility advocacy meetings, we implement low-carbon management requirements, promote the joint implementation of carbon reduction commitments across the supply chain, and move towards sustainable development.

In addition, PTI has participated in the program of "Advancing Low-Carbon and Smart Transformation in the Manufacturing Industry" (November 2023~August 2025), and a total of 14 companies have joined this carbon reduction action, which is expected to reduce carbon dioxide emissions by 5,866 metric tonnes by the end of the project in August 2025.

- Work together with customers and suppliers to create a low-carbon and power-saving production environment.
- Conduct an organizational greenhouse gas inventory and the product carbon footprint inventory to identify carbon emission hotspots in the product manufacturing process and make improvements.



Supply Chain Diversity and Inclusive Collaboration

In addition to operating profits, enterprises should also assume social responsibilities and accountability. PTI launched the "Supply Chain Sustainability Program" initiative with customers to help disadvantaged suppliers (e.g. women, people with disabilities, indigenous people or ethnic minorities, gender diversity, etc.) to create a diversity, equity, and inclusion (DEI) supply chain cooperation model.

4.2.4 Comprehensive Supplier Management

PTI has established comprehensive supplier screening and monitoring management guidelines to implement supply chain development and promote win-win sustainable performance. For the risk management of key materials (direct and indirect materials), in addition to paying attention to the supply status of key materials, changes in inventory levels, and establishing a mechanism for alternative materials, we regularly evaluate and arrange audit plans for key suppliers every year to check their sustainability effectiveness and business continuity plans to ensure cooperative relations with suppliers.

Supply Chain Management Indicators

Item	Target	2025 Achievements
1. Complete the new supplier bribery risk and due diligence assessment	100% completion rate	Achieved
2. Supplier social responsibility risk	Suppliers without major human rights violation risks	Achieved
3. Supplier compliance rate in conflict minerals investigations	100% conflict-free minerals	Achieved
4. Supplier participation rate in the annual supplier social responsibility forum	>85%	Achieved



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Supplier Sustainability Management

Sustainability Management Measures	Description
New Supplier Evaluation	- Conduct evaluations for new suppliers, including written evaluations, factory evaluations, and sample evaluations. - Prospective suppliers are required to sign the “Supplier Code of Conduct Commitment”. - Complete the supplier bribery risk and due diligence procedures, and implement social responsibility, anti-bribery and anti-corruption. - Only suppliers that meet PTI's evaluation requirements, including compliance with minimum ESG requirements, are eligible to become qualified suppliers.
Supplier Evaluation	- Quarterly/semi-annual evaluation is conducted for major raw material suppliers, including quality, lead time, cost and technology. - If the supplier's evaluation score does not meet the standard, it is required to improve within a time limit and attach relevant supporting materials or arrange on-site audits. - In 2025, the raw material supplier evaluation results all meet the qualified supplier score standard.
Supplier Audit	- Conduct annual audits of major raw material suppliers according to the plan, including quality system, green product system, environment, safety and health system, RBA social responsibility management (including human rights and ethics). - Upon identifying deficiencies, suppliers are required to propose appropriate corrective actions with specific goals and timelines. Non-compliance would lead to procurement restrictions or supplier disqualification.
Supplier Mentoring and Training	- Regularly conduct on-site counseling, RBA code of conduct, human rights and other related training to help suppliers grow together. - The supplier social responsibility forum is held every year to advocate quality policy, no harmful substances, environmental protection, integrity and ethics and social responsibility management concepts. - Direct material suppliers are required to obtain international certification, such as a quality management system such as ISO 9001, and those who do not obtain it are required to provide an introduction plan.

Supplier Screening Criteria

Environmental

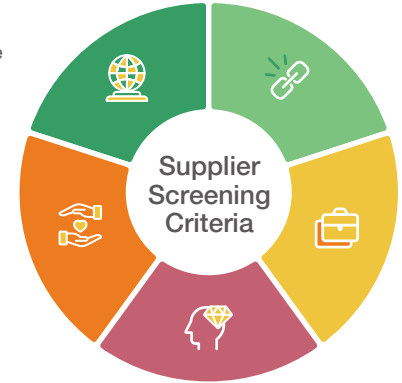
Including but not limited to greenhouse gas emissions, hazardous substance management, business continuity management, and compliance.

Social

Including but not limited to child labor, human rights and labor ethics, conflict minerals management, health and safety, and compliance.

Governance

Including but not limited to business ethics, information security, risk management, and compliance.



Business Relevance

Suppliers are selected according to production needs, and supplier bribery risk assessment and due diligence operations are carried out before establishing relationships with suppliers. (Including direct and indirect suppliers of materials, machinery and equipment, parts, engineering and services).

Sector-specific

Based on the designated sector, evaluations are conducted on quality, lead time, cost, technology, and other relevant factors.

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Supplier Audit and Development

PTI selects key raw material suppliers based on quality conditions and process requirements, incorporating them into the evaluation. The audit plan is then scheduled according to the assessment results. In 2025, a total of 43 suppliers were included in the annual audit scope, including 41 direct raw material suppliers and outsourcing companies, and 2 labor agencies; all audit targets were existing suppliers (0 new suppliers). A total of 41 "Quality System Audits" were conducted throughout the year. In addition, based on the annual plan and risk assessment results, 39 audits were conducted on the "RBA Code of Conduct System" and "Business Continuity Management System" for suppliers, aiming to strengthen supply chain management and reduce potential social impact. A total of 80 supplier audits were completed throughout the year, and no high-risk suppliers were identified.

During the audit process, the non-compliance identified were primarily related to process control, occupational health and safety management, fire safety, operational compliance, and production line 6S practices. Suppliers were required to implement corrective actions within the designated timeframe, and PTI maintained continuous monitoring and verification. All issues have been remediated and formally closed, with no suppliers classified as non-compliant. In addition, based on the audit results, PTI's supply chain was found to have no involvement in forced or compulsory labor, nor were any suppliers identified with significant risks of child labor.

Item	2022	2023	2024	2025
Number of Suppliers Audited	36	41	42	43
Number of Supplier Audits	66	65	78	80

Note: The number of supplier audits for 2023~2024 has been revised to include labor agencies to ensure consistency in the definition.

4.2.5 Annual Supplier Social Responsibility Forum

To build a sustainable supply chain and effectively convey ESG awareness, PTI organizes an annual supplier forum, providing content in both Chinese and English for domestic and international suppliers. This initiative helps suppliers grow together, fosters strong interactions. In 2025, the "Supplier Social Responsibility Forum" covered key topics such as business ethics, supply chain carbon management, the RBA Code of Conduct, and supply chain security awareness. A total of 151 suppliers and 188 supplier representatives participated. Through communication and collaboration within the supply chain, we strive to build a green and sustainable supply chain while fostering shared value for mutual success.

PTI Supply Chain Management KPIs

Item	2025
Supplier Screening	
Total number of Tier-1 suppliers	662
Total number of significant suppliers in Tier-1	55
% of total spend on significant suppliers in Tier-1	57
Total number of significant suppliers in non Tier-1	0
Total number of significant suppliers (Tier-1 and non Tier-1)	55
Supplier Assessment	
Total number of significant suppliers assessed via desk assessments/on-site assessments	43
% of significant suppliers assessed	44
Number of suppliers assessed with substantial actual/potential negative impacts	2
% of suppliers with substantial actual/potential negative impacts with agreed corrective action/improvement plan	100
Number of suppliers with substantial actual/potential negative impacts that were terminated	0
Corrective Action Plan Support	
Total number of suppliers supported in corrective action plan implementation	43
% of suppliers assessed with substantial actual/potential negative impacts supported in corrective action plan implementation	100
Capacity Building Programs	
Total number of suppliers in capacity building programs	151
% of unique significant suppliers in capacity building programs	100

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4.3 Collaboration with Partners

External Organization Participation

GRI 2-28



PTI aspires to serve as an advocate for key issues in the semiconductor industry by actively participating in external organizations and responding to relevant initiatives. The company engages in topics including technological innovation, environmental sustainability, human rights protection, and supply chain management, and is committed to seeking sustainable collaborations with other organizations to deliver tangible contributions across environmental, social, governance and economic pillars, thereby creating positive sustainability impact.

To jointly enhance intellectual property protection, PTI joined the License on Transfer (LOT) Network as a founding member, collaborating with industry associations and corporate partners to promote cross-industry cooperation and patent defensive mechanisms, and to strengthen the resilience of Taiwan's technology sector within the global value chain.

4.3.1 Main External Organization Participation (as a member)

 Social Responsibility/ Supply Chain	■ Responsible Business Alliance (RBA) ■ Responsible Minerals Initiative (RMI) ■ Taiwan Institute for Sustainable Energy (TAISE) / Taiwan Center for Corporate Sustainability (TCCS) ■ TW-ISAC Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC) ■ Science Park Information Sharing and Analysis Center (SP-ISAC)
 Industry/Business	■ License on Transfer (LOT) Network (Founding Member) ■ Taiwan Semiconductor Industry Association (TSIA) ■ Chinese Society for Quality (CSQ) ■ Taiwan Electrostatic Discharge Association (T-ESDA) ■ Hsinchu County Industrial Association ■ Hsinchu County Chamber of Commerce ■ Hsinchu County Industrial Zone Manufacturers Association ■ Taiwan Science Park Industry Association (TSPIA)
 Industry-Academia Collaboration	■ GOLF Alliance for Industry-Academia Talent Development (Angel Member and Board Member) ■ National Yang Ming Chiao Tung University International Industry-Academia Alliance (through August 2025)

4.3.2 External Initiatives

- As a member of the Responsible Business Alliance (RBA), the Company complies with the standards established by the RBA and extends their application to key suppliers and contractors. PTI provides guidance and encourages suppliers and contractors to use relevant tools and standards to continuously monitor implementation performance and enhance supply chain management effectiveness.
- PTI is a member of the Responsible Minerals Initiative (RMI) and is committed to not using or procuring minerals sourced from conflict-affected areas. The Company requires upstream raw material and component suppliers to comply with the same requirements, ensure that related transactions align with the RBA Code of Conduct, and continuously adopt smelters and refiners listed in GeSI-updated compliant smelter lists to ensure that materials are not sourced from conflict regions.
- To stay informed of emerging sustainability trends and industry developments, PTI participates in training and engagement programs organized by the Taiwan Corporate Sustainability Institute (TCCS), established by the Taiwan Institute for Sustainable Energy (TAISE), with the aim of strengthening its sustainability management capabilities and promoting knowledge exchange while supporting broader themes including corporate sustainability, climate change response, and the United Nations Sustainable Development Goals (SDGs).
- In response to the United Nations Sustainable Development Goal (SDG) 13: Climate Action, the Company participates in climate-related initiatives launched by CDP and discloses information through the Climate Change and Water Security questionnaires. PTI also adopts the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) established by the Financial Stability Board (FSB) to identify climate-related risks and opportunities, and to develop relevant metrics and targets in support of the objectives of the Paris Agreement.

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4.4 Collaboration with Partners

Social Responsibility Management System

GRI 2-23, GRI 2-24, GRI 406-1, GRI 409-1

Guided by the principles of integrity and ethical business conduct, PTI is committed to safeguarding employee rights, promoting environmental sustainability, and fostering a healthy and safe workplace. These principles are further embedded and extended across the Company's supply chain. PTI continuously operates and maintains a social responsibility management system that complies with applicable laws and regulations as well as customer requirements. In accordance with the Responsible Business Alliance (RBA) Code of Conduct, the Company regularly reviews and verifies the effectiveness of the management system, identifies and manages potential risks, and ensures that its commitment to sustainable development is effectively and concretely implemented.

4.4.1 Policy Formulation

PTI has constantly striving to create a quality workplace and fulfill our social responsibilities. We have consolidated the sustainable development of the enterprise with our core businesses and formulated the "RBA Code of Conduct policy", "Labor Policy", "Ethics Policy", "Environment, Safety and Health Policy", as well as the "Responsible Minerals Sourcing Policy". All policies are reviewed and approved by senior management; announced on the bulletin board and the PTI corporate website.

4.4.2 Legal Employment

PTI follows the core principles of integrity and sustainable operations, striving to provide a safe working environment and protect employee rights. In accordance with the International Labour Organization (ILO) standards, we strictly prohibit the employment of child labor below the legal minimum employment age. Additionally, the Company conducts legal recruitment in compliance with the requirements of the competent authorities and relevant regulations. As labor laws change, we promptly revise company policies to respect and protect employees' legal rights.

4.4.3 RBA Membership

PTI became a member of the Responsible Business Alliance in April 2015, and we are still a member today. PTI continues to commit to supporting the vision and the mission of the RBA to ensure a safe work environment, respectful and dignified workers, as well as environmentally responsible and ethical business operations by exercising our influence as an industry leader, to create a more friendly and inclusive workplace.

Compliance with the RBA Code of Conduct

The RBA Code of Conduct system is the unified standard for auditing social responsibility around the world, which covers five main areas, namely Labor, Health and Safety, Environment, Ethics, and Management Systems. We have complied with the RBA Code of Conduct and extended it to the supply chain to continue materializing the social and environmental management of our suppliers. By combining the RBA Code and tools, PTI aims to demonstrate our determination and actions in fulfilling our corporate social responsibility.



Implementation of RBA Code of Conduct: Four Sites Awarded Factory of Choice (FOC) Recognition in 2025

PTI implements the Responsible Business Alliance (RBA) Code of Conduct and continues to advance responsible operational management. All sites have been recognized with the RBA Factory of Choice Award (FOC).

In particular, PTI's Hsinpu Plant (P1), HSP Plant 1 (P8), Wenhua Plant 1 (P9), and Xinxing Plant (P10) were once again awarded the RBA Factory of Choice Award in 2025, demonstrating PTI's firm commitment and tangible actions in fulfilling its social responsibility.

Note: Three conditions must be met to obtain the FOC designation.

1. A minimum RBA VAP assessment score of 160 (out of a total of 200 points), with all priority findings closed.
2. Factory representatives have obtained RBA certification.
3. A functioning platform is in place for employees to provide suggestions to factory management.

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Performing Self-Assessment and Validated Assessment Program

PTI completes the Self-Assessment Questionnaire (SAQ) through the RBA-ONLINE platform every year to identify the social, environmental, and ethical risks at major operation sites. In 2025, the SAQ results revealed all PTI's sites were at low risk.

Meanwhile, internal audits are performed annually according to the RBA Code of Conduct to verify the level of implementation and compliance in each factory. Once non-compliance is found, related departments are asked to enforce corrective actions immediately.

In addition, PTI plants regularly receive Validated Assessment Program (VAP) performed by a third-party assessment firm. The VAP is an effective and sharable social responsibility audit standard certified by the RBA. The audit report may be openly shared with the customers through the RBA-ONLINE platform, and it is valid for 2 years. According to the RBA VAP assessments, PTI does not have operating sites with major risks such as forced or compulsory labor and child labor.

2025 PTI Site Assessment

Site	SAQ	VAP	FOC
	Risk Level	Score	
Hsinpu Plant (P1)	Low	200	★
Hukou Plant (P2)	Low	200	★
Datong Plant (3A)	Low	193.8	★
Datong Plant (3C)	Low	187.5	★
Datong Plant (3D)	Low	190.7	★
HSP Plant 1 (P8)	Low	200	★
Wenhua Plant 1 (P9)	Low	200	★
Xinxing Plant (P10)	Low	200	★
HSP Plant 3 (P11B)	Low	200	★

Note: 1. VAP Assessment Period: January 2024 to December 2025.

2. SAQ: The full score is 100 points. Low risk (≥ 80); medium risk (≥ 60 and <80); high risk (<60).

3. RBA VAP Assessment Score: The full score is 200 points.



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- Total number of employees in the PTI Group: **18,920**
 - Taiwan: **18,450** (including PTI and affiliated companies)
 - Japan: **470**
- Implemented a zero-payment and direct hiring policy for migrant workers.
- The male-to-female ratio is close to **1:1**.
- The number of employees with disabilities totaled **129**.
- A total of **1,239** "PTI babies" were born over the past four years.
- PTI sites are certified as AED Safe and Health-Promoting Workplaces.

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5.1 Inclusive Workplace
Workforce Structure and Diversity

GRI 2-7, GRI 202-2, GRI 401-1, GRI 405-1

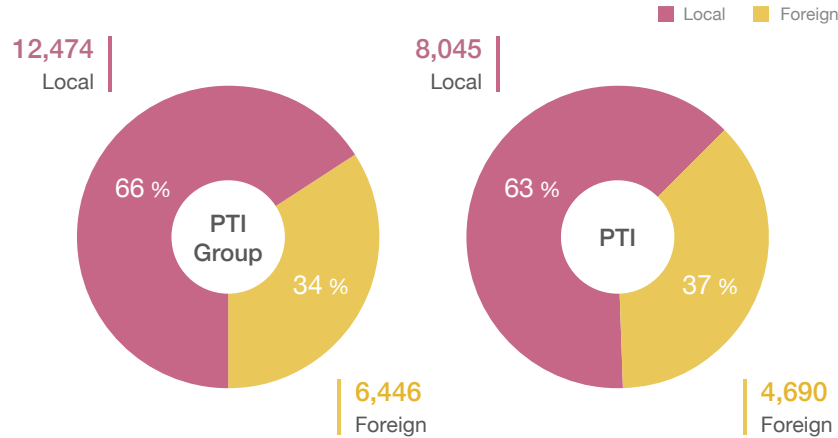
5.1.1 Workforce Distribution

PTI places emphasis on human capital management. Its employees are distributed across multiple countries and regions, enabling a deeper understanding of diverse market needs while bringing a broad range of perspectives, innovation capabilities, and problem-solving competencies to the organization. As of December 31, 2025, PTI employed 12,735 employees, while the Group's total workforce amounted to 18,920 employees.

PTI recognizes that talent development, recruitment, and retention are fundamental to sustaining long-term competitive advantage. Mid- and senior-level management talent is systematically developed through a structured succession planning program. At the end of 2025, the Company had 609 managerial personnel. PTI also prioritizes local hiring to support regional employment and contribute to local economic development. Local employees accounted for 8,045 (approximately 63%), while foreign employees totaled 4,690 (approximately 37%).

Region	PTI	Greatek	TeraPower	Tera Probe PTI Japan	Total
Number of Employees	12,735	4,631	1,084	470	18,920

2025 Local Workforce Composition



- Notes: 1. Data are calculated based on the workforce in service as of December 31, 2025.
2. Local employees refer to individuals of the host-country nationality; foreign employees refer to individuals of other nationalities.
3. The highest management position at PTI is the Chairman and Chief Strategy Officer. Major company matters are jointly deliberated by the Chairman, CEO, President, and Vice Presidents, and resolved through internal review procedures to ensure comprehensive and diverse decision-making and to avoid conflicts of interest.

2025 PTI Employee and Managerial Composition by Nationality

Country	All Staff		Management Position	
	Number of People	Proportion	Number of People	Proportion
Taiwan	8,045	63.17%	609	100.00%
Philippines	4,650	36.52%	0	0.00%
Vietnam	22	0.17%	0	0.00%
Malaysia	8	0.06%	0	0.00%
China	3	0.02%	0	0.00%
Indonesia	3	0.02%	0	0.00%
Japan	2	0.02%	0	0.00%
Others	2	0.02%	0	0.00%

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5.1.2 Workforce Structure

In 2025, as Taiwan entered a super-aged society and experienced structural changes in the labor market, PTI continued to develop an intergenerational workforce. Employees aged 18–24 accounted for 3.93%, primarily early-career employees with digital literacy and learning potential. Employees aged 25–44 accounted for 77.81% and served as the core workforce supporting operations and technological development amid advancements in AI and manufacturing technologies. Employees aged 45–54 accounted for 16.73%, contributing extensive technical and managerial experience. Employees aged 55–64 accounted for 1.50%, primarily serving as senior supervisors responsible for talent development and knowledge transfer. Employees aged 65 and above accounted for 0.03%, representing senior leadership involved in corporate direction setting.

In terms of workforce composition, skilled positions accounted for 80.54%, followed by engineering positions at 11.24%, management positions at 4.78%, and administrative positions at 3.44%.

With respect to gender equality, PTI is committed to providing equal employment opportunities and has set a target to maintain female workforce representation at approximately 50%. As of December 31, 2025, male employees accounted for 48.57% of the workforce and female employees accounted for 51.43%, reflecting a balanced gender distribution and equal employment opportunities across the organization.

Gender		Male		Female		Total	
Category	Group	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Age	18~24	229	1.80%	271	2.13%	500	3.93%
	25~44	4,632	36.37%	5,277	41.44%	9,909	77.81%
	45~54	1,220	9.58%	911	7.15%	2,131	16.73%
	55~64	101	0.79%	90	0.71%	191	1.50%
	65+	4	0.03%	0	0.00%	4	0.03%
Job Category	Technical	4,348	34.14%	5,909	46.40%	10,257	80.54%
	Engineering	1,101	8.65%	330	2.59%	1,431	11.24%
	Administration	185	1.45%	253	1.99%	438	3.44%
	Management	552	4.33%	57	0.45%	609	4.78%
Employment Contract	Permanent	6,126	48.10%	6,526	51.24%	12,652	99.35%
	Temporary	60	0.47%	23	0.18%	83	0.65%
Employment Type	Full-Time	6,186	48.57%	6,549	51.43%	12,735	100.00%
	Part-Time	0	0.00%	0	0.00%	0	0.00%

- Notes: 1. The data is calculated based on the workforce on December 31, 2025.
2. <Classification principles for each job category>
- Technical: Production line personnel
 - Engineering: Engineering staff
 - Administration: Administrative staff
 - Management: Managerial positions are divided into different management levels: senior managers, mid-level/primary managers.
3. The difference between permanent and temporary employees lies in the employment contracts they sign.
- Permanent employee: continuous work, non-scheduled contractor.
 - Temporary employee: temporary, short-term, seasonal or special work, scheduled contractor.
4. All employees hired by PTI are full-time; no part-time personnel are employed, ensuring organizational stability and professionalism.

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Distribution of Female Employees (%)

Item	2022	2023	2024	2025
Women in Total Workforce	47.50	47.86	50.07	51.43
Women in All Management Positions	9.90	9.72	9.60	9.36
Women in Junior/Middle Management Positions	11.32	11.24	11.00	10.67
Women in Top Management Positions	1.15	0	0	0
Women in Management Positions in Revenue-generating Functions ^(Note 1)	6.30	5.76	5.70	6.88
Women in STEM-related Positions ^(Note 2)	21.31	22.26	22.30	23.06

Notes: 1. Definition of production and revenue-related departments: Excluding Human Resources, Finance, General Affairs, Legal, Occupational Safety, Facilities, and IT departments.
2. STEM category-related employees: Engineering-related positions.

5.1.3 New Employee Hires

In 2025, facing a low birth rate and rapid industry transformation, PTI adopted diversified, agile recruitment channels: job platforms, industry-academia collaboration, and cross-disciplinary pipelines, to attract talent across backgrounds and age groups. Guided by openness and transparency, recruitment emphasizes professional skills, practical potential, and personal attributes. This approach enhances person-job fit and builds a resilient talent base to sustain PTI's long-term competitiveness.

In 2025, PTI hired a total of 3,066 new employees. In addition to providing comprehensive onboarding and training as well as growth-oriented job assignments, the company continued to strengthen its new-hire care and engagement mechanisms. Through team-based activities, PTI promotes the integration of corporate culture and enhances new hires' sense of belonging. PTI also remains committed to inclusive employment by actively recruiting and supporting individuals from underrepresented and vulnerable groups. The company participated in local recruitment initiatives, such as the 2025 Disability and General Employment Fair, to facilitate job matching. As of December 31, 2025, PTI had recruited 177 employees from vulnerable groups and assigned suitable roles based on individual physical and mental conditions, supporting stable livelihoods and advancing a friendly and inclusive workplace.

Note: "Vulnerable groups" refer to individuals who have been unemployed for three consecutive months or more, or who belong to specific employment target groups after being unemployed for more than 30 days, such as unemployed persons aged 45–65, Indigenous peoples, and persons with disabilities.

2025 PTI New Hires and Distribution by Gender and Age

Age / Gender	18~24		25~44		45~54		55~64		65+		Total	
	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Male	268	117.03%	1,113	24.03%	75	6.15%	5	4.95%	0	0.00%	1,461	23.62%
Female	384	141.70%	1,187	22.49%	29	3.18%	5	5.56%	0	0.00%	1,605	24.51%

Note: New employee proportion = number of new employees in the group ÷ total employees in the group.

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Number of Hires and Average Hiring Cost

In 2025, PTI’s internal transfer rate was 14.12%, providing appropriate job rotation opportunities. The hiring rate was 24.08%, with an average hiring cost of NT\$48,086.

Item	2022	2023	2024	2025
Total number of new employee hires	2,322	665	1,664	3,066
Hiring Rate (%)	19.50	6.05	14.65	24.08
Internal Transfer Rate (%)	6.25	27.20	23.81	14.12

Notes: 1. Hiring Rate = Total number of new employee hires throughout the year ÷ Total number of employees at year-end.
2. Internal Transfer Rate = Number of internal transfers ÷ Number of job openings; it means the percentage of open positions filled by internal candidates (internal hires).

5.1.4 Employment of Persons with Disabilities

Guided by the principle of "Barrier-free inclusion and care", PTI aligns internal vacancies with appropriate job design to support the employment of persons with disabilities. In 2025, PTI hired 43 employees with disabilities, bringing the total number of employees with disabilities to 129 for the year. PTI believes that through structured work arrangements and role design, employees with disabilities can leverage their strengths and build stable career pathways.

Year	2022	2023	2024	2025
Disability Employment Positions	123	111	117	129

5.1.5 Employee Turnover

"Talent" is vital for sustainable operations. To retain key talent, PTI builds effective communication platforms to strengthen cohesion, offers job rotation opportunities, and improves the workplace. The organization is designed with career development in mind, placing employees in roles that match their strengths. When resignations are initiated, PTI explores retention or internal transfer options and discusses the possibility of rejoining in the future, always respecting individual choices.

2025 PTI Turnover by Gender and Age

Age / Gender	18~24		25~44		45~54		55~64		65+		Total	
	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Male	59	25.76%	761	16.43%	84	6.89%	12	11.88%	0	0.00%	916	14.81%
Female	43	15.87%	619	11.73%	58	6.37%	10	11.11%	0	0.00%	730	11.15%

Note: Employee Turnover Ratio = Number of employee turnover in each group ÷ total number of employees in each group

Employee Turnover Rate (%)

Item	2022	2023	2024	2025
Turnover Rate	15.45	13.65	10.84	12.93
Voluntary Turnover Rate	14.70	13.31	10.49	12.65

Notes: 1. Annual turnover rate includes voluntary turnover, retirement, and dismissal for absenteeism.
2. Turnover Rate = Total number of employee departures during the year ÷ Total number of employees at year-end.

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5.2 Inclusive Workplace
Employee Welfare

GRI 2-19, GRI 2-20, GRI 2-21, GRI 201-3, GRI 401-2, GRI 405-2

Human resources are central to business success. PTI is committed to employee care and fostering a workplace where people collaborate with trust and peace of mind. Through a high-quality remuneration system, comprehensive welfare, and gender-equal pay, we aim to build a friendly, diverse, and inclusive environment of "Promising, Thriving, Inspiring". Such a workplace attracts outstanding talent, ensures retention, drives momentum, and lays a solid foundation for sustainable growth.

5.2.1 Quality Remuneration System

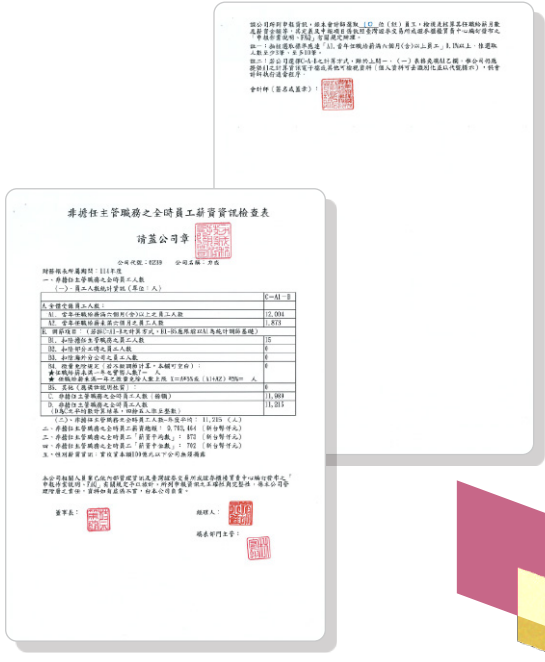
To balance long-term operations with employees' living standards, PTI sets remuneration based on professional skills, job position, performance, and commitment, aligned with company objectives and profitability. To ensure competitiveness, annual market salary surveys review industry levels and macroeconomic indicators such as the price index, with adjustments made accordingly. Verified data also supports salaries that meet living wage standards. PTI strictly complies with labor laws and offers pay above the local minimum, with the minimum approved salary set at NT\$32,000 per month.

Note: Excluding foreign employees, the salary verification of foreign employees is in line with the requirements of local laws and regulations.

2025 PTI Mean and Median Salaries of Full-time Non-Managerial Employees

Category	Number of Full-time Non-Managerial Employees	Mean		Median	
		2025 (NT\$1,000)	Compared to 2024 (%)	2025 (NT\$1,000)	Compared to 2024 (%)
Indirect Labor	3,824	1,303	-1.9%	1,217	-2.3%
Direct Labor	7,392	651	+4.3%	600	+2.6%
Overall Employees	11,215	873	+0.5%	702	+1.9%

Note: 1. Full-time non-managerial employees do not include the managerial personnel. For compensation information for managerial personnel, please refer to the [Annual Report](#).
2. Compensation statistics of full-time non-managerial employees include "regular payments" and "non-regular payments."
3. Compensation is calculated based on the employee salary income for the immediate year, adopting accrual basis accounting.
4. "Number of employees" is based on the average monthly paid headcount, taking into account monthly fluctuations.
5. Indirect Labor includes administrative staff, R&D engineering staff. Direct Labor refers to operators.



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5.2.2 Gender Equal Pay and Opportunities

"Creating equal working conditions" is PTI's core principle. Salaries are determined by education, expertise, experience, job category, and performance, ensuring fairness and impartiality. We uphold equal pay for equal work and qualification, with compensation based on roles rather than gender. Annual adjustments and promotions are performance-driven, regardless of gender, race, religion, political stance, marital status, or union affiliation, and fully comply with labor laws. PTI also promotes workplace diversity and supports female career development. In the annual promotion on April 1, 2025, women accounted for 39.6% of all promotions.

2025 PTI Employee Compensation by Position and Gender

Item	Fixed Salary		Annual Salary	
Position	Managerial Position	Non-managerial Position	Managerial Position	Non-managerial Position
Female: Male	1 : 1.15	1 : 1.39	1 : 1.14	1 : 1.39

Note: 1. The annual salary includes the fixed salary and other cash incentives.
2. PTI has no female senior executives.

2025 PTI Employee Compensation Ratio by Job Type and Gender

Gender/Job Type	Indirect Labor	Direct Labor
Female	1	1
Male	1.22	1

Note: 1. Indirect labor does not include managerial personnel. For compensation information for the managerial personnel, please refer to the [Annual Report](#).
2. In light of the nature of the technology industry, job responsibilities are mostly engineering-related in nature, and employees with the required education and experience for the said job responsibility are mostly male; as a result, the compensation ratio for male indirect manpower is slightly higher than that for the female one.
3. Compensation is calculated based on the employee salary income for the immediate year, adopting accrual basis accounting.

5.2.3 Executive Compensation Policy

The policies, systems, standards, and structures for the performance evaluation and remuneration of executives are established and reviewed by the Remuneration Committee. The committee includes independent directors who provide external compensation perspectives and convenes at least twice a year to assess and ensure salary competitiveness.

Executive compensation is primarily divided into fixed and variable components, including salaries, bonuses, and retirement benefits, which are disclosed annually in the Company's annual report and linked to business performance. Fixed compensation is determined based on job responsibilities and relative importance, while diverse variable compensation is provided according to business strategies and goal achievement. Key performance indicators for measurement include financial and non-financial aspects such as profitability improvement, differentiation through advanced process and technology development, enhancement of overall quality and productivity, market positioning and customer management, sustainable environment development, and talent cultivation. These efforts aim to strengthen accountability for creating long-term shareholder value, achieving ESG results, and ensuring stable operational growth and innovation breakthroughs.

Note: Various incentive compensation elements, such as different types of bonuses, rewards, and employee remuneration, are provided based on different compensation purposes.

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5.2.4 Comprehensive Benefits

In addition to the above-mentioned high-quality remuneration system, we also attach great importance to various welfare support, from work to life, from daily life to festivals, and hope to give back and motivate every employee through the design of the welfare system that surpass legal requirements, so as to achieve common prosperity and common good. PTI's rewards and benefits are as follows, with a welfare subsidy of NT\$338,923,155 in 2025.

Category	Content
 Bonus	■ Year-end bonus: paid twice, during the first and second half of the year. ■ Quarterly bonus: based on profitability and whether or not the company achieves the quarterly target. ■ Employee remunerations/incentives: based on company profitability, performance evaluation, and special contributions. ■ Salary adjustment system: the salary adjustment data are updated each year.
 Welfare	■ Holiday gifts (Lunar New Year, Labor Day, Dragon Boat Festival, Mid-Autumn Festival, and Christmas) ■ Free group insurance (including life, accident, medical, and cancer insurance for dependents) ■ Group insurance discount program for employees' parents and parents-in-law (employee-paid) ■ Periodic health examinations ■ Benefit subsidies (wedding, childbirth, hospitalization, and funeral) ■ Entertainment subsidies ■ Meal subsidy ■ Birthday gifts ■ Movie tickets ■ Employee club events ■ Corporate activities (e.g., annual party and Family Day, held online or onsite according to the annual plan) ■ Partner stores (discounts offered in more than 1,000 partner stores) ■ Childcare facilities or contributions (through partnership agreements with kindergartens and childcare providers near employees' residences, offering preferential rates for preschool education and after-school care services)
 Friendly Workplace Environment	■ Working-from-home arrangements: Based on applicable company policies and conditions (e.g., pandemic-related requirements).

In 2025, PTI provided all employees with welfare items such as holiday gifts, wedding/ funeral/ maternity/ hospitalization subsidies, insurance, birthday, tenure awards, entertainment, meals, health checkups, club activities and various major events in accordance with the welfare management regulations ^(Note).

No.	Benefit	Total (NT\$)
1	Annual Festival Payments/Gifts	95,941,855
2	Birthday Coupons	11,754,662
3	Wedding/Funeral Subsidies	2,905,200
4	Maternity Subsidies	424,000
5	Emergency Relief	192,000
6	Tenure Awards	4,356,163
7	Entertainment Subsidies	21,624,503
8	Movie Tickets	5,835,540
9	Family Day/Large-Scale Events/Club Activities	5,909,995
10	Meal Subsidy	130,493,393
11	Group Insurance	29,281,426
12	Health Examinations for Employees	26,955,900
13	Health Examinations for Executives	3,248,518
Total		338,923,155

Note: Benefits for contract employees are provided in accordance with the Contract Employee Management Regulations.

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Long-term Incentives

In order to further enhance employee benefits and stimulate employees' work enthusiasm and cohesion, PTI launched the "Employee Stock Ownership Plan (ESOP)" in 2024 and incorporated it into the employee welfare plan, so as to strengthen the relationship between employees and the company, and further motivate employees to work together with the company to continuously achieve better performance. ESOP not only gives employees the opportunity to directly participate in the company's growth and share operating results, but also helps to enhance employees' sense of belonging, strengthen internal recognition, and thereby achieve a win-win situation for both the company and its employees.

Expanding Family Health Protection

PTI is committed to supporting employees and their families. Group insurance covers not only employees but also their spouses and children, with premiums fully paid by the company. In 2025, coverage expanded to include employees' parents and spouses' parents through the "Employee and Spouses' Parents Self-Paid Group Insurance Discount Program". This initiative, joined by 629 employees and covering 1,044 parents, highlights PTI's care for families and provides more comprehensive protection.

Online Welfare Platform

In addition to focusing on employee welfare, PTI also values environmental protection, leveraging technology to improve efficiency, save energy, and reduce carbon emissions. Since 2023, PTI has introduced an online welfare platform, through which company benefits (such as tenure awards), Welfare Committee benefits (such as birthday gifts and entertainment vouchers), and selected departmental activity rewards are distributed in the form of electronic points. In 2025, a total of 66,145 welfare incentives were distributed. Compared with paper vouchers, electronic distribution reduces carbon emissions by 90.8%. The shift from physical to digital distribution improves efficiency, reduces the use of paper, printing ink, and packaging materials, and lowers emissions from transportation, enabling employees to enjoy benefits while conserving more environmental resources.

Note: Based on the calculation methodology of the online welfare platform, carbon emissions from paper-based distribution are about 12.13 g CO₂e per sheet, while electronic distribution generates about 1.12 g CO₂e per sheet, resulting in a carbon emission reduction of about 90.8%.

5.2.5 Pension System

PTI complies with the Labor Standards Act and the Labor Pension Act in establishing employee retirement policies. A Labor Pension Reserve Supervisory Committee has been set up to oversee monthly contributions of pension reserves into statutory accounts, ensuring full funding. At the beginning of each year, actuarial evaluations are conducted by professional consultants to verify the adequacy of pension reserves. By the end of 2025, the old system retirement reserve account held approximately NT\$372 million, sufficient to meet retirement fund claims for eligible employees. In 2025, the total accounting-recorded contributions for both the new and old system retirement expenses, together with employee contributions, amounted to approximately NT\$449 million, aiming to ensure that employees can enjoy secure protection after retirement.

PTI Pension Contribution Percentage

Pension System	Percentage of Pension Contribution over Salary	
Old pension system: Company pension account	Employer	2%
	Employees	0~6%
New pension system: Personal pension account	Employer	6%
	Employees	0~6%

5.2.6 Outstanding Employees Rewarding

To foster innovation and positivity, PTI encourages teamwork and healthy competition through incentives such as Proposal Awards, Patent Awards, Good Deeds Awards, Cross-functional Committee Awards, and the Annual Model Employee Selection. In 2025, a total of 3,601 awards were granted. Beyond routine recognition, the annual model employee selection covers indirect labor, direct labor, and migrant workers. Outstanding employees are honored at the annual gala, showcasing excellence, strengthening cohesion, and driving team momentum, shaping a positive, enterprising workplace culture.



Number of Award-Winning Employees in PTI

Year	2022	2023	2024	2025
Number of People	2,560	2,905	3,270	3,601

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Inclusive Workplace

Talent Development

GRI 404-1, GRI 404-3

PTI believes that talent is fundamental to technological advancement and sustainable operations. Guided by its philosophy of talent development and empowerment, PTI has established a systematic talent development framework and an environment that supports self-directed learning. Each year, in alignment with its corporate vision and strategy, PTI assesses competency needs across operating units and develops diverse talent development initiatives. PTI provides competency-based learning pathways and integrates internal and external resources, such as AI fundamentals, sustainability trends, and language learning, through phased and differentiated implementation. By applying the Plan-Do-Check-Act (PDCA) management cycle, PTI continuously reviews training effectiveness and adjusts priorities and resource allocation to support resilient operations and long-term value creation.



5.3.1 Four Strategic Talent Development Pillars

PTI systematically plans and implements its training programs around four core talent development pillars, covering:

Competency Development

Based on the characteristics of different roles, PTI has established a tiered and systematic talent development mechanism to ensure that employees across job families can progressively enhance their professional capabilities and functional depth, including:

- Direct labor:** Training focuses on equipment operation and on-the-job practices. Through a certification program and cross-training, employees accumulate the required training hours to enhance operational proficiency and process stability, thereby safeguarding the quality and reliability of production processes.
- Indirect labor** (e.g., engineers): PTI emphasizes role clarity and multi-skill development. Each unit develops a “departmental professional skills matrix” based on operational needs, guiding new hires to complete key capability building within three months and establishing a foundation for subsequent professional development.
- Management and supervisory personnel:** Under a “level-based training system”, PTI designs training curricula aligned with each management level to strengthen leadership, communication, and people-management capabilities, supporting effective team operations and enhanced organizational effectiveness.

Key Data Highlights

- Direct labor:** Total training hours reached **1,368,391** hours.
- Indirect labor:**
 - New-hire skills assessment: **100%** competency assessment completion rate.
 - In-house competency training: **30** sessions delivered; **2,567** participations; average satisfaction rate of **93.9%**.
- Management:** **24** sessions delivered; **13,768** participations; average satisfaction rate of **95.7%**.

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Audit and Management Systems

Through employee training aligned with international quality standards and occupational health and safety (OHS) management systems, PTI continuously enhances the quality of its technical services and fosters a safe, healthy, and trusted workplace, thereby supporting sustainable development for both the organization and its people.

Key Data Highlights

- 1. **Quality management systems and tools training:** 55 sessions delivered; 16,416 participations; average satisfaction rate of 89.7%.
- 2. **Occupational safety and environmental (EHS) training:**
 - Internal training: 46 sessions delivered; 10,911 participations; average satisfaction rate of 96.9%.
 - External training: 452 employees obtained professional training certifications.



Regulatory and Compliance

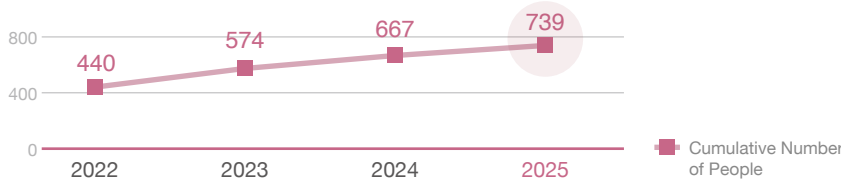
Through digital learning, PTI provides periodic training to all employees on regulatory requirements and fundamental human rights, strengthening organization-wide compliance and human rights awareness in support of sustainable development.

No.	Courses	Hours	Participants	Total Hours
1	TIPS Intellectual Property (IP) Management System Training	1.00	4,075	4,075.0
2	Personal Data Protection and Management	1.00	12,285	12,285.0
3	Energy Management and Energy Conservation Awareness Training	1.00	12,285	12,285.0
4	New Employee Orientation (Corporate Information Confidentiality Requirements)	0.45	2,610	1,174.5
5	Ethical Business Conduct and Professional Ethics	1.00	12,285	12,285.0
6	Cybersecurity Training – Phishing Email Awareness Enhancement	1.00	43	43.0
7	Information Security Awareness Training	1.00	22,243	22,243.0
8	Trade Secret Protection and Management	1.00	12,302	12,302.0
9	Prevention of Workplace Sexual Harassment	1.00	12,285	12,285.0
10	General Occupational Safety and Health In-Service Training	1.00	11,231	11,231.0
11	Hazardous Chemicals General Awareness Training	1.00	12,285	12,285.0
Total			113,929	112,493.5



Skill Transfer and Application

With “knowledge transfer” as the cornerstone of its training approach, PTI encourages experienced employees and managers to serve as internal trainers. Through its internal trainer development program, PTI adopts a blended learning model that integrates digital and in-person formats to meet diverse learning needs. For example, digital courses emphasize foundational knowledge and are well-suited for rapidly scaling core concepts across a large employee population, while classroom-based training focuses on advanced and in-depth job skills to strengthen practical capabilities and institutional knowledge transfer. As of 2025, PTI has developed 72 new internal trainers, bringing the cumulative total to more than 700 trainers, thereby continuously strengthening sustainable knowledge inheritance across the organization.



Featured Program – P+ Leadership Lecture Series

Led by senior executives, the P+ Leadership Lecture Series shares management experience and career journeys to pass on PTI’s core culture, develop future leaders, and broaden perspectives across levels. The program is also offered as digital learning modules, extending the impact of in-person sessions and enabling on-demand access. In 2025, 143 participations completed the program, achieving an average satisfaction rating of 97.9%, demonstrating strong outcomes and high employee endorsement.

“This lecture series helps us learn from different career development experiences in a relaxed and low-pressure way.”
“Leadership and management approaches should be adapted to the situation. Through the plant manager’s experience sharing, I gained a clearer understanding of how to apply them in practice.”

Featured Program – Team Leadership Development Series

In 2025, management training further focused on translating cross-generational management concepts into practical team leadership. Courses included “Goal Execution”, “Subordinate Development and Coaching Skills”, and “High-Performance Team Leadership and Management”, helping managers convert concepts into tangible management actions to enhance team performance and overall organizational effectiveness. The series achieved an average satisfaction rating of 93.3%. Most managers indicated that the content could be directly applied to their work, demonstrating both strong recognition and effective application of management practices.

“An excellent course, especially on goal setting and one-on-one meeting techniques.”
“The materials are clear and easy to understand, with practical methods that prompt managers to reflect and learn.”

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5.3.2 Cultivating a Self-Directed Learning Culture

PTI promotes a portfolio of self-directed learning programs to support continuous development and improve access to learning resources. Programs are tailored by job level and development needs to build proactive learning habits. These initiatives strengthen job skills and cross-functional knowledge while fostering an internal learning culture that supports long-term talent development.

Item	Self-Learning Program Overview			
Description	Learning Hub	Learning Library	English Self-Learning Program	Mandarin Learning Program
	By integrating internal trainers and external institutions, PTI builds internal e-learning resources and encourages employees to engage in self-directed learning.	Library areas are set up at each site. Activities such as book-borrowing raffles and new book arrivals are used to foster employees' reading habits.	PTI offers learning resources at 30%–50% off market prices and provides scholarship competitions to encourage employees to study English independently.	PTI provides online Mandarin learning courses and encourages migrant workers to participate, preparing early for their potential transition to foreign skilled workers.
Target	All employees	All employees	All employees	Migrant workers
Cumulative Self-learning Participants	1,602	477	274	839

Featured Case – AI-Powered English Learning Platform

PTI continues to strengthen employees' English proficiency for effective communication in cross-border and daily work. Based on a needs assessment, PTI found growing preference for AI-enabled platforms that support flexible, bite-sized learning. Accordingly, PTI introduced an AI-powered English learning platform in its 2025 English training program.

PTI's scholarship mechanism shifts from tracking learning hours to measuring improvements in English scores, with tiered pathways aligned to job-family benchmarks. Stretch targets are set for employees below the benchmark, while those meeting the benchmark are encouraged to exceed their prior results. PTI also shares free learning resources via a monthly English e-newsletter and provides regular on-site mock tests to help employees track progress.

English Self-Learning Program	Training Period	Participants	Results
Managerial English Training	2025/8/20~2026/8/19	44	To be disclosed in 2026
General Employee English Training	2025/7/18~2025/12/19	230	- Overall program satisfaction: 83.5% 56 employees improved their scores, and 28 employees met the scholarship eligibility threshold

"Practicing English through conversations with AI makes me more willing to speak up. I can repeat practice and get immediate corrections, and the flexible learning schedule is ideal for continuous improvement in short, fragmented time."

"I really appreciate this flexible and diverse training approach. I look forward to having more learning resources and assessment options in the future, so everyone can find a learning pace that fits them."

Featured Case – Learning Hub

To meet diverse learning needs, PTI continuously enriches its internal learning platform with courses delivered by internal and external instructors. Topics include AI fundamentals, presentation and communication skills, and quality practices, covering professional capabilities and core skills. The digital platform enables employees to learn anytime and select content that fits their roles and learning gaps.

In 2025, PTI offered 56 self-learning courses and achieved an average satisfaction rate of 93.7%. PTI will continue to strengthen a learning environment that supports employees' capability development and long-term growth.



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5.3.3 Developing Foreign Skilled Workers

To strengthen migrant workers’ language capability and workplace adaptation, PTI has developed diversified Mandarin learning resources, including in-house courses tailored to real workplace scenarios and customized Mandarin programs delivered in collaboration with academic institutions. In addition, aligned with the government’s “Retention and Long-Term Employment Program for Migrant Workers”, PTI has introduced advanced in-person training to support and encourage high-potential migrant workers in transitioning to foreign skilled worker roles.

Item	Mandarin Training for Foreign Skilled Workers
Description	Through language learning and career development initiatives, PTI helps migrant workers integrate into the workplace more quickly, strengthen their sense of belonging and retention willingness, and support their progression toward foreign skilled worker positions. In parallel, by fostering collaboration among employees with diverse backgrounds, PTI creates an inclusive work environment and advances workplace diversity, equity, and inclusion (DEI).
Target	Migrant workers
Cumulative Learning Participants	In 2025, a total of 58 migrant workers participated in advanced in-person Mandarin training. Since 2023, more than 150 migrant workers have completed training. In addition, the Mandarin Learning Program’s online courses recorded 839 participations in 2025. Since 2023, cumulative self-learning participation has reached 1,550, representing 12% of PTI’s total workforce.

Benefits of Employee Participation

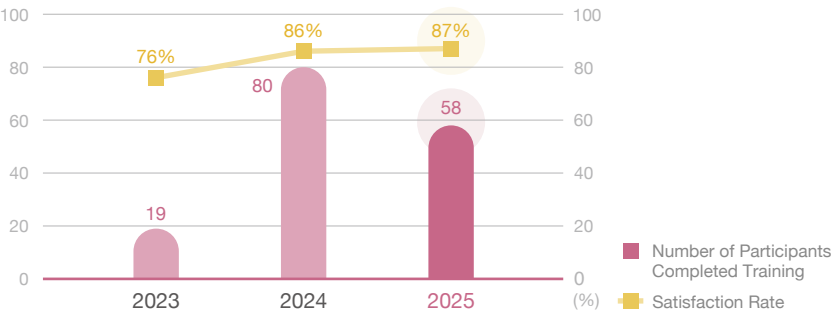
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Promote a more diverse talent composition and enhance internal staffing flexibility.
- 2

Reduce employment stabilization fee expenditures and create labor cost advantages.
- 3

Continuously improve course satisfaction and strengthen language learning outcomes.

In-Person Mandarin Training Programs



5.3.4 Training Outcomes by Job Category

In 2025, PTI continued to strengthen its investment in talent development, planning and delivering 322 internal training courses throughout the year. Overall course satisfaction reached 94.1%, and the completion rate was 99.7%. The Training Committee conducts regular reviews and follow-up to ensure training quality and implementation effectiveness, and continuously optimizes programs based on feedback, serving as a key foundation for PTI’s long-term talent development.

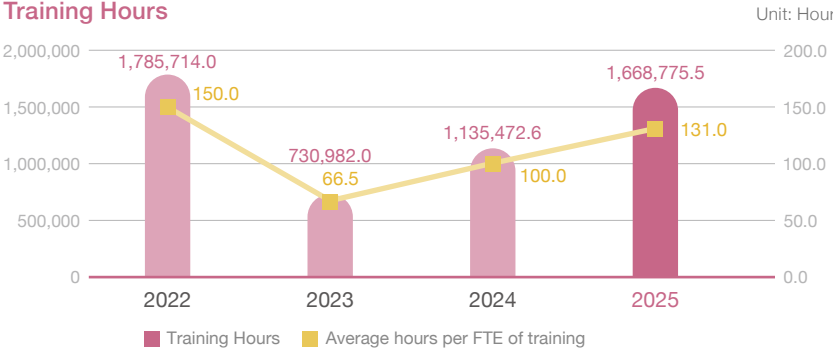
In 2025, total training participation reached 227,109 participations, with total training hours exceeding 1.66 million hours. Average training hours per employee reached 131 hours.

2025 Training Hours and Participants by Job Category

Job Category	Total Hours		Headcount		Average Hours	
	Male	Female	Male	Female	Male	Female
Engineering	33,920.5	9,800.5	1,101	330	30.8	29.7
Administration	4,071.0	5,923.8	185	253	22.0	23.4
Technical	462,168.0	1,136,060.0	4,348	5,909	106.2	192.2
Management	14,995.5	1,836.2	552	57	27.1	32.2
Total	515,155.0	1,153,620.5	6,186	6,549	83.2	176.1

Training-hour data indicate that the average training hours per female employee were higher than those per male employee. PTI’s analysis attributes this variance primarily to job-category composition: a larger proportion of PTI’s “Technical” roles are held by female employees, and this job category requires participation in a higher volume of role-specific technical training, thereby increasing the overall average training hours for female employees.

Training Hours



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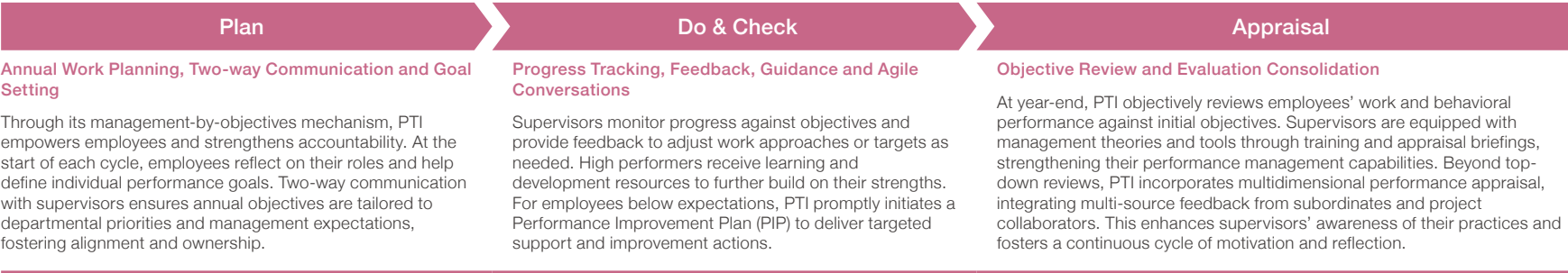
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5.3.5 Performance Management

PTI has three evaluation mechanisms: annual, monthly, and probationary, to support talent management. Among these, the annual evaluation is most critical, aligning with PTI's mission and vision while guiding training, promotion, transfers, and remuneration. The framework is enabled by Management by Objectives (MBO) and a PDCA cycle: year-start planning, mid-year execution and reviews, and year-end appraisal. PTI also applies to a multidimensional performance appraisal system that evaluates both processes and outcomes, ensuring employee development stays aligned with business strategy and fosters shared growth.



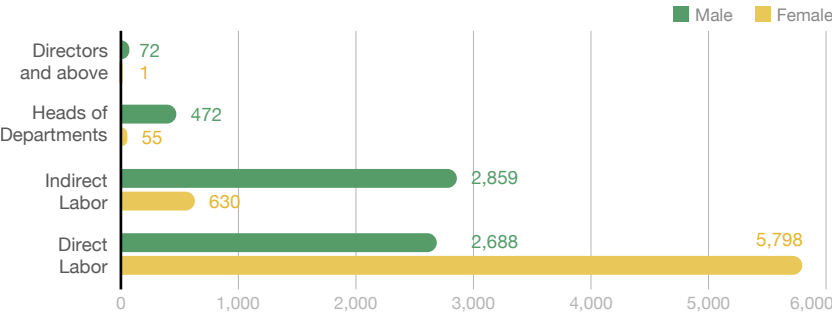
Team-Based Performance Appraisal

PTI values collaboration and teamwork. For production line staff, supervisors conduct monthly evaluations on teamwork, cooperation, and learning ability to ensure efficiency and quality. For other functions, team collaboration indicators are included in annual appraisals to assess cross-functional outcomes.

Employees Covered by Regular Performance and Career Development Reviews

PTI adheres to principles of fairness, impartiality, and transparency in implementation, with no differentiation based on nationality or gender. All employees are required to participate in PTI's periodic performance appraisals. In 2025, 12,575 employees were in scope for periodic performance appraisal, and appraisals were completed for all 12,575 employees, representing a 100%.

2025 Annual Performance Evaluation Participant Statistics



5.3.6 Talent Development Program via Performance Management

To strengthen systematic talent development, PTI prioritizes employees ranked in the top 3% of annual performance evaluations and rated "Excellent" for next year's training programs. Depending on business needs, job rotations and project assignments provide stretch opportunities and cross-functional learning, preparing talent for future leadership roles. Supervisors are encouraged to nominate high-performing, high-potential employees, and PTI allocates resources based on department development plans. This approach helps accelerate high-potential employees into critical talent, leveraging performance management to build strong pipelines and organizational capabilities.

5.3.7 Performance Improvement Plan (PIP)

PTI implements a Performance Improvement Plan (PIP) for three categories of employees: those with below-expectation annual performance, those who fail probation, and those with sustained underperformance, ensuring appropriate support. In 2025, 94 employees entered the PIP. Excluding resignations, 82 completed the program, with 72 passing the assessment. This represents an improvement rate of about 87.8%. Most participants enhanced their performance through guidance from line managers and HR, and continued their employment with PTI.

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5.4 Inclusive Workplace
Human Rights Protection GRI 2-23, GRI 2-24, GRI 2-25, GRI 406-1

Respect for human rights is fundamental to sustainable corporate development. PTI promotes a diverse and inclusive workplace through comprehensive compensation and benefits, structured training and development programs, and open communication channels, aiming to create an equal and secure working environment where employees can work with confidence and peace of mind.

5.4.1 Human Rights Commitment and Policy

PTI is committed to prohibiting slavery, child labor, human trafficking, forced or compulsory labor, and any form of inhumane treatment. The Company references and supports internationally recognized human rights principles and standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the ILO Declaration on Fundamental Principles and Rights at Work, ILO Conventions, and the OECD Guidelines for Multinational Enterprises.

In compliance with the laws and regulations of the countries in which it operates, PTI has established human rights-related policies applicable to all stakeholders, including customers, suppliers/contractors, and joint ventures. Through its membership in the Responsible Business Alliance (RBA), the Company regularly reviews its human rights policies, management, and practices to ensure that human rights are respected and protected across its own operations^(Note 1) and throughout the value chain^(Note 2). (For detailed content of PTI's human rights policy, please refer to the [corporate website](#).)

Note: 1. Own operations: Employees, direct activities, products, and services.
2. Value chain: Customers, suppliers/contractors, joint ventures, business partners, and other relevant stakeholders.

5.4.2 Performances of PTI's Human Rights Indicators

Item	Description	Target	2025 Achievements
Non-Discrimination / Non-Harassment	Number of discriminatory disputes	No incidents of discrimination and harassment	Not Achieved ^(Note)
Freedom of Association	Operations identified with material risks of violating the freedom of association and collective bargaining	No prohibition on the freedom of association	Achieved
Child Labor	Operations identified with material risks of child labor disputes and measures that help prevent child labor	No employment of child labor	Achieved
Forced Labor	Operations identified with material risks of forced or compulsory labor disputes and measures that help prevent forced or compulsory labor	No forced or compulsory labor	Achieved

Note: There was a total of 10 discrimination/harassment cases in 2025. They were closed after internal investigation and resolution, and further awareness initiatives were continuously reinforced. Please refer to [Section 5.5 "Employee Communication"](#) in the Report.

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5.4.3 Human Rights Due Diligence

PTI supports and complies with international labor human rights standards. We have established a human rights due diligence process, identifying and assessing human rights risk issues, designing management mechanisms and risk mitigation measures for improvement and follow-up. This effectively reduces the impact and influence of human rights risks, concretely implementing human rights policies. (For details, please refer to the [PTI Human Rights Due Diligence Report](#).)

Management Mechanism



Through the establishment of management procedures and the implementation of internal audits, with the RBA Code of Conduct as the management framework, PTI regularly conducts internal audits across all sites and undergoes external third-party verifications. Relevant performance indicators, including progress and improvement outcomes, are reported annually at management review meetings to ensure effective implementation and continuous compliance. (For the status of RBA VAP assessment, please refer to [Section 4.4 "Social Responsibility Management System"](#) in this report.)

Human Rights Due Diligence Process

When conducting human rights due diligence every year, PTI implements human rights topic identification, and risk assessment, as well as designs mitigation measures and ongoing improvement processes to bolster our commitment and responsibility to uphold human rights.



● Conducted

○ Not Conducted

Social Responsibility Management System	RBA Code of Conduct (Completion of RBA VAP ^(Note) Assessment)
Hsinpu Plant (P1)	●
Hukou Plant (P2)	●
Datong Plant (3A)	●
Datong Plant (3C)	●
Datong Plant (3D)	●
HSP Plant 1 (P8)	●
Wenhua Plant 1 (P9)	●
Xinxing Plant (P10)	●
HSP Plant 3 (P11B)	●

Note: VAP stands for Validated Assessment Program.

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 Issue Identification

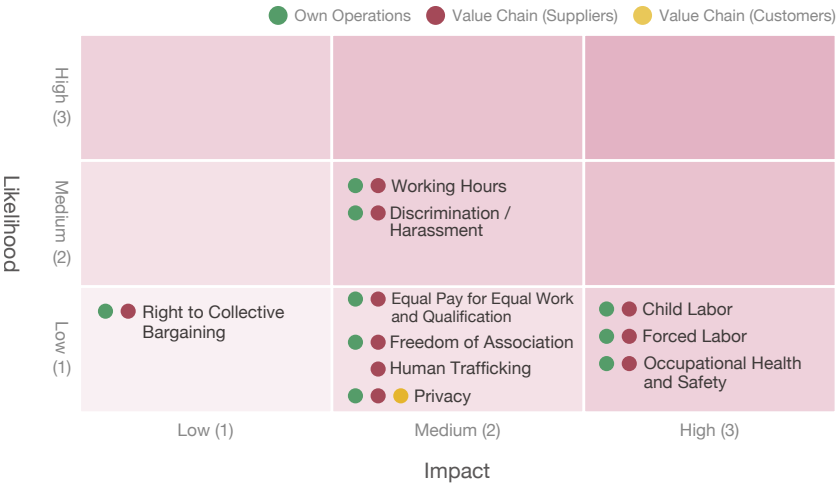
PTI collects human rights issues with reference to domestic and international regulations and international standards. The identification of related impacts is as follows.

Items	Own Operations	Value Chain (Customers, Suppliers, Joint Ventures, Business Partners, and Others)
Groups at Risk for Human Rights	Employees, Women, Indigenous People, Migrant Workers, People with Disabilities, Third-party Employees ^(Note)	Women, Children, Indigenous People, Migrant Workers, People with Disabilities, Third-party Employees, Local Communities
Potential Human Rights Issues	Child Labor, Working Hours, Discrimination/Harassment, Forced Labor, Occupational Health and Safety, Equal Pay for Equal Work and Qualification, Freedom of Association, Right to Collective Bargaining, Privacy	Child Labor, Working Hours, Discrimination/Harassment, Forced Labor, Occupational Health and Safety, Equal Pay for Equal Work and Qualification, Freedom of Association, Right to Collective Bargaining, Privacy, Human Trafficking

Note: "Third-party Employees" refer to individuals who are not employees of PTI, including dispatched personnel or outsourced personnel, such as cleaning, security, and catering services.

 Risk Assessment

PTI adopts the RBA Code of Conduct as the framework for assessing human rights risks across its operations and value chain. A risk matrix based on likelihood and impact is used to identify key human rights risks.



Note: Risk = Impact × Likelihood. <3: Low risk; 3–5: Medium risk; ≥6: High risk.

PTI Human Rights Risk Assessment Tools

Impact Object	Human Rights Risk Issues	Risk Assessment Tools
 Own Operations	Child Labor, Working Hours, Discrimination/Harassment, Forced Labor, Equal Pay for Equal Work and Qualification, Freedom of Association, Right to Collective Bargaining, Privacy, Occupational Health and Safety	■ RBA self-assessment questionnaire ■ RBA Code internal and external audit ■ Annual workplace abuse risk assessment ■ Annual labor and ethical risk assessment ■ Employee health examination results
 Value Chain (Suppliers)	Child Labor, Working Hours, Discrimination/Harassment, Forced Labor, Equal Pay for Equal Work and Qualification, Freedom of Association, Right to Collective Bargaining, Privacy, Human Trafficking, Occupational Health and Safety	■ Supplier audits
 Value Chain (Customers)	Privacy	■ Customer satisfaction surveys and regular customer feedback

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Mitigation and Remediation

From 2023 to 2025, PTI conducted comprehensive human rights due diligence across its own operations. Based on identified human rights risks, mitigation and remediation measures were developed and implemented across all 10 manufacturing sites. Human rights due diligence is conducted annually to identify both potential and actual human rights impacts. Appropriate mitigation and remediation measures are implemented based on assessment results, establishing a management framework for continuous improvement of human rights practices. In addition, the findings and post-remediation outcomes of the due diligence are regularly reported to management to ensure effective implementation of human rights protection measures.

Impact Object	Own Operations				
Main Human Rights Issues	Working Hours	Child Labor	Discrimination/Harassment	Forced Labor	Occupational Health and Safety
Risk Identification	Medium	Medium	Medium	Medium	Medium
Mitigation Measures	System - Implement mechanisms to control working hours and issue regular early warnings. - Continuously enhance company policies and the working hours management system. Advocacy and Training - Regularly organize advocacy and training sessions on human rights topics.	System - Establish operational guidelines and ensure compliance; create an age verification process during recruitment to prevent misuse. Advocacy and Training - Regularly conduct advocacy and training on human rights topics.	System - Establish a comprehensive grievance handling mechanism, ensuring investigations are conducted confidentially by the grievance investigation team. - Develop a mechanism to prevent workplace violations. Advocacy and Training - Regularly conduct anti-discrimination and anti-harassment training.	System - Establish workplace-friendly operational guidelines and ensure compliance. Advocacy and Training - Regularly organize advocacy and training on human rights issues.	System - Regularly conduct risk identification, implement maternity care, employee assistance programs, provide regular health check-ups for on-duty employees, perform workplace environment monitoring, and eliminate workplace hazards. - Arrange on-site doctor consultation services monthly, with a total of 272 sessions held in 2025. Advocacy and Training - Regularly organize advocacy and training on occupational health and safety topics.
Remediation Measures	Regulation - Enhance policies and the working hours system; alert supervisors when hours exceed legal limits. Compensation - Provide overtime pay in accordance with the law and offer timely rest through leave.	Regulation - Develop and implement human rights policies to prevent the employment of child labor. Compensation - Initiate remediation measures for child labor if employed inadvertently.	Regulation - Establish and implement human rights policies. Compensation - Prevent complainants from further workplace violations, such as adjusting the perpetrator's work environment. - Provide care and monitor complainants' physical and mental health, offering access to psychological counseling resources. - Ensure appropriate protective measures for complainants. Punishments - Conduct a thorough investigation of complaints. If violations are identified, take appropriate disciplinary actions or measures against the perpetrator. If the case involves criminal liability, the Company may refer it to judicial authorities for further handling.	Regulation - Establish and implement human rights policies. Compensation - Take appropriate and immediate corrective actions for violators. - Conduct related advocacy and training sessions.	Regulation - Establish policies and regulations for occupational health and safety management. - Provide immediate medical care and emergency response. Compensation - Provide necessary health guidance and salary compensation. Punishments - Conduct negotiations and take appropriate measures according to internal procedures.

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Impact Object	Value Chain (Suppliers)				
Main Human Rights Issues	Working Hours	Child Labor	Discrimination / Harassment	Forced Labor	Occupational Health and Safety
Risk Identification	Medium	Medium	Medium	Medium	Medium
Mitigation Measures	System - Require suppliers to sign the “PTI Supplier Code of Conduct Commitment” to ensure compliance with relevant laws and RBA Code of Conduct. - Regularly reduce human rights risks through annual audits or review RBA VAP assessment information.			Advocacy and Training Regularly hold the annual supplier forum to promote the importance of human rights; one session was held in 2025.	
Remediation Measures	Regulation Require suppliers to establish human rights-related policies, conduct regular internal audits, and complete improvements based on audit findings.		Compensation Suppliers are required to implement improvement measures regarding human rights risks and to continuously monitor the progress of these improvements.	Punishments If any issues are found during audits, suppliers must rectify them within a specified period. Severe violations will lead to termination of cooperation.	

Effectiveness Tracking and Stakeholders Communication

Human Rights Due Diligence Report and Continuous Improvement

In 2025, PTI completed its annual human rights risk assessment. The assessment results identified a total of five medium-risk issues, with no high-risk issues identified. We continue to regularly review its human rights management and control mechanisms, assess the effectiveness of related improvement measures, and consolidate the results of human rights due diligence into reports, which are submitted to the management team as a basis for human rights risk management and decision-making.

In summary, through the investment of company resources and understanding the needs and expectations of stakeholders, we formulate corresponding policies and follow them to achieve organizational goals. By implementing education and training, employees gain corresponding awareness, achieving two-way communication to effectively reduce the impact of human rights risks.

5.4.4 Human Rights Education and Training

PTI provides regular human rights education and training for all employees, including contract workers, to enhance awareness of applicable laws and human rights policies. For business partners, including contractors, PTI promotes human rights principles through communications such as emails, the annual Supplier Social Responsibility Forum, and contractor onboarding guidelines, fostering a workplace culture that respects human rights across the value chain.

In 2025, the Supplier Social Responsibility Forum engaged 151 suppliers and 188 representatives from sectors including chemicals, direct materials, and labor agencies. PTI also provided human rights-related education and training to employees and contract workers, reaching 45,944 participants and totaling 40,337.20 training hours.

No.	Courses	Hours	Participants	Total Hours	No.	Courses	Hours	Participants	Total Hours
1	RBA and SA8000 Training Course Series	1.00	20,432	20,432.0	6	General Educational Training for New Employees (RBA Code of Conduct, Employee Ethics, and SA8000)	0.52	2,610	1,357.2
2	Employee Management Regulations (Online course)	1.00	1,427	1,427.0	7	Introduction and Risk Assessment of Workplace Abuse	1.00	68	68.0
3	Supervisor Interviews Online Courses	1.00	64	64.0	8	Guidelines for Foreign Workers in Taiwan (Accommodation Section)	0.50	4,394	2,197.0
4	Newcomer Caring Program - Mentor Training Online Course (Basic)	0.50	220	110.0	9	Guidelines for Foreign Workers in Taiwan (General Section)	0.50	4,394	2,197.0
5	Newcomer Caring Program - Mentor Training (Advanced)	4.00	50	200.0	10	Prevention of Workplace Sexual Harassment	1.00	12,285	12,285.0

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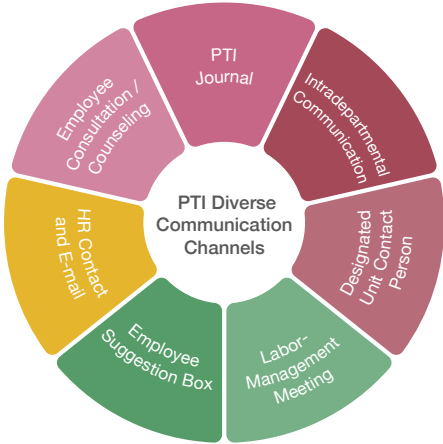
5.5.1 Comprehensive Communication Channels

PTI strengthens labor-management relations and protects employee rights and interests by convening quarterly labor-management meetings and regional welfare committee meetings to discuss labor-related matters. Employee representatives actively communicate employee perspectives and facilitate consensus through effective communication and consultation. In addition, the Company has established diverse communication channels to ensure timely responses to employee feedback while continuously reviewing and enhancing relevant policies and systems to address employee needs and support employee well-being.

To promote a positive workplace, the Company has established internal measures such as “Norms of Employee Communications”, “Adequate Plan to Prevent Wrongful Harm During the Execution of Job Duty”, and “Sexual Harassment Prevent, Appeal and Discipline Management”. These provide diverse, open, two-way, and smooth response mechanism for real-time issue resolution. Employees can report concerns anonymously, with privacy and rights safeguarded through a fair and confidential process. Dedicated communication channels and a sexual harassment handling system ensure proper issue resolution while explicitly prohibiting retaliation.

In response to the 2024 amendment of the Gender Equality in Employment Act, PTI has reviewed and strengthened its sexual harassment prevention systems and handling mechanisms in accordance with the latest legal requirements. This includes improving complaint channels, clarifying investigation procedures, and enhancing education, training, and promotional measures to ensure a safe, respectful, and protected working environment for employees.

To enhance awareness, the Company annually distributes communication guidelines and conducts campaigns such as “Diverse Communication Channel Advocacy”, “Sexual Harassment Prevention Awareness”, “Workplace Misconduct Prevention Awareness”, and “Management Frontline E-Newspaper Theme Articles”, fostering a safe, friendly and harmonious workplace environment.



Sexual Harassment and Workplace Misconduct Reporting Channel

- Hotline #352474
- email: hr@pti.com.tw

2025 PTI Grievance Processing Status

Case Category	Management		Communication	Requests / Needs						Others		Total
Case Type	Leadership Management	Personal Discipline	Communication Awareness	Policies and Regulations	Consultation and Feedback	Sexual Harassment	Workplace Harassment	General Affairs / Administrative Matters	Unit Referral	Workplace Relationship Conflict	Others	
Total Cases	6	7	4	0	0	10	5	0	0	5	0	37
Resolved Cases	6	7	4	0	0	10	5	0	0	5	0	37
Resolution Rate	100.00%											

Note: After investigation, confirmed cases of misconduct or violations of company regulations are subject to disciplinary actions in accordance with the Company policies.

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2025 Complaint Handling Mechanism

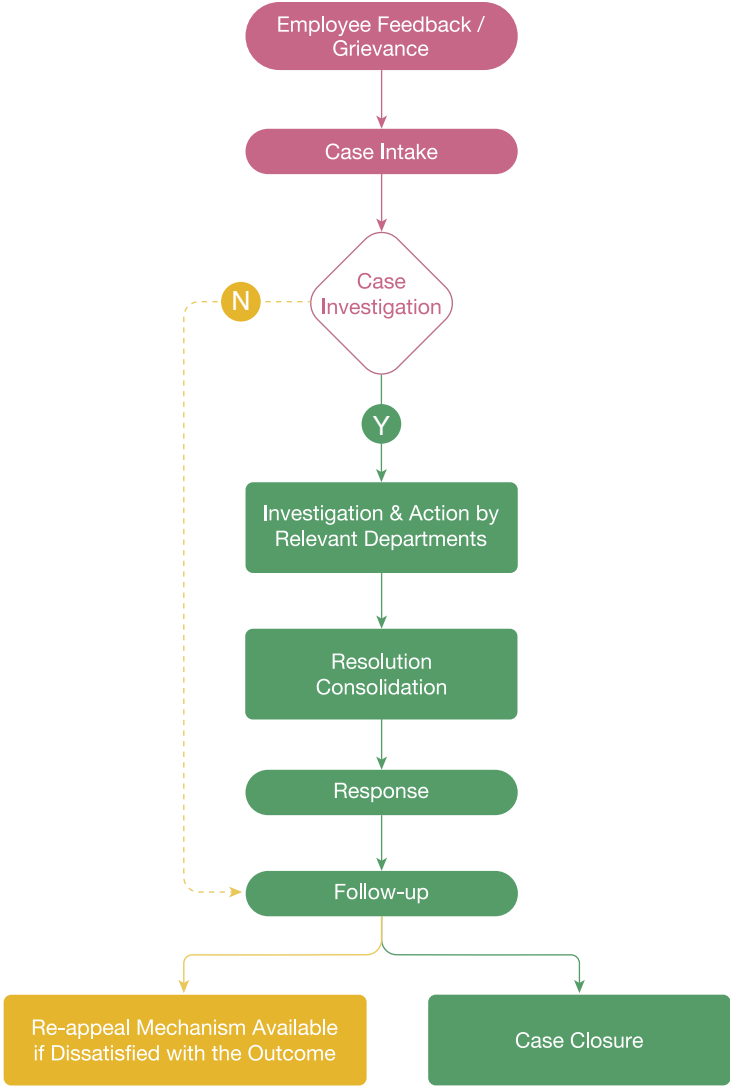
The human rights indicator “Non-Discrimination / Non-Harassment” did not achieve zero incidents due to 10 cases classified as “Sexual Harassment”. The incident handling mechanism and explanations are as follows, and training and awareness programs on correct concepts have been implemented.

Case Type	Handling Mechanism	Result
Sexual Harassment	- According to the company's review decision, confirm whether the sexual harassment complaint is valid, take the corresponding actions, and respond to both parties based on the investigation results. - In the workplace, one should adhere to the relevant provisions of the Gender Equality in Employment Act and the Sexual Harassment Prevention Act, paying attention to the boundaries of courtesy in interpersonal interactions. - Promote correct concepts through the “Workplace Sexual Harassment Prevention Course”.	All 10 harassment cases were 100% closed.

5.5.2 Procedures for Handling Employee Grievances

	Receive employee feedback or grievances.
	Investigate and verify the validity of the reported issue.
	Record the feedback or grievance received.
	Notify relevant departments and supervisors and communicate the details of the case.
	Request relevant departments to take action and provide solutions.
	Respond to the employee with the handling status and resolution.
	Close the case and conduct regular follow-up where necessary.

PTI Complaint Handling Process



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5.5.3 Freedom of Association

PTI complies with applicable laws granting labor rights and respects employees’ freedom of collective bargaining and association without interference. Comprehensive communication mechanisms are in place to ensure employee voices are heard and addressed in a timely manner. Labor-management meetings and welfare committee meetings are conducted in accordance with legal requirements, and labor representatives are regularly elected. Through quarterly meetings with management, communication has remained effective, achieving 100% coverage across all sites and employees.

Item	2022	2023	2024	2025	Description	Frequency
Labor-Management Meeting	4	4	4	4	To facilitate effective communication and negotiation, HR convenes quarterly labor-management meetings in accordance with the law. These meetings ensure fair and reasonable discussions on labor-related issues, promoting harmonious labor-management relations.	Quarterly
Welfare Committee	4	4	4	4	To review employee activity plans and welfare distribution projects, the company holds quarterly meetings in accordance with the law. These meeting ensure fair and proper use of welfare funds. Additionally, the results of employee-organized club activities are regularly assessed.	Quarterly

5.5.4 PTI Journal

PTI Journal is a corporate publication launched in 2004 that captures employees’ work and life experiences. It is published quarterly and has issued 85 editions to date. It shares PTI’s corporate culture, regulatory and policy updates, and employee stories. Selected content is also distributed via the corporate website and social media platforms, including LinkedIn, Instagram, Facebook, and LINE@, to enhance understanding among employees and stakeholders.



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5.6 Inclusive Workplace
Occupational Health and Safety

GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6,
GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10

In response to increasingly stringent occupational health and safety regulations, the Company upholds a people-oriented philosophy and is committed to enhancing workplace safety. Senior management demonstrates clear oversight and commitment through the Environment, Safety and Health (EHS) Policy and Management Manual, and continuously enhances the occupational health and safety (OHS) management system. Through risk assessments, training, and monitoring, the Company proactively mitigates occupational hazards and improves OHS performance to ensure a safe working environment.

Environment, Safety and Health Policy

- Notify employees, customers and related parties with environment, safety and health policy.
- Comply with the legislations of environmental protection, safety, health, and customer requests.
- Workers and their representatives shall be consulted and involved in the prevention of work-related injuries and ill health, incidents of workplace harassment or unlawful acts, accident prevention, and loss control.
- Accommodate international environmental protection trend and context to drive energy-saving and waste-minimizing activities actively.
- Review and improve constantly the environmental, safety and health management system to promote the objectives and whole performance.

5.6.1 Occupational Health and Safety Management

Safety and health represent PTI's core commitment. Through an OHS management system, the Company ensures regulatory compliance and strengthens workplace safety through risk management and training. The Company has obtained third-party certification of its ISO 45001:2018 system and ensures that all personnel working within its facilities, including employees and on-site contractors, operate in a safe and controlled environment.

【 Management system certification scope 】

The scope covers all plant operations, including production services as well as routine and non-routine activities, and provides full protection to all employees and on-site personnel under PTI's direct supervision.



OHS Management System

PTI has established an occupational health and safety (OHS) management system in accordance with ISO 45001 and strengthened audit mechanisms through structured training of lead auditors and internal auditors. In 2025, PTI invested NT\$9.276 million to support system operation and continuous improvement. The system covers 10 manufacturing sites, 12,735 employees (97.04%), and 389 non-employees (2.96%) ^(Note), ensuring occupational health and safety coverage for all workers. Third-party certification bodies conduct regular audits to ensure compliance with international standards and system effectiveness. Through systematic management and risk control, PTI mitigates occupational injury risks and promotes a safe and sustainable working environment.

Note: 1. The calculation base date is December 31, 2025.

2. The definition of non-employees includes dispatched or outsourced workers, such as cleaners, security staff, catering service providers, etc.

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OHS Management System Performance

PTI establishes OHS performance indicators and conducts regular management reviews to monitor safety performance across all sites. Monthly EHS meetings are held to track implementation status and potential risks. Non-conformities are addressed through corrective and preventive actions, forming a systematic continuous improvement mechanism to reduce occupational injury risks. PTI also conducts regular compliance assessments and strengthens oversight to ensure facilities, personnel, and processes meet regulatory requirements, fostering a safe and healthy workplace.

OHS Performance Evaluation and Safety Culture

PTI embeds OHS into core operations with performance evaluation systems and data-driven management to enhance safety governance. Regular reviews and trend analysis identify risks early and drive improvements, strengthening resilience. Performance indicators balance prevention and outcomes via inspections, training, proposals, and near-miss reporting, with reviews and audits strengthening management practices and fostering a company-wide safety culture.

Leading Indicators	Lagging Indicators
■ Workplace inspections by responsible managers ■ Self-directed OHS training and inspections ■ Safety proposals ■ Near-miss reporting	■ Recorded incidents/accidents ■ Regulatory audit findings/non-compliance

Occupational Incident Improvement

In response to two regulatory violations in 2025, PTI completed corrective actions and strengthened management measures. As the 2024 severity rate (S.R.) of disabling injuries did not meet the target, the issue was reviewed by the EHS Committee and improvement plans were mandated by senior management. Through continuous implementation of enhancement measures, 2025 severity rate decreased from 29 to 16, demonstrating tangible progress. Going forward, PTI will further strengthen risk control and preventive mechanisms to advance OHS management and reduce occupational injury risks.

Penalty Explanation

Divider Board Compression Injury Case

- **Incident Description**
During the replacement of a machine pressure plate, a worker slipped, causing the plate to fall and result in a foot injury.
- **Root Cause Analysis**
The incident was attributed to the absence of established safety operating procedures for handling pressure plates, leading to inadequate implementation of preventive safety controls.
- **Corrective and Preventive Actions**
 1. Established standardized safety operating procedures for pressure plate handling.
 2. Implemented targeted education, training and safety awareness programs for relevant personnel.
- **Risk Management and Improvement Outcome**
Prior to the implementation of formal safety and hygiene operating standards, the task was assessed as a medium-risk activity. Following the establishment and enforcement of standardized procedures and training, the operational risk has been effectively reduced to a low-risk level. Ongoing training and periodic reviews will be conducted to ensure sustained risk control and continuous improvement.

Chemical Storage Drum Crush Injury Incident

- **Incident Description**
During the transfer of a 200-liter chemical drum into a CDS unit, the drum was not fully secured before the trolley was removed, causing it to tip over and injure the worker.
- **Root Cause Analysis**
The incident was caused by the absence of anti-tipping controls, incomplete safety operating procedures, and insufficient training.
- **Corrective and Preventive Actions**
 1. Strengthened and standardized safety operating procedures and on-site signage for chemical replacement activities, with annual competency verification for relevant personnel.
 2. Enhanced physical controls to prevent material collapse and conducted a comprehensive review of emergency response procedures.
- **Risk Management and Improvement Outcome**
The task was initially assessed as a medium-risk activity. Following the implementation of controls and training, the risk has been reduced to a low-risk level, with ongoing refresher training to ensure sustained risk mitigation.

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2025 OHS Management Performance and Goals

Item	Implementation Approach	2025 Targets	2025 Achievements	Short-term Targets (2026)	Medium-term Targets (2028)	Long-term Targets (2030)
Regulatory Compliance	Each site reviews occupational health, safety, and environmental regulatory compliance annually and monitors new or amended regulations monthly to assess potential impacts.	0 occupational health and safety penalties.	29 OHS and environmental regulatory changes in 2025, with no material impacts. - Occupational health and safety penalties in 2025: 2 cases	0 occupational health and safety penalties.	0 occupational health and safety penalties.	0 occupational health and safety penalties.
Inspection Deficiencies	Each site conducts daily walkthroughs, routine inspections, and project-based programs.	Achieve a 100% corrective action closure rate for inspection findings.	A total of 629 inspection findings across all facilities, with a 100% improvement rate.	Inspection findings closure rate: 100%	Inspection findings closure rate: 100%	Inspection findings closure rate: 100%
Management of Change	All sites follow established Management of Change (MOC) procedures. The introduction of new chemicals, new equipment, and process changes is subject to review and approval prior to on-site operation.	Incidents or near misses from new chemicals or equipment: 0	188 MOC reviews in 2025, including 54 chemical and 29 equipment applications, all per procedures, with no incidents or near misses.	Incidents or near misses from new chemicals or equipment: 0	Incidents or near misses from new chemicals or equipment: 0	Incidents or near misses from new chemicals or equipment: 0
Contractor Management	Contractors are required to follow the contractor management procedure and complete the required application process prior to site access.	Contractor occupational accidents (on-site): 0	12,408 contractor access applications processed per procedures. - In-plant accidents of contractors: 0	Contractor occupational accidents (on-site): 0	Contractor occupational accidents (on-site): 0	Contractor occupational accidents (on-site): 0
Communication Records	Internal and external issues and stakeholder feedback on occupational health and safety, and environmental matters are managed through established channels.	100% closure of safety and health communication case.	A total of 100 communication records, with a 100% closure rate achieved.	100% closure of safety and health communication case.	100% closure of safety and health communication case.	100% closure of safety and health communication case.
Emergency Response	Each site has formulated an emergency response drill plan, and all units implement drills according to the established plan.	100% execution of the planned drills.	A total of 250 emergency response drills were conducted across all sites, achieving 100% execution in accordance with the drill plan.	Maintain 100% execution of the planned drills.	Maintain 100% execution of the planned drills.	Maintain 100% execution of the planned drills.
Work-related Injuries	Based on the number, severity, and composite index of occupational injuries	F.R. ≤ 1.19 S.R. ≤ 17 F.S.I. ≤ 0.15	All annual targets were achieved by 2025. F.R.: 0.79 S.R.: 16 F.S.I: 0.11	F.R. ≤ 1.19 S.R. ≤ 17 F.S.I. ≤ 0.15	F.R. ≤ 0.78 S.R. ≤ 15 F.S.I. ≤ 0.12	F.R. ≤ 0.53 S.R. ≤ 13 F.S.I. ≤ 0.08
Work-related Ill Health	Work-related ill health cases from workplace activities or chemical exposure are monitored and managed.	Number of work-related ill health: 0	Number of work-related ill health in 2025: 0	Number of work-related ill health: 0	Number of work-related ill health: 0	Number of work-related ill health: 0

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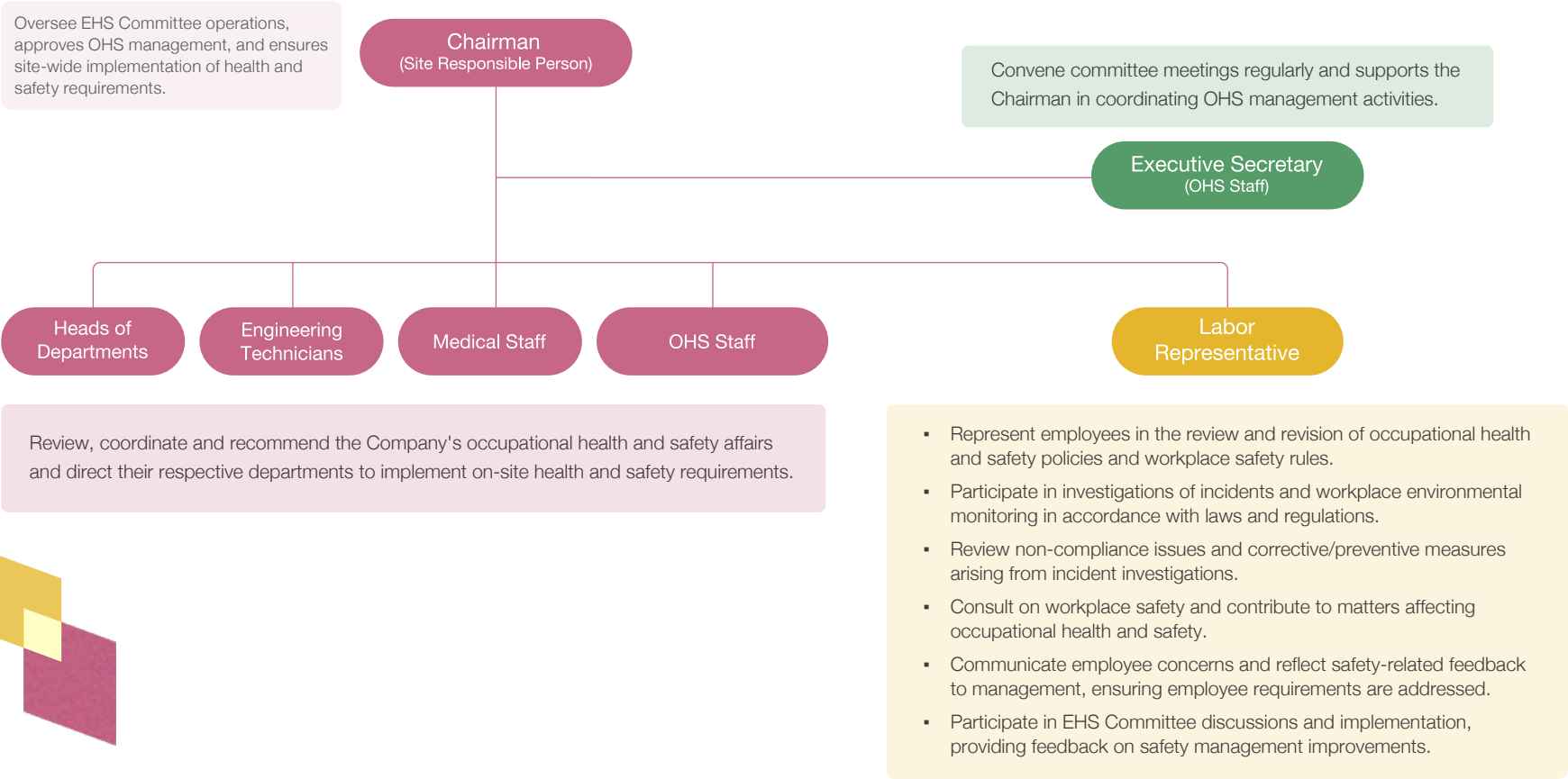
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Appendix

EHS Committee Structure, Roles, and Responsibilities

In compliance with the Occupational Safety and Health Act, PTI has established a comprehensive OHS governance framework, centrally coordinated by headquarters and implemented across all sites. Also, PTI has established OHS organizations and committees that convene quarterly to strengthen decision making oversight and risk management effectiveness. The committees comprise site managers, OHS professionals, department heads, engineering and medical personnel, and worker representatives, with labor representation accounting for more than one third of committee members, demonstrating the Company's commitment to worker participation and joint governance. The committees oversee OHS management systems, training, health management and incident investigations, and drive continuous improvement through a formal proposal mechanism. In 2025, a total of 25 OHS proposals were submitted, and fully implemented, reflecting the effectiveness of structured governance and cross-functional collaboration in enhancing workplace safety and health performance.

Composition and Responsibilities of the EHS Committee



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No. of Committee Members	9	9	9	9	14	15	9	7	11	9	13
No. of Labor Representatives	3	3	3	3	5	6	3	3	4	3	5
Ratio of Labor Representatives to the no. of Committee Members	33%	33%	33%	33%	36%	40%	33%	43%	36%	33%	38%

EHS Committee Meeting Frequency and Operations

Regarding the regular review of occupational health and safety issues, the description of the relevant meeting is as follows:

Regional Business Unit EHS Monthly Meeting	Regional Business Unit EHS Committee	Headquarters EHS Committee
Meeting Frequency Once per month	Meeting Frequency Once per quarter	Meeting Frequency Once per quarter
Participants Site heads of regional business units, department heads, OHS staff, and health management personnel.	Participants Site heads of regional business units, department heads, labor representatives, OHS staff, health management personnel, and engineering staff related to health and safety.	Participants President, site heads of regional business units, labor representatives, department heads, OHS staff, health management personnel, and engineering personnel related to health and safety.
Agenda OHS management matters, education and training, health management, accident investigation, etc.	Agenda Matters reviewed in accordance with Article 12 of the Occupational Safety and Health Management Regulations.	Agenda Matters reviewed in accordance with Article 12 of the Occupational Safety and Health Management Regulations.

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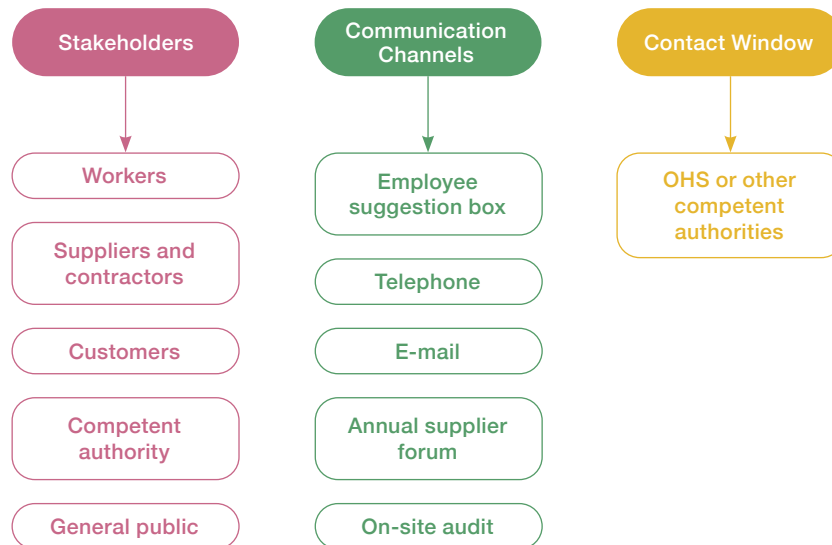
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OHS Communication and Consultation

PTI has established a stakeholder communication and consultation mechanism for environmental and OHS matters, with multiple communication channels available. Employees may submit OHS-related suggestions via telephone, email or suggestion boxes. Feedback is handled by OHS staff or labor representatives and discussed at the EHS Committee to strengthen employee participation and labor-management communication. Relevant OHS regulations and requirements are communicated in a timely manner through internal announcements, publications, and training programs to enhance workplace safety awareness.

External stakeholders may provide OHS-related feedback via telephone, email, or the security office. All cases are managed and responded to by the OHS management unit. PTI also communicates its environmental and safety policies through meetings, awareness activities and routine business interactions to ensure customers, contractors and suppliers comply with applicable requirements and jointly mitigate safety and environmental risks.

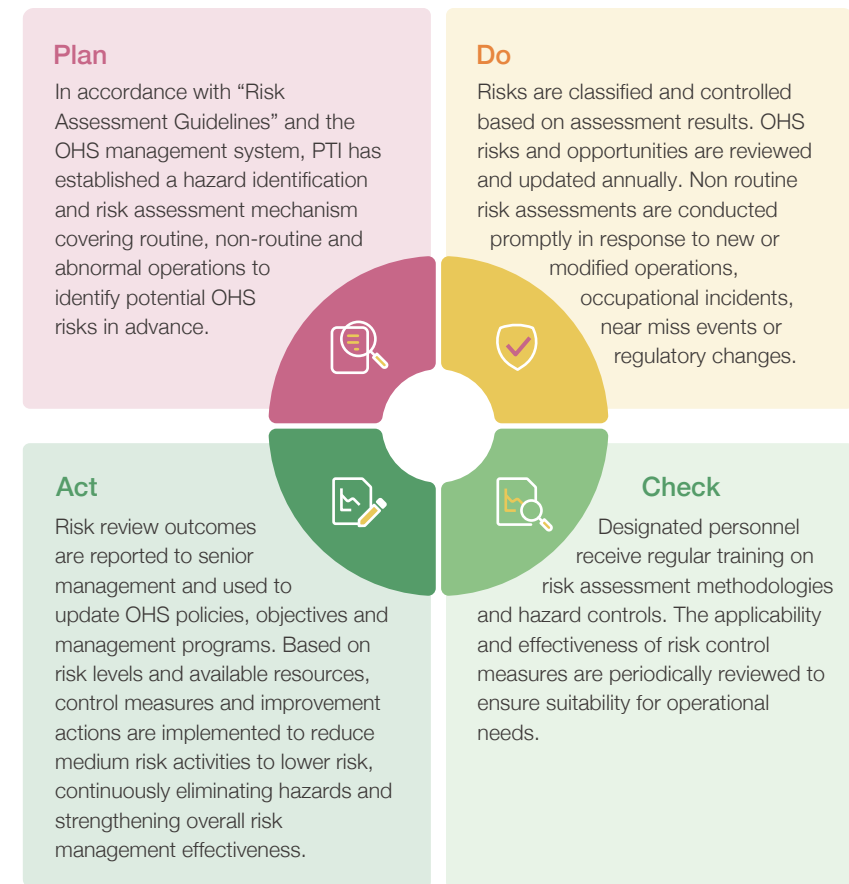
In 2025, the Company completed 100 communication cases, primarily related to regulatory inspections and audits (63%), followed by suppliers and contractors (19%) and workers (18%). All cases were closed, and responses were provided to the relevant stakeholders.



5.6.2 Hazard Identification and Risk Assessment Management

To enhance workplace safety and ensure regulatory compliance, PTI has integrated its safety and health management systems across all operations. By applying the Plan-Do-Check-Act (PDCA) cycle, the Company systematically monitors and reviews occupational health and safety performance, ensuring that OHS objectives are consistently achieved in compliance with applicable regulations and the requirements of the occupational health and safety management system.

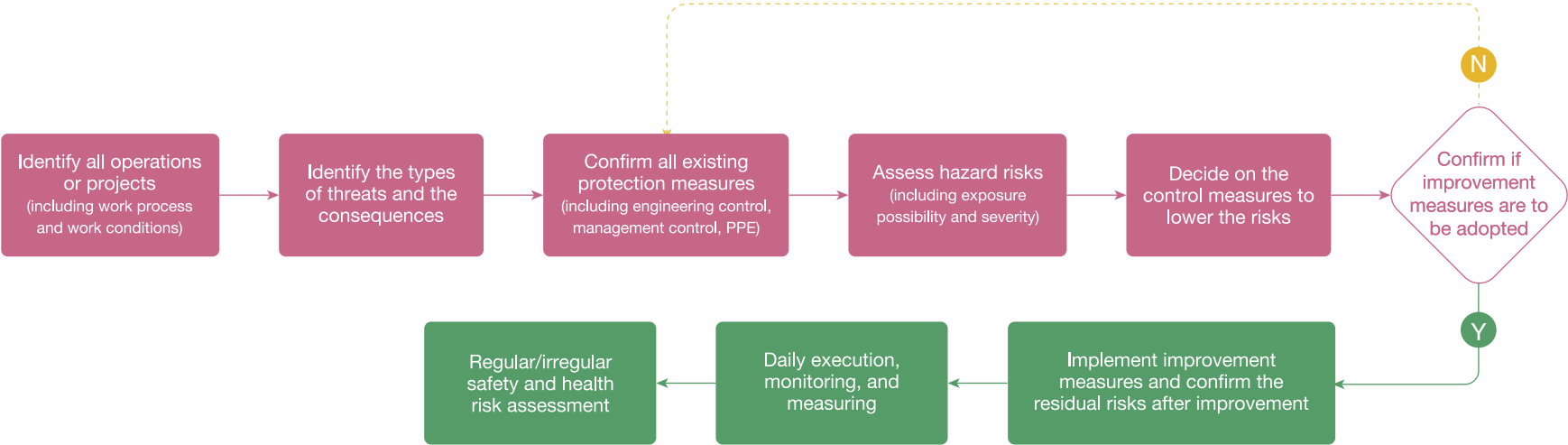
Hazard Identification and Risk Assessment



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Hazard Identification and Risk Assessment Process



A total of 1,895 operational risk assessments were completed, identifying 26,191 hazard factors across physical, chemical, and ergonomic hazards. Physical hazards accounted for the majority (68.95%), followed by chemical hazards (14.20%). Among physical hazards, mechanical risks represented the highest proportion (48.74%), followed by electrical shock (19.85%) and slips, trips, and falls (13.92%). Improvement measures and related training programs were implemented to enhance employee safety awareness and hazard recognition capabilities.

Risk assessments were conducted based on severity and likelihood, with graded management applied to drive control measures. In 2025, 18 occupational health and safety improvement projects targeting medium-to high-risk items were completed. The Company will continue strengthening its risk management mechanisms to enhance operational safety and reduce the likelihood of occupational incidents.

Safety Promotion of Machinery and Equipment



Safety Promotion of Electricity



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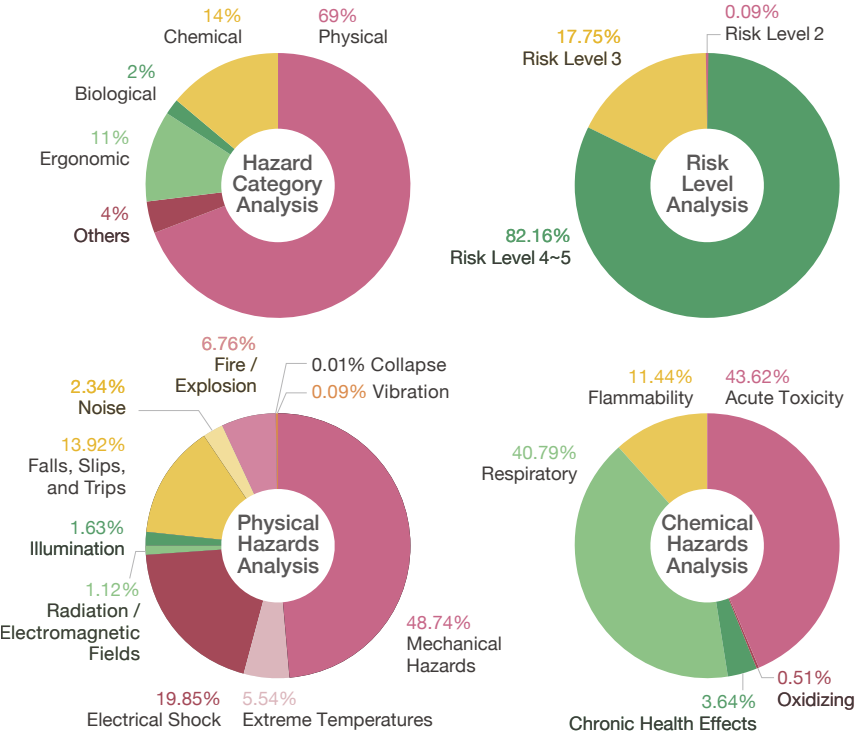
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No. of Hazard Identification Operations	161	133	214	206	135	201	251	91	170	333	1,895
Hazard Factor	2,062	1,748	2,642	2,338	1,710	3,272	4,185	1,619	2,381	4,234	26,191
Risk Level	2	8	1	2	0	0	11	1	0	1	24
	3	559	259	433	261	467	539	848	355	263	4,642
	4~5	1,495	1,488	2,207	2,077	1,243	2,722	3,336	1,264	2,118	21,525
No. of Health and Safety Proposals Established	4	2	3	1	0	3	3	0	1	1	18
No. of Improvements Completed	4	2	3	1	0	3	3	0	1	1	18



Risk Level	Risk Level Description	Risk Control Planning	Note
1	Very high risk	Immediate danger may exist. Risk reduction measures must be implemented immediately, and operations shall not proceed until risks are reduced.	Unacceptable risks shall be addressed through immediate corrective actions to reduce the risk to Level 3 or below.
2	High risk	- Risk control measures shall be implemented within a defined timeframe, and operations shall not proceed until risks are reduced. - Where risk reduction requires significant resources and time, interim protective or alternative measures shall be implemented during the improvement phase.	
3	Moderate risk	Efforts shall be made to reduce risk progressively. - Due to cost or financial considerations, risk reduction may be implemented in stages to gradually lower the proportion of moderate risks. - For moderate risks with significant or very significant severity, further evaluation of likelihood shall be conducted as a basis for improving control measures.	Conditionally acceptable risks may be managed through appropriate operational controls, where necessary, to reduce the risk level.
4	Low risk	No risk reduction measures are required for the time being, but the effectiveness of existing control measures shall be maintained and ensured.	Acceptable risks shall be managed through the maintenance, inspection, supervision, and training of existing protective measures to ensure their continued effectiveness.
5	Mild risk	No risk reduction measures are required, but the effectiveness of existing control measures shall still be maintained.	

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5.6.3 Occupational Disease Prevention and Ongoing Management for Workers

PTI adopts a systematic approach to managing chemical, physical, biological and psychosocial hazards, continuously strengthening risk prevention and control mechanisms to reduce occupational exposure. Through ongoing improvements in occupational safety and health management, the Company is committed to providing a safe, healthy and supportive working environment.

Chemical Management

Following the “Regulations for Labor Workplace Environment Monitoring”, qualified institutions conduct semiannual monitoring and hazard identification. Results are disclosed as required, and graded management is implemented under the “Hazardous Chemical Assessment and Classification Management Regulations”. These measures serve as the basis for risk control and workplace improvements, continuously enhancing occupational health and safety.

2025 Performance Summary

Workplace environmental monitoring was conducted once in both the first and second half of the year, covering 2,222 sampling points, including carbon dioxide and chemicals with permissible exposure limits. All results were below 1/2 of the TWA limits, indicating effective controls. Abnormal results trigger corrective actions and are reported to the EHS Committee for review. All chemicals are classified under Level 1 management, with exposure controls and PPE management in place. No occupational diseases related to chemical exposure were recorded in 2025.



Continuous Management Measures (6 measures for chemical management)

- 1. Provide and manage protective equipment as required.
- 2. Conduct regular workplace monitoring with graded control.
- 3. Strengthen exposure risk control through protective measures and PPE use.
- 4. Implement electronic systems to monitor hazardous chemicals and trigger controls at threshold levels.
- 5. Ensure occupational medical experts assess adequacy of high-risk protections.
- 6. Manage CMR substances with inventories, graded control, and substitution to reduce exposure risks.

Site	Hsinpu Plant (P1)	Hukou Plant (P2)	Datong Plant (3A)	Datong Plant (3C)	Datong Plant (3D)	HSP Plant 1 (P8)	Wenhua Plant 1 (P9)	Xinxing Plant (P10)	HSP Plant 2 (P11A)	HSP Plant 3 (P11B)
Carbon dioxide	●	●	●	●	●	●	●	●	●	●
Chemical Substance (Note 2) (Specialized, Organic and Other Substances with TWA)	●	●	●	●	●	●	●	●	●	●

Note: 1. ● : means qualified.
2. A total of 301 chemical points were tested in each factory area, all of which were less than 1/2 TWA, belonging to Level 1 management in chemical classification.

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Physical Management

2025 Performance Summary

Regular third-party inspections were conducted for workplace illumination, environmental noise, and personal noise exposure, completing 4,325 monitoring points in 2025. All identified abnormalities were promptly corrected to maintain a safe working environment. Radiation-emitting equipment is managed in compliance with regulatory requirements. In addition to internal monitoring, annual third-party inspections are conducted. In 2025, 59 machines were monitored, with all results below 0.5 μSv/h and no abnormal exposure incidents recorded.

Site	Hsinpu Plant (P1)	Hukou Plant (P2)	Datong Plant (3A)	Datong Plant (3C)	Datong Plant (3D)	HSP Plant 1 (P8)	Wenhua Plant 1 (P9)	Xinxing Plant (P10)	HSP Plant 2 (P11A)	HSP Plant 3 (P11B)
Illuminance	○	○	○	○	○	○	○	○	○	○
Noise (Environmental)	△ (Note 1)	△ (Note 1)	△ (Note 1)	△ (Note 1)	○	○	○	○	○	○
Noise (Personal)	○	○	○	○	○	○	○	○	○	○
Radiation ^(Note 2) (μSv/h)	○	○	○	○	○	○	○	NA	○	○

Note: 1. A total of 9 environmental noise monitoring points exceeded 90 dBA, mainly in facility operation areas. These areas have been designated as noise-controlled workplaces with appropriate control measures implemented.
2. Leakage measurements shall not exceed 0.5 μSv/h.

Continuous Management Measures (4 measures for physical management)

- Environmental Monitoring: Regular monitoring of noise, illumination, and workplace environmental conditions, with immediate corrective actions for abnormalities.
- Radiation Protection: Implementation of equipment monitoring and control measures to ensure no exposure risk.
- Heat Stress Prevention: Strengthened management of outdoor and high-temperature operations to prevent heat-related hazards.
- Electrical Safety: Enhanced equipment inspections and protective measures to reduce electrical hazards.

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Biological Management

2025 Performance Summary

1,814 flu vaccines were provided, achieving a 26.8% coverage rate. Three reported infectious disease cases were investigated with 22 workplace contacts, none infected. Timely controls and monitoring effectively prevented outbreaks, safeguarding workplace health and safety.

Continuous Management Measures

(4 measures for biological management)ttVaccination: Influenza vaccination is provided to enhance population immunity.

- 1. Monitoring: Track disease trends and establish BCP and emergency mechanisms.
- 2. Case Management: Enforce reporting, contact tracing, and containment to prevent spread.
- 3. Health Education: Promote prevention awareness and enhance management of non-notifiable diseases.

Ergonomic Management

2025 Performance Summary

Regular monitoring of employee injuries and musculoskeletal symptoms is conducted using the KIM checklist, combined with on-site evaluations by occupational medicine specialists. In 2025, 75 potential high-risk employees were identified; 21 underwent assessments (100% rate), with 16 cases closed, 4 under follow-up, and 1 work restriction. Additionally, 19 physician site visits were completed, resulting in 4 improvement recommendations under continuous tracking. Systematic management helps reduce ergonomic risks and enhance workplace health and safety. Please refer to [Section 5.6.10 “Implementation of Occupational Disease Prevention”](#) in the Report.

Continuous Management Measures (4 measures for ergonomic management)

- 1. Work Hours Management: Implementation of working hours monitoring and abnormal case follow-up to prevent overwork risks.
- 2. Health Promotion: Monitor health conditions and musculoskeletal symptoms, and provide health checks and employee care programs.
- 3. Mental Health Support: Offer counseling and stress management resources.
- 4. Work Design: Use KIM checklist and physician site visits for ergonomic risk assessment, optimize workflows, and reduce posture/repetition risks.

Social / Psychological Management

2025 Performance Summary

Please refer to [Section 5.6.10 “Implementation of Occupational Disease Prevention”](#) in the Report.

Continuous Management Measures (4 measures for social/psychological management)

- 1. Working Hours and Workload Management: Monitor workloads to prevent overwork risks.
- 2. Counseling and Consultation Services: Provide counseling and employee care mechanisms to support stress management.
- 3. Workplace Respect and Safety: Implement measures to prevent unlawful workplace harassment and foster a respectful and safe working environment.
- 4. Communication and Engagement: Establish diverse channels to encourage employee voice and organizational interaction.

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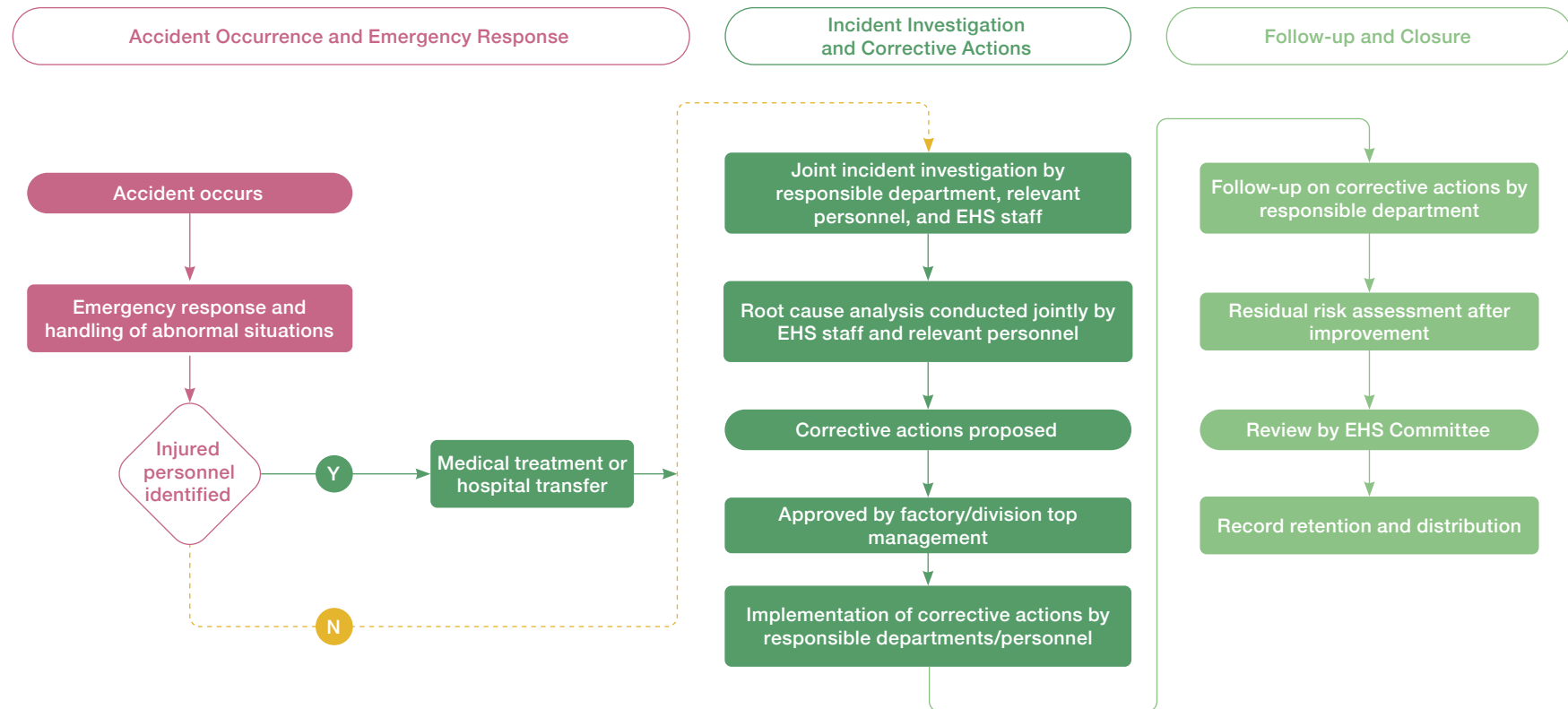
5.6.4 Occupational Accident Investigation Management

PTI has established a comprehensive reporting and investigation mechanism covering incidents and near misses. Cross-departmental investigations with on-site inspections and root cause analysis lead to corrective and preventive measures, updating safety procedures and improving the work environment. This strengthens response efficiency, reduces recurrence, and demonstrates commitment to worker safety and sustainable operations.

Occupational Accident Investigation Process

After emergency response, the company initiates systematic investigations through interviews, equipment checks, document reviews, and site reconstruction to identify direct and root causes. Corrective and preventive measures are developed, with safety units conducting hazard identification and risk assessments to ensure effectiveness and avoid new risks. Actions are cross reviewed, implemented, and records preserved, supporting continuous improvement and stronger safety governance.

Occupational Accident Investigation Flowchart



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2025 Occupational Injury Statistics

PTI builds a preventive safety system through accident reporting, investigation, and root cause analysis. Safety performance is measured using the Frequency Severity Index (FSI) and the Occupational Injury Incidence Rate per 1,000 employees.

In 2025, PTI achieved an FSI of 0.11 and an occupational injury incidence rate of 1.49‰, consistently outperforming the average for the electronic components industry over the past four years. From 2022 to 2025, non-employee partners maintained a record of zero disabling injuries, highlighting the effectiveness of PTI's occupational safety management.

PTI Work Hours and Occupational Injury Metrics (2022~2025)

Item	2022	2023	2024	2025
Total Work Hours	23,756,456	22,321,960	23,100,928	23,914,208
Number of Disabling Injury Cases	14	16	20	19
Days of Disabling Injury	307	201	673	385
FR	0.58	0.71	0.86	0.79
SR	12	9	29	16
FSI	0.08	0.07	0.15	0.11
Occupational Injury Incidence Rate per 1,000 People (‰)	1.19	1.43	1.74	1.49
Number of Serious Occupational Injuries	1	0	3	3
Serious Occupational Injury Incidence Rate (‰)	0.08	0	0.26	0.25

Note:1. FR (disabling injury frequency) = Number of disabling injury cases × 1,000,000 ÷ total work hours (round off to 2 decimal places in accordance with the law)

2. SR (disabling injury severity) = Days of disabling injury × 1,000,000 ÷ total work hours (round off to the nearest whole number in accordance with the law)

3. FSI (frequency-severity indicator) = [(FR × SR) ÷ 1,000] ^ 0.5 (rounded off to 2 decimal places in accordance with the law)

4. Occupational injury incidence rate per 1,000 people = (number of injuries ÷ total number of people) × 1,000

5. Occupational injury statistics exclude commuting accidents.

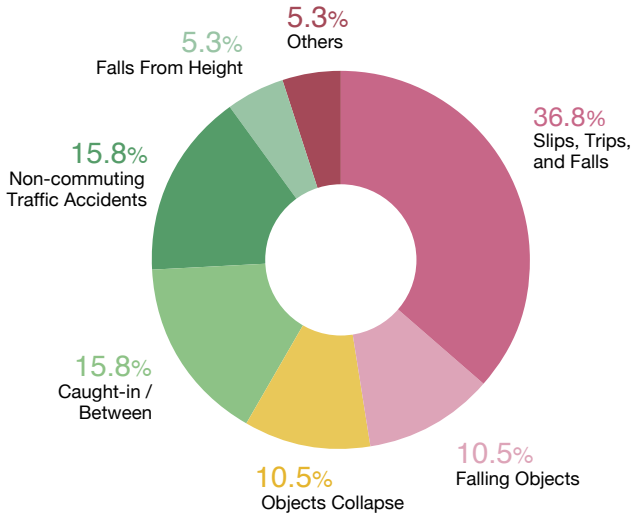
6. The total working hours are based on the reporting statistics website, including workers and non-employees but under the command or supervision of the workplace manager.

7. From 2022 to 2025, no occupational accidents resulted in fatalities.

8. Serious occupational accidents are defined in accordance with Article 37 of the Occupational Safety and Health Act.

Falls represented the highest share of incidents (36.8%), with 7 cases reported. And key causes:

1. Unsafe behavior due to low safety awareness (e.g., hurried stair uses without handrail).
2. Slips from unaddressed water on restroom floors.
3. Cafeteria hazards from dropped trays in collection areas.
4. Outdoor slips on embossed steel plates when wet.



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PTI Work-Related Injury Statistics in 2022~2025

Work-Related Injury Events by Type	Falls From Height	Slips, Trips, and Falls	Collision	Struck-by	Falling Objects	Caught-in / Between	Cut or Bruises	Contact with Hazardous Substances	Object Collapse	Non-commuting Traffic Accidents	Others	Total
2022	0	3	0	1	2	3	2	1	0	0	2	14
2023	1	7	1	2	0	3	2	0	0	0	0	16
2024	0	7	1	3	3	0	1	1	2	1	1	20
2025	1	7	0	0	2	3	0	0	2	3	1	19

Occupational Accident Analysis

PTI analyzes occupational accident trends by work shift, tenure, job type, and nationality to identify high-risk groups and develop targeted prevention measures. The analysis shows higher accident rates among day-shift staff, direct labor employees, employees with more than six years of service, and local staff, highlighting opportunities to further strengthen safety awareness and operational discipline.

Based on these findings, PTI has implemented targeted measures, including enhanced orientation and refresher training, stricter implementation of standard operating procedures (SOPs), more frequent supervisory inspections and safety observations, and multilingual safety communication to reduce communication barriers. By incorporating data analysis into its prevention strategies, PTI continues to reduce occupational accidents and reinforce its commitment to worker safety and sustainable operations.

Occupational Injury Trend Analysis



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Absentee Rate

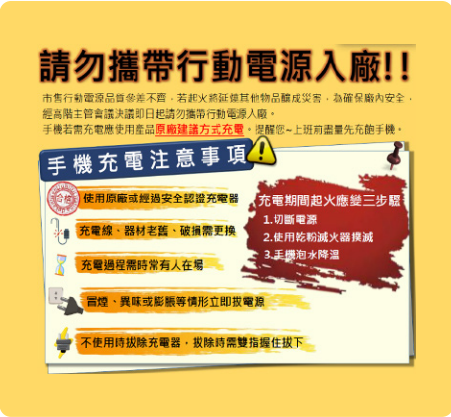
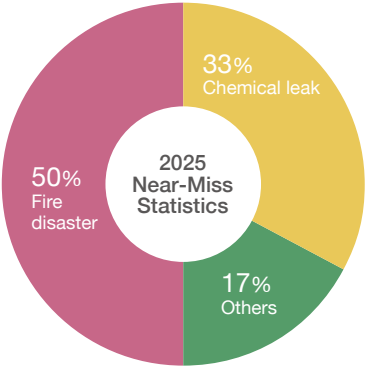
PTI promotes employee well-being through health programs, injury prevention, and absenteeism monitoring. By fostering a supportive environment, the company safeguards both employees’ physical and mental health while reducing risks from injuries and illnesses.

Item	2022		2023		2024		2025	
	Male	Female	Male	Female	Male	Female	Male	Female
Absence Hours	147,670	152,476	190,011	180,226	170,674.5	182,828	173,590	177,795.5
	Subtotal		Subtotal		Subtotal		Subtotal	
	300,146		370,237.5		353,502.5		351,385.5	
Absentee Rate	1.19%	1.34%	1.56%	1.67%	1.41%	1.56%	1.48%	1.45%
	Average		Average		Average		Average	
	1.26%		1.61%		1.49%		1.47%	
Employee Coverage	100%		100%		100%		100%	

Note: 1. Absentee rate (%) = (Total absence hours during the fiscal year ÷ Total working hours during the fiscal year) × 100%
2. Total working hours during the fiscal year are calculated based on the standard local daily working hours: 8 hours per person per day.
3. Absence includes occupational injury leave and sick leave.

Statistics on Near-Miss Incidents in 2025

In 2025, 6 near-miss cases were reported (3 fires, 2 chemical leaks, and 1 other incident). Root cause analysis identified equipment aging, insufficient maintenance, and unsafe behaviors. Immediate improvements included equipment upgrades, enhanced preventive maintenance, and stricter safety standards. A cross-site feedback mechanism ensured rapid adoption of corrective actions. Fire risk drills and safety education continued, with power bank charging incidents fully resolved across all sites. Through the cycle of “Investigation–Analysis–Improvement–Tracking”, PTI strengthened its safety system, reduced accident risks, and enhanced organizational resilience.



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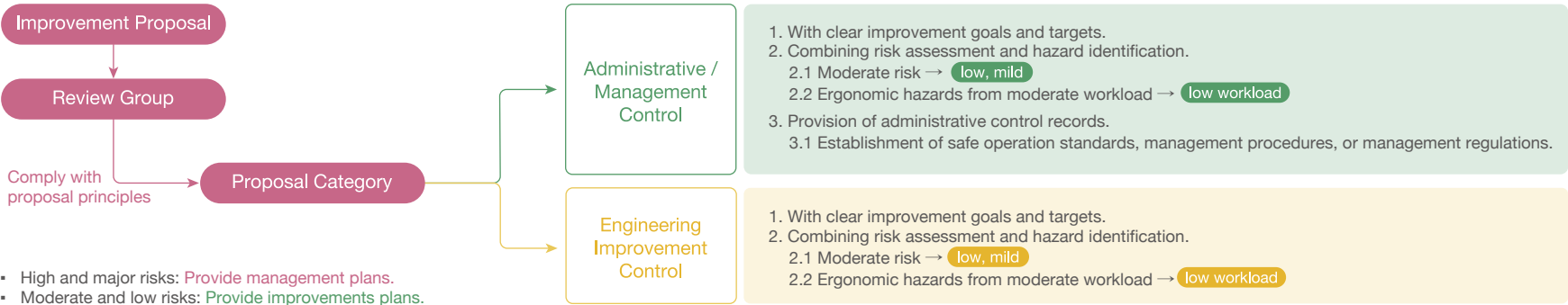
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Occupational Injury Prevention and Management Measures

To effectively reduce occupational injuries, in addition to conducting risk assessments to identify high-risk operations and formulating goal- and target-based management plans for high-risk operations, we also have a voluntary health and safety proposal incentive system approved by senior executives of the headquarters EHS Committee for individual units. This encourages on-site operational personnel to identify operational risks, discuss improvement measures with responsible units, and thereby reduce the operational risks in their daily work areas. The related risks include physical, chemical and human factors. A total of 510 improvement cases were completed in 2025 and the cases with the best improvement benefits were selected and presented to the EHS Committee at the headquarters by senior executives for encouragement.

In addition, through monthly inspections conducted by senior executives, as well as production line safety and health audits and operational observations, the occupational injury frequency can be effectively reduced to fulfill corporate social responsibilities.



5.6.5 Contractor and Supplier Management

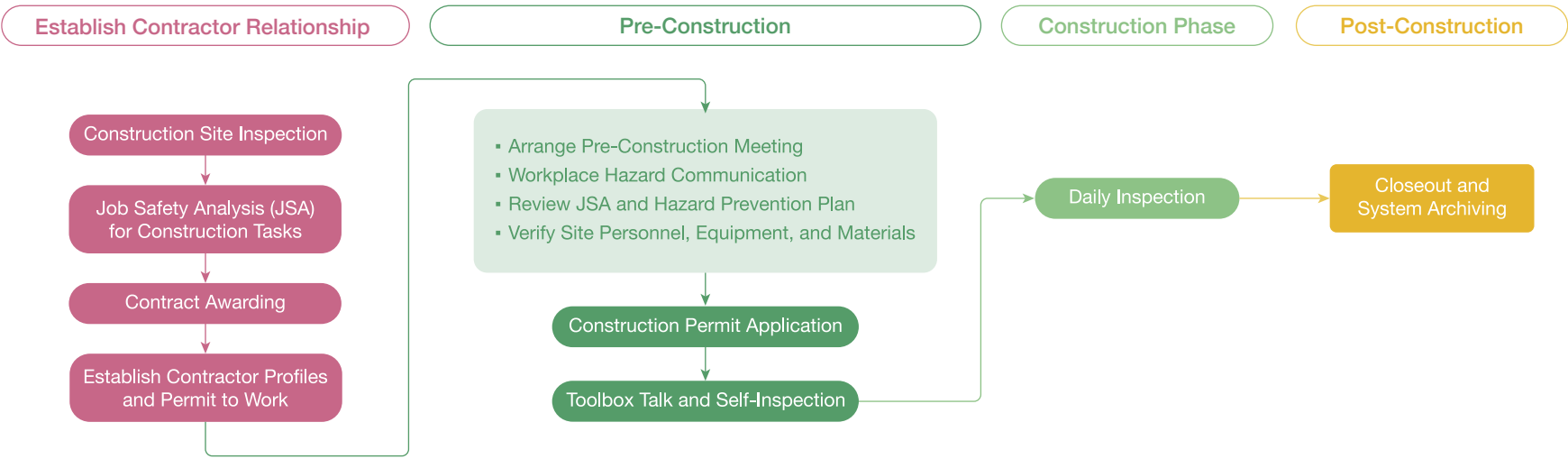
PTI launched a digital contractor management system to strengthen risk control through institutionalized and data-driven processes. The system covers contractor legitimacy checks, entry control, training, work permits, and audits, ensuring compliance with safety regulations. Performance data and violation trends are analyzed to guide continuous improvement. In 2025, 584 contractors/suppliers were certified and signed compliance commitments; 6,471 personnel completed pre-entry safety training.

Contractors must submit safety analysis documents, sign adherence agreements, and attend hazard briefings before work begins. This rigorous mechanism enhances risk prevention, workplace safety, and demonstrates the company's commitment to sustainable governance.



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During work execution, contractors must comply with PTI’s safety rules, with random audits by the safety unit to strengthen risk control. High-risk operations (hot work, work at height, confined space, lifting) require protective measures and approval before starting. In 2025, 12,408 projects were conducted, including 3,240 high-risk operations with a 100% audit rate. A total of 530 deficiencies (4.27%) were identified and corrected with follow-up tracking. Violation records are used for future cooperation and continuous improvement. Importantly, no contractor occupational accidents occurred in 2025.

5.6.6 Occupational Health and Safety Training

PTI established a comprehensive safety training system aligned with regulations, tailored to site risks and job roles. Through tiered programs and regular courses, employees strengthen hazard awareness, compliance knowledge, and safe work practices. Training effectiveness is continuously reviewed to enhance safety governance and resilience. In 2025, the Company invested NT\$2.05 million in occupational safety training. Additionally, to support sustainability goals, programs on waste reduction and water management delivered 9,099 training hours to 3,033 participants.

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Category	Courses	Trainees	Sessions	Participants	Total Hours	Relevant Personnel Coverage (%)
Statutory Environmental Health and Safety Training	General Health and Safety Training	New and transferred employees	71	3,033	9,099	100
		Current employees	1 (Note)	12,855	12,855	100
	General Chemical Hazard Awareness Training	New and transferred employees	71	3,033	9,099	100
		Current employees	1 (Note)	12,804	12,804	100
	Initial Training for Certified Personnel (e.g., OHS, Organic Solvents, Specified Chemicals, Radiation Operators, Forklift Operators, etc.)	Special operations workers	Internal/external training	371	Follows statutory requirements	100
	Refresher Training for Certified Personnel (e.g., OHS, Organic Solvents, Specified Chemicals, Radiation Operators, Forklift Operators, etc.)	Special operations workers	Internal/external training	185	Follows statutory requirements	100
	Hearing Conservation Program Training	Noise-exposed personnel	1 (Note)	234	468	100
	Respiratory Protection Program Training	Respirator users	1 (Note)	724	724	100
Other Professional Training	Other Required Training (e.g., Self-Inspection, PPE Management, etc.)	Personnel exposed to OHS risks	21 (Note)	21,046	29,997	100

Note: Each E-learning training completion is counted as one training session.

5.6.7 Emergency Response Drills

To strengthen organizational resilience, PTI conducted employee training and scenario-based drills to enhance risk awareness and ensure familiarity with response procedures. Post-drill reviews and continuous improvements refined management measures, reducing potential risks. In 2025, the Company invested NT\$0.91 million (excluding facility maintenance) in training emergency response personnel and upgrading emergency response equipment, underscoring its commitment to safety and sustainable operations.

Emergency Response Team (ERT) Training

PTI established ERTs across all sites to strengthen disaster prevention and response. In 2025, 18 training sessions were conducted with 2,091 participants, covering fire suppression, reporting, rescue, and evacuation. Training included first aid, firefighting gear and self-contained breathing apparatus (SCBA) use, and operation of extinguishers and hydrants. Specialized courses for commanders and rescue teams enhanced coordination and response capacity. Through structured training and continuous improvement, the company reinforced its safety management system, safeguarded employees, and improved operational resilience. The relevant training content is explained as follows:

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Incident Commander Training

Since 2022, PTI has prioritized on-site command and disaster response as key risk management areas, providing specialized training for incident commanders to strengthen early decision-making and coordination. Courses focus on situational assessment, resource allocation, command control, and cross-unit collaboration, ensuring smooth handovers to external rescue teams. In 2025, 4 sessions were held with 239 participants, underscoring the company's commitment to risk governance and operational resilience.



Rescue Team - Gear Use and Firefighting Training

Given the critical role of ERT rescue teams in fire response, PTI continuously strengthens their firefighting expertise. Quarterly in-plant training and competency tests ensure proper use of protective gear and equipment. Additionally, personnel attended professional courses and simulated fire drills at the Minghu Training Base in Hsinchu to enhance real-world response skills. In 2025, 5 training sessions were completed with 97 participants, demonstrating the company's commitment to developing key emergency personnel and reinforcing disaster prevention capacity and organizational resilience.



Emergency Response Drills with Full Employee Participation

Facility-wide Evacuation Drills

Beyond strengthening ERT capabilities, PTI integrates all employees and contractors into risk management through regular facility-wide evacuation drills. Unannounced exercises test real-time response capacity, while earthquake scenarios refine evacuation routes and strategies. These measures ensure rapid, orderly evacuation and reinforce organizational resilience against regional natural disasters.

Departmental Scenario-Based Drills

PTI strengthens early-stage response to abnormal events under the principles of prevention and immediate control, minimizing potential harm and operational impact. Each department identifies risks such as fire, gas or chemical leaks, and earthquakes, and develops tailored emergency response plans to ensure swift and effective action when incidents occur.



Drill Activities	Sessions	Participants
Emergency Response Team (ERT) Training	18	2,091
Incident Commander Training	4	239
Rescue Team Specialized Training (Minghu)	5	97
Facility-wide Evacuation Drill	18	Per shift headcount
Scenario Drill – Fire	96	2,086
Scenario Drill – Gas/Chemical Leak	109	1,850
Scenario Drill – Emergency Medical Response	9	69
Scenario Drill – Others (Earthquake, Confined Space Rescue, etc.)	18	145

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Scenario-Based Evacuation Training

PTI introduced scenario-based evacuation education, replacing traditional paper materials with video demonstrations of actual escape routes and procedures. This approach helps employees clearly understand evacuation directions, exit locations, and assembly points, improving overall familiarity with escape paths and strengthening emergency preparedness.

By simulating real site configurations, PTI strengthens employees' judgment and response during disasters, reducing uncertainty in evacuation. Training content will continue to be refined to improve emergency mechanisms, further elevating safety management and organizational resilience.

Gas Leak Response Enhancement

PTI strengthened its gas leak response by standardizing warning signals across all sites to ensure clear and consistent alerts. Additional alarm systems and gas detectors were installed to improve early detection, enabling personnel to quickly identify risks and take immediate action.

PTI refined on-site response procedures by reviewing reporting, containment, and evacuation steps. Strengthened coordination among units ensures faster reaction, reduces disaster escalation risks, and enhances operational resilience.



5.6.8 Occupational Health Services

PTI established workplace health standards through healthy environment initiatives, risk monitoring, and promotion programs. Dedicated nurses at each site track employee health, subsidize medical exams, and provide checks beyond regulatory requirements.

Annual health exams are offered for employees over 30, with risk-based follow-up achieving 100% review for Grade A abnormalities. In 2025, 210 managers received advanced health screenings. For long-term onsite staff, exam items and frequency are regularly reviewed to ensure compliance. Monthly physician consultations provided 272 sessions and 1,076 cases in 2025. Employee satisfaction with health checks averaged 4.3 out of 5.

Item	Number of People	Performance Evaluation
Physical Examination	3,072	Completion rate: 100%
Special Physical Examination	99	Completion rate: 100%
General Health Examination	10,220	Grade A: 234 persons; Grade B: 8,201 persons; Grade C: 1,785 persons
Special Health Examination	219	■ Level 1 Management: 149 persons; Level 2 Management: 70 persons ■ Individual health guidance completion rate: 100%

Since June 2016, PTI has operated an on-site psychological consultation room and engaged professional psychological consultants to provide regular support at the factory. The service offers face-to-face communication in a confidential setting to help relieve work-related stress. In September 2025, PTI opened a new counseling room at the Hukou plant, expanding resources to five sites where employees can make appointments and share services across nearby facilities. During 2025, the counseling program served 408 cases, bringing the cumulative total to 3,568 cases by year-end.



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5.6.9 Healthy Workplace Promotion

PTI supports employee physical and mental well-being through health promotion initiatives. Since 2016, the Company has provided free annual influenza vaccinations to enhance collective protection and encourage timely immunization. From 2022 to 2025, 6,551 employees received vaccinations, with a 26.8% coverage rate in 2025. PTI also implemented targeted health screening programs for specific employee groups, including fitness assessments for middle-aged and senior employees, abdominal ultrasound examinations, low-dose chest computed tomography (CT) screening, and dual-energy X-ray absorptiometry (DEXA) bone density screening. In support of the Ministry of Health and Welfare's four major cancer screening programs (colorectal, oral, breast, and lung cancers), PTI facilitates early detection and treatment for long-term on-site employees, particularly high-risk groups, strengthening proactive health management.

Item	Participants	Note
Influenza Vaccination	1,814	Including self-reported external vaccinations, the overall influenza vaccination coverage rate reached 26.8%
Physical Fitness Assessments for Middle-aged and Senior Employees	94	95% achieved normal or above physical fitness level
Blood Donation Campaign	226	327 bags / 81,750 cc
Oral Cancer Screening	53	2 cases recommended for follow-up
Colorectal Cancer Screening	17	Positive cases referred to hospital community medicine clinics for follow-up
Breast Cancer Screening (Mammography)	99	12 cases recommended for follow-up; 1 confirmed breast cancer case
Abdominal Ultrasound Examinations	300	8 abnormal findings; regular follow-up recommended
Low-Dose Chest CT Screening	158	5 abnormal findings; follow-up examinations completed
DEXA Bone Density Screening	158	11 abnormal findings; health education provided and lifestyle/diet adjustments observed in follow-up after 3 months

5.6.10 Implementation of Occupational Disease Prevention

PTI fosters a healthy, friendly workplace by implementing safety measures aligned with the Occupational Safety and Health Act. Through risk identification, the company assesses potential hazards, establishes preventive actions, and conducts comprehensive assessments. Effectiveness is continuously tracked to prevent occupational injuries and enhance efficiency.

Item	Implementation Description	Performance Evaluation
Maternal Health Protection	- Established an electronic maternal health management system; conducted maternal risk assessments and classification management for relevant employees. - Provided pregnancy identification badges for production line workers and conducted proactive health monitoring and risk assessment during the second and third trimesters. - Announced workplace reproductive hazard identification results and conducted biannual inventory of reproductive toxic substances; prohibited exposure during maternal health protection period.	258 employees assessed; 100% assessment rate. - Risk classification: all Grade 1 (low risk) management.
Excessive Workload Management	- Monitored employees with monthly overtime exceeding 80 hours and implemented control measures for 2 consecutive months. - Integrated annual health examination results, including HbA1c testing, for comprehensive health risk evaluation.	10,219 employees assessed; 79 high-risk cases interviewed. - Results: 66 cases closed; 13 medium-risk cases under follow-up.
Ergonomic Risk Prevention	- Monitored occupational injury cases and musculoskeletal symptoms; conducted similarity exposure analysis to identify target groups. - Applied KIM checklist for ergonomic risk assessment. - Conducted periodic job content reviews and workplace risk screening in collaboration with occupational physicians, including on-site inspections.	75 potential high-risk employees (NMQ ≥3) identified; 21 assessed (100% completion), 51 excluded after reassessment, 3 resigned. - Results: 16 cases closed; 4 under monitoring; 1 with work restriction. 19 on-site occupational physician inspections conducted; 4 improvement items identified and under follow-up.

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Item	Implementation Description	Performance Evaluation
Workplace Violence Prevention	■ Applied workplace violence hazard identification and risk assessment tools. ■ Established incident handling procedures and sexual harassment complaint channels. ■ Issued zero-tolerance policy statement from senior management. ■ Conducted workplace violence prevention training.	■ 100% implementation rate. ■ Risk assessment results: 0 moderate-risk cases identified.
Middle-aged and Senior Employee Health Protection	■ Identified employees aged ≥45 and conducted Work Ability Index (WAI) assessments. ■ Strengthened emergency response capability through e-learning training.	■ 2,326 employees completed the WAI assessment: 9 high-risk, 366 moderate-risk, and 1,951 low-risk. ■ 100% follow-up completion for high-risk group; no work adjustments required; all cases closed.
Respiratory Protection Fitness Assessment	■ Established physiological fitness assessment process for respirator use, including health questionnaires and pulmonary function tests for eligible employees. ■ Qualitative fit testing for respirators with fit factor ≤100 (on-site testing). ■ Quantitative fit testing for respirators with fit factor >100 (outsourced quarterly testing).	■ 746 employees completed the assessment; 127 required further medical evaluation. ■ 10 employees found unfit for respirator use; work reassigned by supervisors.
Long-Term Night Shift Work Management	■ Identified departments with night shift operations and assigned responsible personnel for risk assessment. ■ Conducted targeted occupational safety inspections and continuous improvement follow-up.	■ 100% inspection completion rate. ■ No abnormalities identified.

5.6.11 Highlights

Health check trend analysis over the past three years shows a rise in metabolic abnormalities (20.6% → 26.1% → 27.1%). In response, PTI launched an online course, Understanding Metabolic Syndrome, for employees identified with the condition in 2025. The program reached 2,516 participants (1,922 local, 594 foreign), helping them adjust diet and lifestyle to reduce chronic disease risks. Course satisfaction averaged 89%.

To strengthen follow-up on abnormal health check results, PTI enhanced its health management system. Employees with B-level findings received personalized health guidance notifications via company or personal email, totaling 11,880 cases. Reports included physician recommendations on regular follow-up, diet adjustment, and exercise, with health education materials attached. 6 months later, individual reminders were sent to reinforce self-care and ensure completeness in abnormal result tracking.

PTI enforces smoke-free policies and promotes a healthy work environment. The company continues to advance workplace AED certification, with nine plants achieving Healthy Workplace Promotion recognition. PTI is committed to holistic health management and diverse promotion programs. Using health check data, the company has built a robust risk management system while encouraging balanced lifestyles that integrate work and personal well-being. Looking ahead, PTI aims to foster a friendly, happy, and sustainable workplace, strengthening healthy habits and positive mindsets to create a resilient and thriving environment.

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Inclusive Workplace

Employee Well-Being

GRI 401-3

PTI continuously reviews and improves various management systems to foster a supportive workplace and enhance staff adaptation in work and life. The Company continues to strengthen the care network to continuously foster a friendly work environment and enhance workplace support. This network includes top-down and peer communication, as well as care and empathy for employees with serious illnesses, allowing staff to grow and develop in an environment full of encouragement and positive energy.

5.7.1 Concept Cultivation

To ensure that employees in different positions possess the knowledge and practical skills required for care, the Company has designed and offered in-person or online courses based on curriculum planning and needs. These courses provide managers and employees with “concept development” and “care execution skills”, enabling every employee to become a part of the “mutual benefit” process and continuously inject positive energy into the Company!

Target	Cultivation Project	Key Initiatives	2025 Performance Summary
New Legal Knowledge	Introduction to Personnel Management Regulations	Frontline supervisors are trained in updated labor regulations and personnel management, covering working hours, leave, performance, rewards and punishments, resignation, and key human rights issues such as anti-harassment, anti-abuse, anti-retaliation, and freedom of association. With regulatory updates and practical cases, the program equips supervisors to manage legally and humanely.	1,464 participants completed the online course
Talent Development and Workplace Care	Effective Training and Care	To support the influx of new frontline staff, clear training guidelines and communication channels are established from both new hire and instructor perspectives. Workplace support networks help employees adapt smoothly, with bilingual (Chinese and English) course materials fostering an inclusive learning environment.	8,557 participants completed the online course
Talent Development and Organizational Heritage	Mentor Training Program	The mentorship system helps newcomers understand the company environment, welfare, and work systems while fostering experience transfer and intergenerational communication. Courses emphasize mentor role positioning, guidance essentials, communication, and teaching skills to build supportive relationships and enhance long-term employee development.	234 people completed the online course; 50 people completed the in-person course

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5.7.2 Care Implementation

PTI not only promotes friendly concepts but also strives to create tangible opportunities for care.
■ **Care for new employees** (indirect personnel within six months of joining) is designed with a series of care mechanisms at different points before and after joining.

Item	Key Areas of Concern	2025 Performance Summary
Newcomer All-Purpose Pack	Enhance the attachment of new employees to the company before joining by providing information on PTI's "Life" and "Knowledge".	Update the contents of the new employee universal kit from time to time based on the current situation
Mentor System & New Employee Orientation Program	Mentors guide new employees in adapting to the environment, and whether they encounter difficulties with work tasks or life adjustments, mentors can provide comprehensive support and assistance.	Courses: A total of 234 people completed the online course; 50 people completed the in-person course Incentive: Receive Mentor-led rewards for a total of 336 people
	New Employee Adaptation Assessment Questionnaire: Through adaptation assessment questionnaires at two weeks, one month, and one quarter of employment, understand the new employee's self-assessed adaptation status and the level of recognition in different aspects, and provide appropriate assistance.	619 people responded
	Mentor Feedback Questionnaire: When the new employee has completed one quarter of employment, gather feedback and suggestions from the mentor to understand the new employee's adaptation and proficiency at work.	459 written responses
Let's Café	Unit supervisors take the time of drinking a cup of free coffee to engage in a relaxed conversation with new employees, allowing them to feel the supervisor's respect and care.	Number of users: 247
Let's camp	Through fun and engaging dynamic courses, participants get to understand teamwork through games and learn work skills from games, enhancing teamwork and communication coordination, as well as the ability to improve work processes.	Conducted 5 sessions, training a total of 106 people

Mentor Training Program

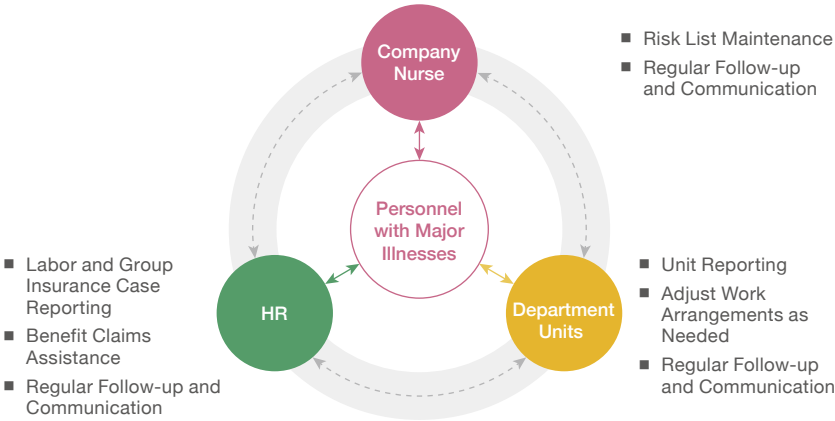


Let's camp



■ **Care for general employees** (all PTI employees), focusing on the reporting mechanism for work adaptation and health concerns:

Item	Key Areas of Concern
Workplace Support and Care Network	When an employee faces a serious illness, HR initiates the care procedure upon notification or insurance review. The employee's condition is documented, and HR collaborates with the factory nurse and supervisors to provide follow-up support. This ensures fair treatment, emotional care, and respect, helping employees maintain well-being and a happy life in the future.



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5.7.3 Assistance and Care for Migrant Workers

Cherish Human Rights and Create a Happy Workplace

PTI upholds human rights protection as a universal core value and places great importance on the labor rights and well-being of migrant workers. In various systems such as recruitment and employment, compensation and benefits, living management, and employee relations, the company adheres to the Responsible Business Alliance (RBA) Code of Conduct to ensure that related operations comply with regulations and international human rights norms. The company policies are continuously updated to ensure a warm, respectful, and safe work environment, fostering a workplace filled with care and support for every employee.

Career Blueprints for Migrant Employees

PTI promotes the “Excellent Migrant Workers Retention Program”, dedicated to creating a clear and sustainable career blueprint for migrant workers. For migrant workers who have been in Taiwan for six years or more, we provide them with opportunities to take Skilled Foreign Worker jobs, becoming Skilled Foreign Workers with no age limit for working in Taiwan, and enjoy salary and benefits growth.

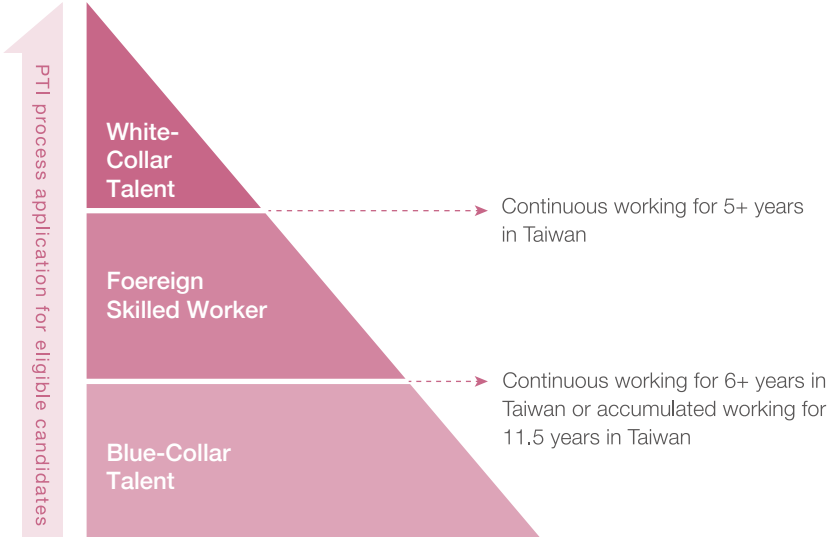
In addition, migrant workers who have transitioned to Skilled Foreign Worker positions and served for more than five years are included in further training programs designed to cultivate them into foreign white-collar professionals and support their applications for permanent residency, with the aim of building a long-term, stable core workforce for the Company. Through this institutionalized talent development path, migrant worker partners will have clear career goals and grow together with the Company.

At the same time, the company have designed a comprehensive language-training program for migrant workers, and launched in-person Mandarin courses to help migrants obtain the Test of Chinese as a Foreign Language (TOCFL) basic level certification. This aims to reduce the language gap between local and foreign employees and promote cross-cultural communication and team collaboration. Since 2023, the company has initiated a quarterly migrant worker re-employment reporting process, hoping that in the future more outstanding migrant workers can join the company through this program, embarking on a new career development path and achieving a win-win goal of personal growth and sustainable corporate development.

Partners Work Together to Create a Friendly Workplace Environment

PTI regards migrant worker agencies as important partners, with both sides supporting each other, jointly adhering to and implementing RBA standards, dedicated to creating a safe, respectful, and friendly work and living environment, ensuring that every migrant worker can work and live with peace of mind under the protection of international human rights. To achieve this goal, we conduct monthly regular meetings, supplemented with regular and irregular audits and evaluations, and promote RBA codes of conduct and the company’s latest policies through annual training, continuously helping agencies optimize recruitment management, life care and dormitory management, making agencies the important partners to take care of our migrant workers.

Foreign Talents’ Career Ladder



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Communication Without Barriers, Warmth Without Borders

Comprehensive communication channels have been established to ensure that the voices of migrant workers can be heard and effectively conveyed. New employees can learn in detail about various communication methods during the onboarding training course, helping everyone understand that the company values and cares about their needs. A Filipino administrator is appointed to support migrant workers in their native language and hosts monthly dormitory meetings to share company updates. At the same time, individual care interviews are arranged each month to gain an in-depth understanding of the challenges migrant workers face at work or in life, providing appropriate assistance. In 2025, a total of 154 people were interviewed. In addition, to help employees relax and unwind outside of work, the dormitories also regularly hold a variety of physical and mental health promotion activities (such as learning exploration, holiday celebrations, competitions, regulatory guidance, etc.), allowing everyone to feel support and warmth even while living away from home.

Comprehensive Life Care Service Measures

Life services

- Dormitory coordinators proficient in Filipino language for daily care and management
- 24-hour dormitory contact hotline and medical assistance
- Annual comprehensive disinfection of the dormitory environment, providing a safe, clean, and considerate living environment

Safety Management

- Dormitory and fire safety training for newly arrived migrant workers
- Monthly fire safety equipment and environment inspection
- Semi-annual fire safety drills

Convenient Facilities

- Regular maintenance and water quality testing for each water dispenser
- Food heating area in the dormitories
- Free shuttle bus to and from work
- Dedicated prayer room to respect employees' religious beliefs

Compassionate Pregnancy Care — Never Alone in Welcoming Life

According to the “Guidelines for Protecting the Rights and Interests of Migrant Workers, Women and Children” issued by the Ministry of Labor, the rights of migrant workers are fully protected during pregnancy, childbirth, and childcare, and employers are prohibited from unilaterally terminating the employment of pregnant migrant workers. During pregnancy, migrant workers are entitled to prenatal care leave, check-up leave, and maternity leave. When accompanying a spouse for check-ups or childbirth, they are also granted relevant leave. Since 2018, PTI has continuously promoted pregnancy-related policies to raise awareness among migrant workers about their rights.

In 2019, the company implemented a pregnancy care mechanism to safeguard the work rights of pregnant migrant workers, allowing them to stay in Taiwan and give birth with peace of mind.

Category	2022		2023		2024		2025	
	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Births in Taiwan	40	65.6%	50	61.7%	52	75.4%	62	66.7%
Births Returned (to the Philippines)	21	34.4%	31	38.3%	17	24.6%	31	33.3%
Total	61	100%	81	100%	69	100%	93	100%

Migrant workers leave their hometowns to seek better job opportunities abroad and put in a lot of effort. Therefore, when they decide to start a family, PTI provides full support to them as if they were family. Pregnant employees have to endure discomfort and inconvenience at work during pregnancy, and the company does its best to help expectant mothers reduce their burdens. Pregnant migrant workers at PTI can choose to return to their home country to start a family or stay in Taiwan to continue working and raising their children. After the end of their maternity leave, our foreign mothers can apply for parental leave without pay so that they have more time to recover and spend with their children. In addition, we also assist colleagues in arranging health insurance for their children, eliminating the hassle of paperwork.

Record Tracking

- After receiving the report, immediately record the pregnant employee and start tracking and making adjustments.

Work Adjustment

- Adjust shifts and work areas to ensure safety.
- Avoid contact with harmful chemicals, X-rays, radiation, or heavy lifting.

Daily Living

- The dormitory staff accompany employee to the hospital for prenatal check-ups, assisting with communication and translation.
- Adjust the lower bunk in the dormitory to ensure safety and convenience.

Welfare Policy

- Expectant mothers can take maternity leave in advance to prepare for childbirth.
- After maternity leave ends, employee can apply for parental leave and other welfare measures.

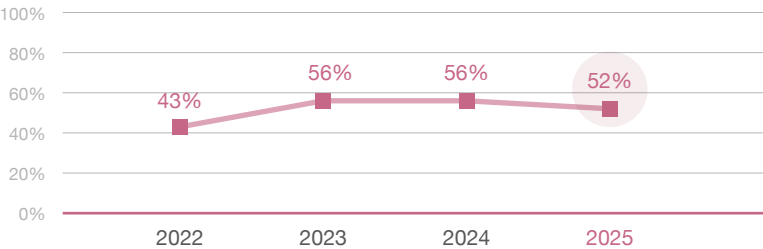
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Freedom of Residence Choice — Care at Your Doorstep

Migrant workers living at PTI Dormitories have no access restrictions and can freely come and go 24 hours a day. The dormitory is equipped with professional dormitory management staff to assist with daily living matters, and regular inspections are conducted by dedicated personnel to ensure a safe, hygienic, and comfortable living environment. According to the “2025 Dormitory Living Quality Satisfaction Survey”, the average accommodation satisfaction score was 3.96 out of 5, indicating that the quality of living remains above standard. The company respects migrant workers’ freedom to choose their living arrangements. The policy of free choice of residence has been implemented since 2022, and the 2025 statistics show that 52% of migrant workers do not live in company-arranged dormitories. According to the “2025 Freedom of Residence Choice Satisfaction Survey”, the average satisfaction score was 4.25 out of 5, showing strong support for this policy. Since December 2025, we have also promoted a home visit mechanism to provide safety advice and daily life assistance, allowing off-site residents to feel cared for and valued. Through this mechanism, we hope migrant workers can engage in daily life and work with peace of mind and receive timely support when needed, further enhancing overall living quality and well-being.

Employees Not Residing in Dormitories



Key Points in Caring for Migrant Workers

Category	Key Points
Human Rights Protection	- Formulated the “Foreign Worker Recruitment Policy” in accordance with the RBA Code of Conduct. - Implemented the “Zero-Fee Policy” for migrant workers and PTI paid all fees (agent fees, processing fees, pre-departure transportation/accommodation fees, airfares, medical examination fees, etc.), benefiting 6,316 people. - Employees are aware of the above-mentioned policies before they start to work.
Direct Hiring	- In 2025, 34.3% of PTI migrant workers were recruited directly.^(Note) Note: Migrant workers recruited directly included Filipino blue-collar migrant workers whose contracts are directly extended by PTI upon expiration or who are hired directly by PTI without going through domestic or overseas agencies. 100% of renewed employees are directly recruited.
Talent Retention and Development	- Candidates learned about the Company through its profile during interviews. 30 Pre-Employment Training Sessions 60 New Employee Training Sessions - Basic Skills Training for New Employees - Professional Workstation Certification Training - Multi-Skilled Workstation Certification Training - Renewal of contracts for outstanding employees, a total of 804 people - Establish a contract renewal system and incentive measures; adjust salaries based on circumstances, benefiting 766 people in total - Excellent Migrant Worker Retention Program, with 43 people renewed
Communication Channels	- Dormitory Suggestion Box - HR Communication Hotline - Social Media- Facebook: PTI Taiwan, Line @: PTI Education - Care talks with resigned employees; 271 employees were interviewed
Health Management	- Regulations to regulate health check-ups for migrant workers, 4,173 in total - Maternal Health Care and Management - Assessment and Management of Workers’ Return to Work - Consultation with On-Site Physician
Agency Management	- Monthly Meeting - Quarterly Evaluation - Annual Review - Annual Education and Training

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5.7.4 Family-Friendly Workplace Programs

PTI understands the hardships of every pregnant woman, and therefore has specially designed a series of care measures for expectant mothers and their babies, allowing every expectant mother to work with peace of mind from pregnancy to childbirth, and their babies to grow happily from birth to kindergarten. By formulating a “work-life balance” strategy, we create a workplace environment that is safe for work and friendly to families.

Priority Parking for Pregnant Employees

Each factory area provides designated parking spaces for pregnant employees and postpartum mothers, ensuring convenience, a better work environment, and priority parking rights.



Breast-feeding and Lactation Facilities

High-quality breastfeeding rooms in each facility are equipped with private and secure spaces for postpartum employees, dedicated refrigerators for breast milk storage with temperature monitoring, and daily professional maintenance. Usage guidelines ensure quality and consistency.

Childcare Facilities or Contributions

The Welfare Committee has established preferential agreements with 17 excellent kindergartens and childcare institutions in employee residential areas. This initiative provides employees with diverse options for preschool education and daycare while offering substantial discounts to ease financial burdens.

5.7.5 Parental Leave Policy

In accordance with the Gender Equality Act, all employees who have served for at least six months, regardless of gender or position, may apply for parental leave without pay. In 2025, there were 149 applications for parental leave, including 21 male employees and 128 female employees. The total number of employees taking maternity/paternity leave and parental leave was 255. The reinstatement rate for female employees returning from parental leave was 82%, while that for male employees was 70%. Among those who had returned and remained employed for one year, the retention rate was 86% for female employees and 67% for male employees.

Item	Employees in Maternity and Paternity Leave		Employees for Parental Leave	
	Paternity Leave - Male	Maternity Leave - Female	Male	Female
Subtotal	124	131	21	128
Total	255			149

Parental Leave Application Status

Item	Male	Female	Total
Number of employees eligible to apply for parental leave in 2025 ^(Note)	457	449	906
The actual number of applicants for parental leave in 2025	21	128	149
A. Number of employees expected to return to work after parental leave ended in 2025	30	143	173
B. Number of employees returned to work after parental leave ended in 2025	21	117	138
C. Number of employees returning from parental leave in 2024	27	126	153
D. Number of employees retained 12 months after returning to work from parental leave in 2024	18	108	126
Return to work rate (B/A)	70%	82%	80%
Retention rate (D/C)	67%	86%	82%

Note: Number of people eligible to apply for unpaid parental leave in 2025 refers to the number of applicants who applied for paternity leave and maternity leave during the period from January 1, 2023, to December 31, 2025.

Under the company's maternity care plan, 255 employees applied for maternity or paternity leave in 2025. The number of births among PTI employees or their spouses has also remained stable. In recent years, the total number of PTI babies born is as follows:

Year	2022	2023	2024	2025
Number of Births	333	331	320	255

Note: The calculation standard is based on the actual maternity leave or paternity leave granted in that year, does not take into account the situation of multiple births and couples serving at the same time.

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5.7.6 Leave Policy

PTI designs employee leave policies based on local laws.

Item	Description
Parental Leave	The company provides a legally compliant parental leave and job retention system. Eligible employees may apply for unpaid parental leave following childbirth, with the first six months (approximately 24 weeks) covered by statutory parental leave allowances. The company also assists employees in applying for related subsidies. This policy applies equally to both parents, supporting shared family care responsibilities. Prior to the conclusion of the leave period, employees are required to submit a return-to-work application, and the company proactively issues reminders and offers assistance to ensure a smooth transition back to work, thereby reinforcing the balance between professional and family life.
Maternity Leave / Paternity Check-up and Paternity Leave	■ According to relevant laws and regulations, provide flexible and comprehensive maternity and paternity leave, prenatal check-up, and paternity leave systems to help employees balance career development and family needs. ■ Employees are entitled to a total of 8 weeks of paid maternity leave before and after childbirth. Additionally, when accompanying their spouse for prenatal check-ups or childbirth, they may flexibly arrange paid paternity leave and prenatal accompanying leave within a total of 7 days, based on actual needs.
Family Care Leave	Family care leave is provided in accordance with local laws, with 7 days available annually. Employees may take leave to care for sick or injured family members or in the event of major incidents, helping to ease caregiving responsibilities.
Annual Leave	Annual leave is provided in accordance with local laws. Employees with over six months but less than one year of service are entitled to three days of leave. Unused days due to year-end or contract termination will be compensated with wages.

5.7.7 LOHAS PTI

PTI places great importance on employees' health and well-being. In addition to compensation and benefits, a variety of activities are provided for employees to choose from, supporting work-life balance and enhancing employee engagement. These activities include workplace stress management and sports and health initiatives.

Employee Clubs

Employee clubs serve as an important channel for fostering emotional connection and relaxation, enabling colleagues to bond through shared interests amidst their busy schedules. The Company actively encourages and supports employees in independently establishing and participating in various clubs. Each quarter, the Welfare Committee provides a subsidy of NT\$5,000 to assist clubs in organizing diverse activities. A total of 11 employee-initiated clubs have been established, covering sports (e.g., softball, badminton, bowling, basketball, jogging, hiking), arts and cultural activities (e.g., handicrafts, Zen study), and other interest groups (e.g., volunteer, parenting exploration, cat lovers), with 366 members participating.

In addition to regular club activities, the Company organizes an annual Club Carnival, which also welcomes employees' families. In 2025, seven clubs participated in organizing activities, including the cat lovers, badminton, jogging, bowling, parenting exploration, Zen study, and softball clubs. A total of 678 employees and family members participated, creating a vibrant and engaging event atmosphere.



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Health and Stress Relief Courses

Amidst busy work, employees are encouraged to take meaningful breaks. PTI utilizes its in-house rhythmic studio to offer stretching yoga and aerobic dance classes, to promote physical relaxation and mental well-being. In 2025, a total of four sessions were conducted, with 141 participants attending eight yoga classes and 114 participants joining seven aerobic dance classes.

Annual Gala Event

After five years, PTI employees gathered once again at Hsinchu County Stadium to kick off the 2025 annual party with the theme “Empower the Future”. The party featured must-have classic activities, including performances by star hosts and singers, a jackpot-lottery prize draw, energetic employee performances, and awards for model employees and patents. Every PTI employee is a light, and through this grand feast, they come together to form a shining star. Let us unite our strength for the future and join hands to welcome a prosperous era. We are ready!



Highlights



力成好活動 | 2025力成科技〈力聚未來〉年度晚會精彩花絮

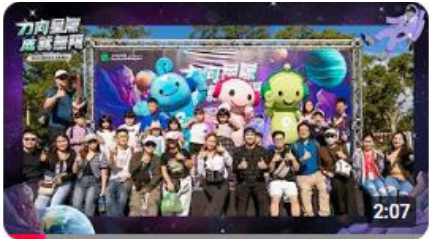


Family Day Events

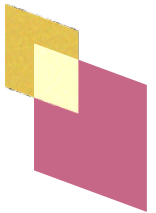
Whether they are PTI employees or employees' family members, they are all part of the PTI family! In 2025, the PTI Welfare Committee held the “PTI Outer Space Family Day” event, attracting about 5,000 employees and their family members to participate, spending joyful moments with colleagues and friends during the holiday and creating unforgettable memories.



Highlights



力成好活動 | 2025〈力向星際 成就無限〉家庭日 🚀 來一場太空探險吧



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- Served as an Angel Member of the GOLF Alliance, supporting students' early engagement with industry.
- Industry-academia collaboration with 11 educational institutions to cultivate semiconductor packaging and testing talent.
- Total social investment amounted to NT\$3,190,651 in 2025.
- Employees contributed 2,208 volunteer service hours, benefiting 1,454 participants through social welfare initiatives.

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6.1 Common Good
Social Inclusion GRI 415-1

6.1.1 Vision and Objectives for Social Inclusion

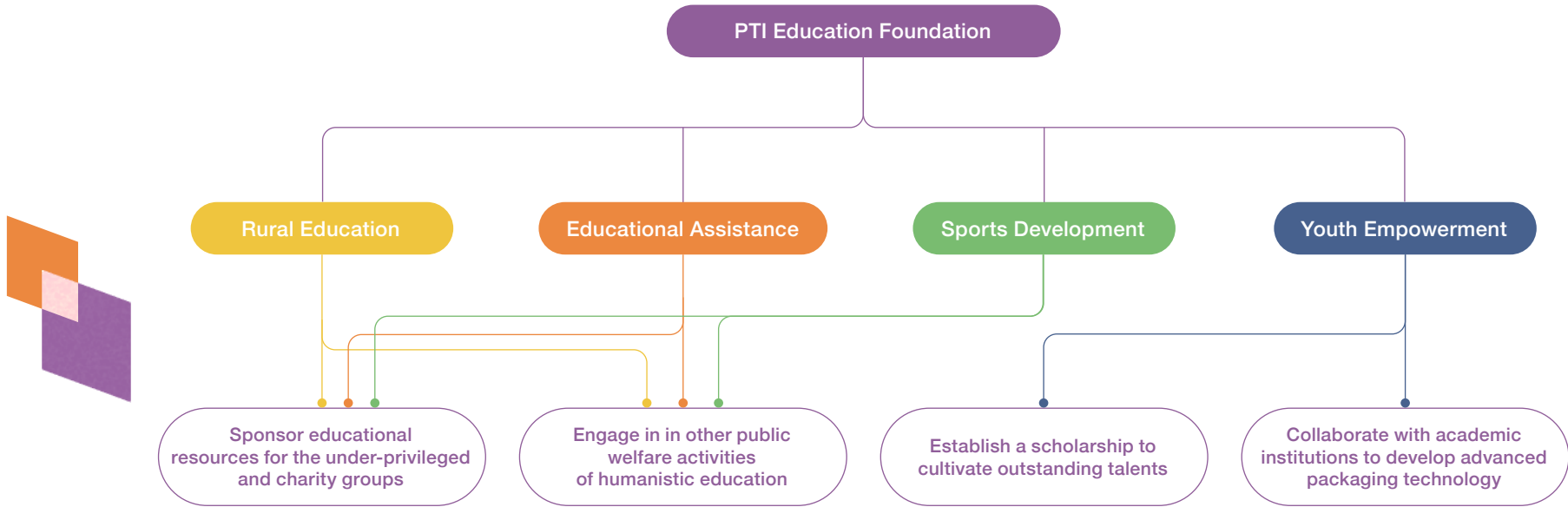
PTI regards social inclusion as a key pillar of its sustainable development strategy. Guided by the principle of giving back to society, PTI systematically integrates social investment into its corporate governance framework. While advancing technological innovation and business operations, the company is committed to reducing social inequality, enhancing inclusiveness, and creating shared value and positive social impact with stakeholders as a core focus.

To operationalize its social inclusion strategy, the PTI Education Foundation serves as the primary platform for the Company’s social inclusion initiatives, translating its corporate social responsibility vision into concrete actions. Through structured programs, the Foundation brings educational resources to schools in remote areas, supports the development of athletic talent, promotes arts and humanities education, and fosters youth development. These initiatives are complemented by scholarship programs and teaching support, with the aim of narrowing disparities in access to educational resources. Each initiative represents the company’s continued commitment to advancing social inclusion in practice.

PTI Education Foundation

Established in 2017, the PTI Education Foundation serves as a key platform for the company’s long-term engagement in public welfare and social outreach. The Foundation focuses on four core areas: Rural Education, Educational Assistance, Sports Development, and Youth Empowerment. Through these focus areas, it contributes to addressing social inequality and creating shared value.

Each year, the Foundation holds regular board meetings to review and report on its work plans, ensuring that public welfare initiatives align with the Foundation’s mission and continue to enhance social impact. Through these governance practices, the company demonstrates its commitment to social responsibility and works collaboratively with stakeholders to support inclusive and sustainable development.



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6.1.2 Social Impact Measurement

In 2025, PTI's total social investment amounted to NT\$3,190,651, with employee volunteer service totaling 2,208 hours and benefiting 1,454 individuals. The company's social investment included external public welfare participation and sponsored donations, activities of the PTI Education Foundation, and employee participation in company-initiated public welfare initiatives. PTI continued long-term support for disadvantaged children in underserved areas, local schools, nonprofit organizations, and local baseball and softball teams to support learning opportunities and promote equitable education.

PTI's sponsorship programs are designed as long-term commitments rather than one-time donations, combining sustained resource support with employee participation. Through collaboration with stakeholders, PTI engages in initiatives such as support for vulnerable groups, education for children, and community development, with the aim of creating local impact and generating broader social values.

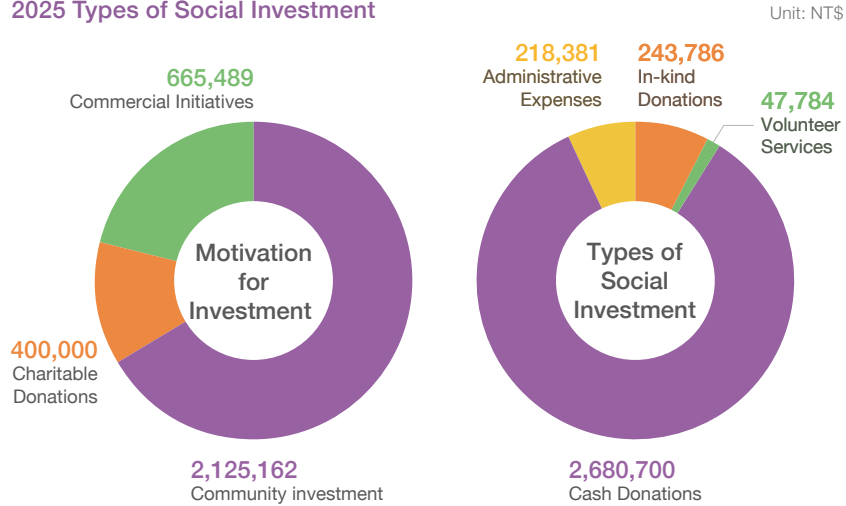
Social Investment Assessment

To ensure the effective management of resource inputs and outcomes for social programs, PTI referenced the Business for Social Impact Framework (B4SI) in 2025 to quantitatively assess the impact of social participation initiatives. This assessment approach aims to improve the efficiency of resource allocation and support the Company's sustainability vision.

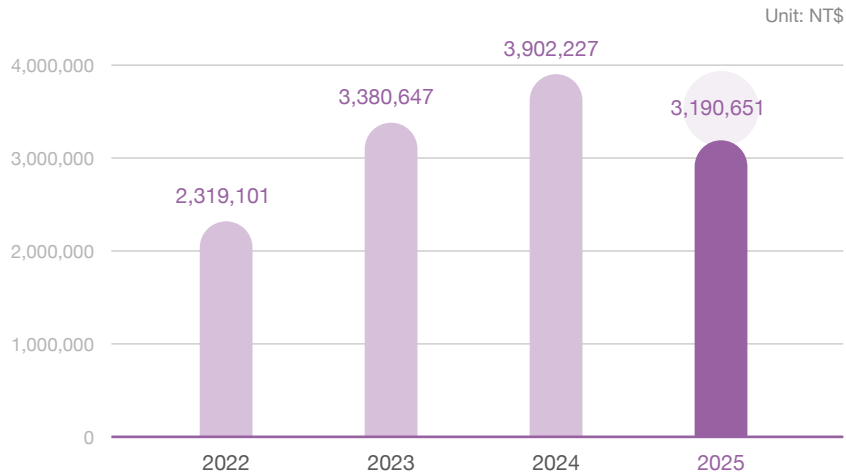
Social Contribution Resources Over the Past Three Years

Item		2023	2024	2025
Cash Donations	Amount (NT\$)	2,142,144	2,446,700	2,680,700
	Proportion	62.7%	62.70%	84.02%
Volunteer Engagement	Amount (NT\$)	247,877	86,488	47,784
	Proportion	7.3%	2.22%	1.50%
In-Kind Donations	Amount (NT\$)	147,285	179,499	243,786
	Proportion	4.3%	4.60%	7.64%
Administrative Expenses	Amount (NT\$)	878,125	1,189,540	218,381
	Proportion	26%	30.48%	6.84%

2025 Types of Social Investment



PTI Education Foundation Sponsorship Overview



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Annual Contributions and Expenditures

Unit: NT\$

Category	2022	2023	2024	2025
Lobbyists / Organizations, Interest Groups	0	0	0	0
Political Organizations, Candidates	0	0	0	0
Industry / Trade associations or tax-exempt groups (e.g., Think Tanks)	200,000	3,200,000	3,200,000	1,200,000
Others (e.g., Ballot Measures, Referendums)	0	0	0	0
Total	200,000	3,200,000	3,200,000	1,200,000
Data Coverage Ratio (%)	100	100	100	100

Note: From 2022 to 2025, PTI made no political contributions to lobbyists, political organizations, candidates, or other recipients, including those related to ballot measures or referendums. PTI encourages employees to exercise their civic rights as citizens.

Advocacy / Issue

Combining corporate expertise with educational resources to address social inclusion through concrete educational initiatives, expanding educational impact and achieving sustainable development.

Role and Organizational Position

Establishment of PTI Education Foundation to promote social inclusion

PTI has long been committed to enhancing industry competitiveness. To advance packaging and testing technologies and cultivate outstanding talents for sustainable operations, the company established the “PTI Education Foundation” in 2017 to deepen its social impact.

2025 Investment Amount (NT\$)

1,000,000

Including: Annual Donations

Advocacy Organization / Initiative Name

GOLF Industry-Academia Alliance

Key Focus Areas

Integrating educational resources to bridge the gap between academic learning and workplace competencies, cultivating young talents with practical skills and social responsibility.

2025 Investment Amount (NT\$)

200,000

Including: Membership Fees

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2025 Social Impact Focus Areas

				
	Rural Education	Educational Assistance	Sports Development	Youth Empowerment
Social Outcomes	Enhancing learning resources and opportunities for rural and underprivileged families to bridge the educational divide.	Allocating educational resources to disadvantaged groups, charitable organizations, and local schools to fulfill corporate social responsibility.	Fostering students' passion for baseball and cultivating a spirit of perseverance and dedication.	Facilitating smooth transition of fresh graduates into the semiconductor workforce through professional courses and career guidance.
Target Beneficiaries	- Rural schools - Underprivileged families	- Charitable organizations - Disadvantaged groups in local schools	- Rural school baseball/softball teams - Student athletes	- Academic year / semester interns - Students from the GOLF Industry-Academia Alliance - Students from partner universities
Annual Key Initiatives	- Wednesday Diverse Learning Program "Reading for Joy" - Rural Children's Literacy Enhancement Program - Arts and Humanities Cultivation Series - Lighting Up Rural Areas: Halloween Charity Campaign	- Educational Resource Support for Charitable and Disadvantaged Groups "Hand in Hand" Dream Fulfillment Program	- Passing the Baton: Sports Talent Development Program 10th PTI Softball Tournament	- PTI Scholarship Program - GOLF Industry-Academia Alliance - Industry-Academia Collaboration
Annual Action Plans	- Sponsored diverse learning programs at Da-Nan Elementary (Miaoli) and Ching Shuei Elementary (Hsinchu), benefiting 50 students. "Reading for Joy" literacy program for rural children, benefiting 56 students. - Arts and Humanities Cultivation Series, benefiting 25 students. - Lighting Up Rural Areas: Halloween Charity Campaign, purchasing handmade cookies from the Down Syndrome Foundation, benefiting 55 individuals.	- Sponsored Green Light Seed Classroom for after-school tutoring and adaptive development for local disadvantaged children, benefiting 95 students. - Sponsored Mu Hsiang Sweet Home, Yu An Retarded Children's Home, and St. Francis Children's Center, benefiting 157 individuals. "Hand in Hand" Dream Fulfillment Program supporting Huaxing Elementary with educational resources, benefiting 41 students.	- Sponsored baseball/softball team activities at Wufeng Elementary and Shangguan Elementary (Hsinchu), benefiting 58 students. - Organized the 10th PTI Softball Tournament, benefiting 100 participants.	- Established PTI Scholarship Program, awarding 53 students in 2025 to encourage academic excellence and personal development. - Providing career guidance and direction for fresh graduates before entering the workforce to meet life challenges and bridge the gap between academia and industry. - Collaborated with GOLF Industry-Academia Alliance to develop Semiconductor Digital Academy courses, providing foundational knowledge on semiconductor manufacturing and packaging for college students. - Partnered with 104 Career Academy to conduct Talent Optimization Program workshops (2 sessions in 2025).
Alignment with UN SDGs		  		

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6.1.3 Featured Community Programs

Wednesday Diverse Learning Program: 2,900 Days of Support for Rural Elementary Schools

The PTI Education Foundation’s investment in education extends beyond one-time support and reflects a sustained commitment over seven to eight years. Through long-term partnerships with Ching Shuei and Da-Nan Elementary Schools, resources are delivered to rural communities so that children in remote areas can access diverse learning opportunities on Wednesday afternoons.

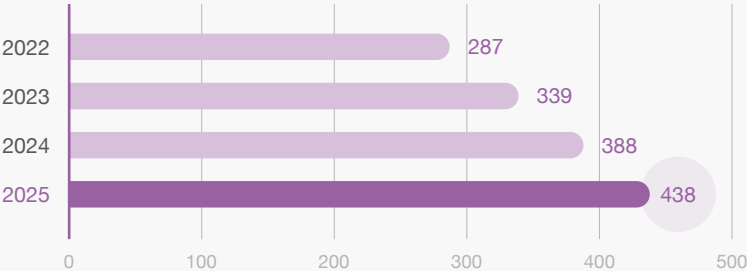
At Da-Nan Elementary School in Dahu Township, Miaoli County, the Foundation has implemented the “Wednesday After-school Diverse Program” for eight consecutive years. To help narrow the urban-rural gap in access to enrichment resources, the program introduces diverse instructors and learning content, including robotics, music, and sports. Over time, participating students have strengthened learning confidence, progressing from initial hesitancy to performing on stage and demonstrating their talents.

The partnership with Ching Shuei Elementary School in Hsinchu has entered its seventh year and reached a new milestone in the reporting year with the signing of a memorandum of understanding. The collaboration commits to integrating technology education with local culture and supports the school in developing distinctive nature and science curricula in response to declining birth rates, with the aim of attracting students to remain in their local community for schooling.

(For details, please refer to Section 0.4 “Feature Story - Leveraging Our Core Competencies to Move Forward with Society”.)



Cumulative Participants in the Wednesday Diverse Learning Program



“Reading for Joy” Rural Children’s Literacy Enhancement Program

Effective community engagement begins with listening. Rather than defining reading needs from a central office, the Foundation engages directly with rural schools and responds to frontline teachers’ observations and recommendations. For schools in remote areas with limited student numbers and significant resource gaps, the “Reading for Joy” program supports student-created “dream book lists” and matches them with targeted resources, helping expand access to reading materials and strengthen literacy outcomes.

Da-Nan Elementary School

A student-led book selection approach is adopted. Students choose books aligned with their interests to encourage active learning motivation and to strengthen concentration and independent thinking.

Ching Shuei Elementary School

Digital-learning related hardware support (tablet stands) is provided to improve the reading experience and to reduce barriers when switching between digital and print reading.

In addition to in-kind support, PTI organizes the “2025 PTI Quarterly Journal”, encouraging students to write based on designated topics. Through a learning pathway that connects reading with writing, the program supports students in articulating perspectives and developing logical thinking and creativity. Award recipients receive cash awards and gift cards as tangible incentives to strengthen learning motivation and confidence.

PTI believes that every child should have access to equitable learning opportunities. With support from employee volunteers, corporate resources are channeled to advance reading initiatives in rural areas. Looking ahead, PTI will continue to invest in rural education and support United Nations Sustainable Development Goal 4 Quality Education.



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Arts and Humanities Development and Outreach

Since 2024, the PTI Education Foundation has maintained a long-term focus on rural education and arts and humanities development. The Foundation sponsored the recorder ensemble and choir at Wufeng Elementary School in Hsinchu County to support the school's arts and humanities development program. In 2025, a total of 25 students benefited. Through stable, ongoing resource inputs, students are supported in receiving structured music training that helps develop musical literacy and teamwork.

With support from the Foundation, the recorder ensemble and choir at Wufeng Elementary School have continued to receive professional instruction, participate in ensemble and choir rehearsals, and join on-campus and external performances. These opportunities support students in building confidence on stage, learning to express emotions, and broadening their exposure to arts and culture.



The PTI Education Foundation aims to support children's growth through music and to make arts education an important source of development for students in underserved areas. By strengthening cultural exposure and supporting potential development, the program helps build a broader foundation for future opportunities.

Small Actions, Greater Warmth: Halloween Outreach for Rural Communities

Guided by the spirit of giving back to society, the company implemented a small-scale public welfare procurement initiative during Halloween 2025. Handmade cookies produced by individuals supported by the Down Syndrome Foundation were purchased and delivered to Ching Shuei Elementary School in Hsinchu County. Although modest in scale, the initiative connected social resources by supporting livelihood opportunities for persons with disabilities while bringing seasonal warmth and encouragement to children in rural areas. Sustained and targeted community engagement, regardless of scale, helps foster positive social impact.



The 10th PTI Softball Tournament (2025: 100 Beneficiaries; 100 Volunteer Hours)

In 2025, PTI marked the 10th PTI Softball Tournament. Beyond a long-standing internal sports event, the tournament also serves as a platform for promoting social inclusion. In collaboration with the employee Softball Club, the event integrates sports participation and community engagement.

Students from rural communities were invited to participate, with employees serving as volunteers to share softball skills and teamwork values. A total of 100 volunteer hours were contributed, benefiting 100 participants. The program supports intergenerational interaction through sports participation.



PTI Scholarship Program (9th year; 53 outstanding students recognized in 2025)

PTI regards education as a fundamental driver of future development. Since the program's launch, the PTI Scholarship Program has been implemented for nine consecutive years to support students with strong academic performance or demonstrated potential.

In 2025, 53 students were recognized through the program. Beyond financial support to help reduce academic burdens, the scholarship also serves as an acknowledgment that encourages recipients to further develop in their areas of interest. The program reflects PTI's long-term investment in talent development and education.



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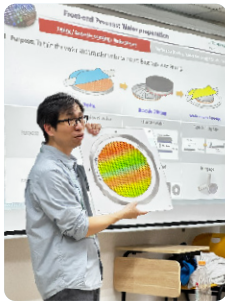
6.2 Common Good
Industry-Academia Collaborations

PTI invests in industry-academia collaboration to develop a long-term early-career talent pipeline. By partnering with schools, PTI helps students gain early exposure to semiconductor packaging and testing knowledge and hands-on applications. Through its “Packaging & Testing Knowledge Popularization” and “Elite Talent Development” programs, PTI bridges academic learning and industry practice, supporting the sustainable development of future talent.

6.2.1 Packaging & Testing Knowledge Popularization
Semiconductor Industry Career Orientation and Corporate Visit

PTI strengthens partnerships with universities and vocational schools through lectures and corporate visits, sharing the semiconductor value chain, packaging and testing fundamentals, and developments in advanced packaging. PTI also collaborates with 104 Career College under the Talent Optimization Program to share ESG practices and workplace skills. In 2025, these initiatives reached 339 student participations.

Collaboration Item	No.	School	Sessions	Participants
Semiconductor Industry Career Orientation	1	National Taipei University of Technology	1	30
	2	National Changhua University of Education	1	31
	3	National Central University	1	60
	4	Lunghwa University of Science and Technology	1	44
	5	Minghsin University of Science and Technology	2	94
Corporate Visit	6	Tatung University	2	50
	7	Guanyin Senior High School	1	30
Total			9	339



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6.2.2 Packaging & Testing Elite Talent Development Program

Diverse Internship Programs

PTI offers semester- and year-long internships to support students' career exploration while building a talent pipeline. After three months, interns receive mentor support and structured training aligned with the departmental skills matrices. Through the Let's Café check-in sessions and internship scholarships and retention bonuses, PTI supports interns' development and encourages post-graduation retention.

Category	No.	School	Participants
Industry-Academia Internship	1	National Chung Cheng University	1
	2	Chung Yuan Christian University	1
	3	National Chung Hsing University	1
	4	National Taipei University of Technology	1
	5	Minghsin University of Science and Technology	31
	6	National Formosa University	2
	7	Southern Taiwan University of Science and Technology	1
	8	Chien Hsin University of Science and Technology	1
	9	Ming Chi University of Technology	2
	10	Feng Chia University	1
	11	Lunghwa University of Science and Technology	1
Total	11 institutions		43



Industry-University Collaboration Program and Semiconductor Packaging Engineer Training

In addition, PTI actively participates in government-led talent development initiatives. Under the second cohort of the “Industry–Academia Partnership Program”, PTI collaborates with schools to engage graduating vocational high school students interested in the semiconductor industry and provide internship opportunities for early-career development. In 2025, a total of five students completed internships at PTI. PTI also joined a semiconductor-related innovation and capability-building program administered by the Industrial Development Administration (Ministry of Economic Affairs). In collaboration with Minghsin University of Science and Technology’s packaging and testing production-line talent development, PTI delivered a 112-hour training curriculum to help graduating students obtain semiconductor packaging engineer certification prior to employment and supported job matching. In 2025, seven candidates were hired through this program, bringing the cumulative total to 28 graduates who joined PTI.

PTI believes that collaboration among enterprises, government agencies, and educational institutions will enable more students to gain an understanding of PTI and the semiconductor packaging and testing industry. In response to future talent needs, PTI will continue to invest in developing packaging and testing professionals and building stable talent pipelines, supporting long-term corporate growth and sustainable talent development.

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- **CDP (Carbon Disclosure Project)**
 - Climate Change: B rating (Management level)
 - Water Security: B rating (Management level)
- **Energy / Resource Efficiency**
 - Energy intensity reached **0.053** GJ/NT\$1,000 in 2025, representing a **2.58%** decrease compared to 2024.
 - Implemented **161** energy conservation and carbon reduction measures across plant operations and manufacturing processes.
- **Renewable Energy Blueprint**
 - In 2025, **38.82** million kWh of renewable energy was utilized through on-site solar power generation and purchased green electricity.
- **Environmental Management Systems**
 - Voluntarily completed greenhouse gas inventory (Category 1~6) with **ISO 14064-1** verification.
 - Certified under **ISO 50001** Energy Management System.
 - Datong Plant (3C) passed the Clean Production Assessment System review conducted by the Industrial Development Administration, MOEA.
- **Green Compliance**
 - **100%** recyclable packaging materials applied.
 - **100%** response rate achieved for REACH compliance declarations.



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7.1 Environmental Sustainability
Climate and Energy

GRI 2-4, GRI 302-1, GRI 302-3, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-5

7.1.1 Climate Resilience and TCFD-aligned Disclosures

As the frequency of extreme climate events continues to rise globally, their impacts on business operations and societal activities have become increasingly significant. PTI aligns with the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) framework to identify climate-related risks and opportunities, and undertakes cross-departmental evaluations of climate-related risks and response strategies.

On an annual basis, we conduct “Climate Risk and Opportunity Workshops” to prioritize identified climate-related risks and opportunities across transition risks (including policy and legal, market, technology, and reputation) as well as physical risks. Based on the identification results, we disclose the quantified financial impacts of climate change and formulate corresponding strategies to reduce climate-related risk impacts and strengthen our climate resilience.

PTI TCFD Framework

 Governance	■ The Board of Directors regularly reviews the risks and opportunities associated with climate change and water resources. ■ The Sustainability Development and Risk Management Committee regularly reports to the Board of Directors on the assessment and management measures for climate-related and water resource risks and opportunities.
 Strategy	■ Conducted climate-related risks and opportunities across short, medium, and long terms through cross-functional discussions. ■ Evaluated the impact of major risks and opportunities on company operations and finances. ■ Identified the impact of major risks and opportunities by taking into consideration different climate-related scenarios.
 Risk Management	■ Establish mechanisms and response measures for major risks and opportunities, integrate them with operational risk management, and regularly report implementation results to the Board and management team. ■ Evaluated potential management measures and monetized required resources to estimate financial costs. ■ Organized workshops to enhance employees’ awareness of climate change.
 Metrics and Targets	■ Develop management metrics and targets for climate-related risks and opportunities, and regularly review progress and implementation effectiveness, such as carbon reduction and water resource recycling. ■ Followed the ISO 50001 standard for energy management to reduce energy consumption. ■ Determined the scope of the inventory after regular reviews of potential sources of carbon emissions with the materiality principle based on ISO 14064-1 standards. ■ Enhance waste management efficiency to prevent resource depletion.

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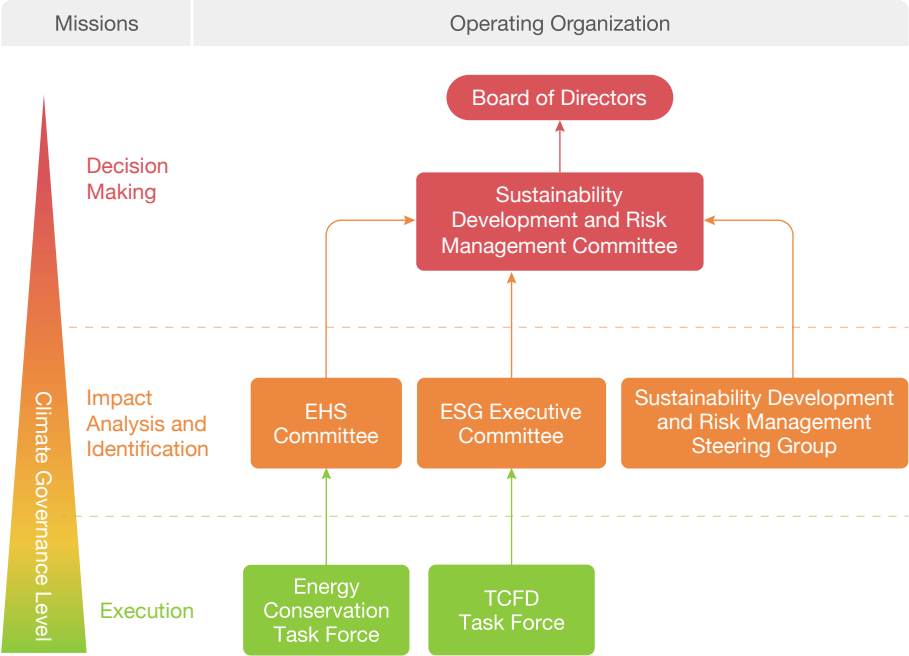
Climate Governance

Through the implementation outcomes of the TCFD Task Force and the Energy Conservation Task Force, results are regularly reported to the ESG Execution Committee and the EHS Committee, where climate change impact analyses and risk identification are conducted. The relevant outcomes are subsequently consolidated and reported to the Sustainability Development and Risk Management Committee to ensure the completeness and effectiveness of the overall governance framework.

We integrate the identification, assessment, and management of climate-related risks into the Company’s overall risk management system to strengthen the operational mechanisms of climate governance. In addition, sustainability- and climate-related topics are reported, discussed, and reviewed annually at the Board of Directors and across relevant cross-functional committees, including updates on implementation progress, thereby continuously enhancing the Company’s resilience to climate change.

Organizational Operating Model

In response to climate change, PTI mitigates the impact on business operations through the risk identification, operations and communication of cross-functional organizations.



Board Oversight and Governance Structure

PTI places great importance on the protection of shareholders’ rights, with the Board of Directors serving as the core of corporate governance and operational management. In advancing climate change and sustainability management strategies, the Board of Directors assumes oversight and steering responsibilities. To support this role, the Sustainability Development and Risk Management Committee, the Remuneration Committee, and the Audit Committee have been established under the Board to assist in overseeing sustainability- and climate-related initiatives. Each committee regularly reports its reviewed matters and progress to the Board of Directors.

Organization	Responsibilities
Board of Directors	Oversee sustainability management strategies and actions.
Sustainability Development and Risk Management Committee	Review sustainability and risk management policies, strategies, and guidelines; overseeing the identification of and response to climate-related risks; and monitoring risk appetite and the implementation of risk management frameworks.
Remuneration Committee	Evaluate and ensure alignment of individual remuneration with the Company’s operational performance and sustainability performance (Environmental, Social, Governance).
Audit Committee	Oversee regulatory compliance and the management of existing and potential risks.

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Management Responsibilities and Roles

To promote carbon reduction and environmental sustainability, the support of senior executives, as well as the participation and collaboration of all units, are essential. Anchored by sustainability targets and supported by cross-functional organizations, PTI outlines key areas of focus across all aspects of environmental sustainability, providing senior executives and management with a comprehensive overview, along with effective support and assistance.

Organization	Responsibilities
Sustainability Development and Risk Management Steering Group	To strengthen climate governance, a “Sustainability Development and Risk Management Steering Group” has been established under the Sustainability Development and Risk Management Committee. The Steering Group is chaired by the President, with the Head of Corporate Governance serving as Executive Secretary, and operates on a task-oriented basis. Meetings are held quarterly to address risk-related issues, including the impacts and risks of extreme climate events on operations. Key outcomes and material issues are reported to the Sustainability Development and Risk Management Committee on an annual basis for review, thereby enhancing risk management effectiveness.
ESG Executive Committee	To deliberate on corporate sustainability management matters, the President serves as Convener, with the Sustainability Development Management Department acting as Executive Secretary. The Committee supports the implementation of sustainability initiatives and facilitates communication and engagement on stakeholder concerns. TCFD Task Force: The Sustainable Development Management Department serves as the Convener and conducts annual identification of climate-related risks and opportunities in alignment with the TCFD framework. Consolidated results are reported to the ESG Execution Committee for review and discussion, and serve as inputs for management decision-making.
EHS Committee	The President serves as the Convener and is responsible for occupational safety and environmental protection matters, with the aim of preventing occupational incidents and pollution events, improving workplace safety and occupational health conditions, and strengthening EHS management. Meetings are held quarterly to discuss climate and environmental protection issues, including the establishment of environmental and energy efficiency performance indicators, as well as the tracking and improvement of greenhouse gas (GHG) inventory results. Energy Conservation Task Force: The Plant Engineering Department serves as the Convener and oversees discussions on energy conservation issues and energy management on an annual basis. Annual energy conservation performance data are compiled and reported to the EHS Committee.

Enterprise Risk Management

To ensure sustainable business operations and safeguard stakeholder interests, enterprise-wide risk identification and management are conducted in accordance with the Risk Management Policy, and the status of risk management is reported to the Board of Directors on a regular basis.
(For details, please refer to [Section 2.3 “Risk Management”](#) in the Report.)

Enterprise Risk Management	
Business Impact Analysis and Risk Identification	- The Sustainability Development and Risk Management Steering Group assesses risk event levels and potential operational impacts based on risk dimensions, including severity and likelihood. - The results of risk identification are consolidated and reported to the Sustainability Development and Risk Management Committee.
Risk Control	- Risk communication is conducted with relevant departments and business units to implement risk control and mitigation measures. - The Sustainability Development and Risk Management Committee implements risk control plans and continuously improves risk management practices.
Business Continuity Management	- Establish contingency action plans, crisis management, and business continuity plans. - BCM Task Force implements response and recovery exercises for major incidents. - Implement hazard awareness training for all employees.
Monitoring and Reporting	Risk identification, assessment, and control measures across the organization are consolidated and reported to the Sustainability Development and Risk Management Committee and the Board of Directors.

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Impact of Climate-related Risks and Opportunities on Business, Strategy, and Financial Planning

Identification of Climate-related Risks and Opportunities

The identification of climate-related risks and opportunities is led by the Sustainability Development Management Department. After integrating external information with PTI’s operational conditions to develop climate risk and opportunity assessment items, a TCFD workshop is convened, bringing together representatives from Plant Engineering, Environmental, Health and Safety (EHS), Research and Development (R&D), Sales and Marketing, Supply Chain Management, Sustainability, and Finance to review and discuss the assessments.

In 2025, a total of 10 climate-related risk factors and 8 climate-related opportunity factors were identified. Climate-related risks are assessed based on the likelihood of occurrence and the magnitude of potential impact. The two risks with the highest combined scores were classified as high risks. Climate-related opportunities are assessed using a similar approach, and the two opportunities with the highest combined scores were identified as material opportunities. PTI will continue to monitor relevant trends and developments on an ongoing basis.

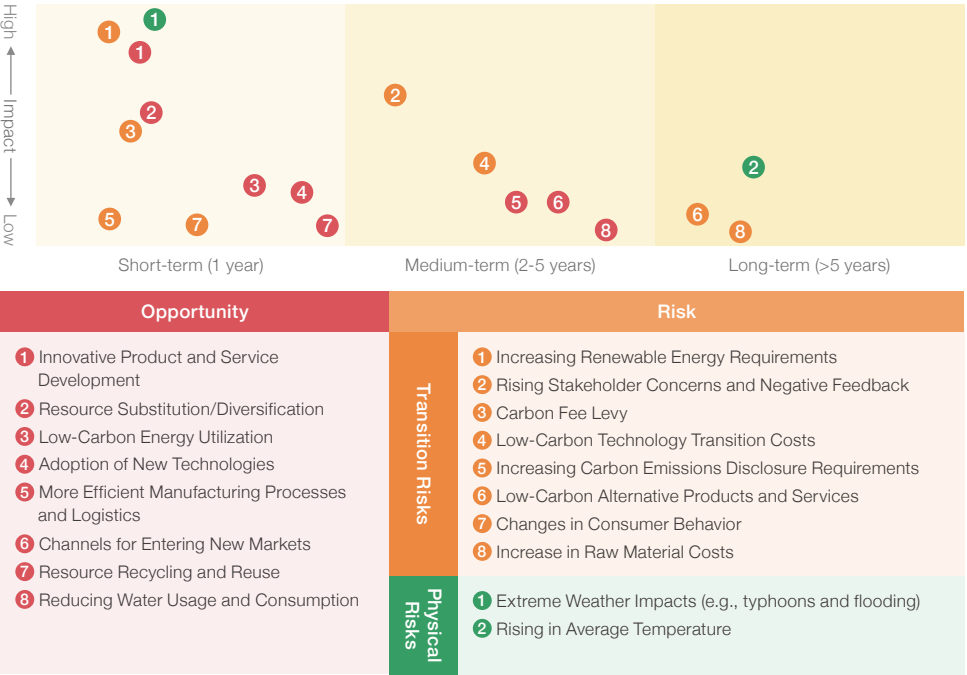


Climate-related Risk and Opportunity Matrix

PTI assesses the impacts of climate-related risks and opportunities on its operations and prioritizes risks based on their materiality. In response to the identified climate-related risks and opportunities, appropriate response strategies are formulated.

Results from the climate risk matrix indicate that the top two material risks are primarily concentrated in the categories of “Physical Risks” and “Transition Risks (Policy and Legal)”. Based on the combined assessment of likelihood of occurrence and severity of impact, the two risks with the highest overall scores are, in descending order, “Extreme Weather Impacts (e.g., typhoons and flooding)” and “Increasing Renewable Energy Requirements”. In response to these risks, PTI has established control measures, conducted resource reviews for response actions, and evaluated potential areas for further enhancement.

Results from the climate opportunity matrix indicate that the top two material opportunities are primarily related to the categories of “Products and Services” and “Energy Sources”. Based on the combined assessment of likelihood and impact, the two opportunities with the highest overall scores are “Innovative Product and Service Development” and “Resource Substitution and Diversification”. In response to these opportunities, PTI will continue to actively evaluate feasible approaches with the aim of maximizing the benefits arising from climate-related opportunities.



Note: PTI defines short-term, medium-term, and long-term time horizons based on its operational and strategic planning cycles.

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Climate-related Financial Impact Analysis

Type	Climate-related Risk (△) Climate-related Opportunity (☆)	Potential Financial Impact	Response Plans	Administrative Cost
Transition Risk / Climate-related Opportunity	△ Increasing Renewable Energy Requirements (short-term) ☆ Low-Carbon Energy Utilization (short-term)	Directly increases operational costs and requires additional investment in renewable energy infrastructure.	- Established a renewable energy procurement project team. Set up renewable energy power generation facilities (solar panels) and energy storage facilities and procures Renewable Energy Certificates (RECs) to ensure a stable supply of renewable energy sources. - Continue to focus on renewable energy regulations, development trends, and customer requirements and plan follow-up management measures.	Investments in the installation, maintenance, and procurement certification of renewable energy facilities amount to approximately NT\$20 million annually.
	△ Increasing Carbon Emissions Disclosure Requirements (short-term)	Increased operating costs due to customer and regulatory disclosure requirements.	- Implement ISO 14064 greenhouse gas inventory and establish a carbon emissions inventory subject to third-party certification. - Conduct annual ISO 14067 product carbon footprint inventory for specific products and third-party certification to understand related product carbon emission hotspots. - Participate in the disclosure of climate-related information, such as CDP and self-prepared TCFD reports.	Greenhouse gas inventory and carbon information disclosure, with an annual investment of approximately NT\$1.6 million.
	△ Carbon Fee Levy (short-term) ☆ Resource Substitution/Diversification (short-term)	Increased operating costs (e.g., purchase/repairs of energy conservation and carbon reduction facilities and operating costs).	- Establishing and operating an ISO 50001 Energy Management System. - Implement energy efficiency improvement projects and carry out energy-saving and carbon-reduction measures such as replacing outdated equipment and plant facilities.	PTI implements ISO 50001 and carries out various energy-saving and carbon-reduction measures, with an annual investment of approximately NT\$70 million.
	△ Low-Carbon Technology Transition Costs (medium-term) △ Changes in Consumer Behavior (medium-term) ☆ Adoption of New Technologies (short-term)	Declining product orders and increased additional communication costs with customers.	- Establish monitoring mechanisms for relevant regulations and emerging trends, and maintain effective communication and engagement with stakeholders through multiple channels. - Actively participate in domestic and international climate-related organizations or initiatives. - Disclose the Company's sustainability efforts and climate change response measures in a transparent and public manner to enhance corporate image.	Research and monitoring of relevant regulations and trends, establishment of multiple communication channels, and participation in domestic and international initiatives, with an annual investment of approximately NT\$45 million.
	△ Rising Stakeholder Concerns and Negative Feedback (medium-term)	Failure to meet stakeholder expectations, resulting in damage to corporate reputation.		
	△ Low-Carbon Alternative Products and Services (long-term) ☆ Channels for Entering New Markets (medium-term) ☆ More Efficient Manufacturing Processes and Logistics (medium-term) ☆ Innovative Product and Service Development (short-term)	- Increased R&D and operational costs. - Capacity planning creates constraints (reducing demand for certain existing services and technologies).	- Invest in low-carbon and environmentally friendly products or processes. - Move toward green manufacturing processes and smart factory development.	Investment in research, development, and innovation of low-carbon manufacturing processes, as well as raw material development, with an annual investment of approximately NT\$100 million.
	△ Increase in Raw Material Costs (long-term)	Rising energy and other raw material costs, leading to increased expenditures and declining profits.	- Continuously seek diversified suppliers to stabilize market purchase prices. - Maintain ongoing communication with suppliers to control the extent of increases in material costs.	

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Type	Climate-related Risk (△) Climate-related Opportunity (☆)	Potential Financial Impact	Response Plans	Administrative Cost
Physical Risk / Climate-related Opportunity	△ Extreme Weather Impacts (e.g., typhoons and flooding) (short-term) ☆ Resource Recycling and Reuse (short-term) ☆ Reducing Water Usage and Consumption (medium-term)	■ Production is disrupted, resulting in financial losses and a decline in revenue. ■ Unstable raw material supply prices lead to increased operating costs.	■ Strengthen water resource management and monitoring, introduce the ISO 46001 Water Efficiency Management System, and reduce the risks of water shortages or flooding. ■ Implement waste circularity and reuse to reduce overall waste generation. ■ Operate the ISO 22301 Business Continuity Management System to enhance disaster response and recovery resilience.	Investment in water resource management, circular economy initiatives, and the development of disaster preparedness and response capabilities, with an annual investment of approximately NT\$10 million.
	△ Rising Average Temperature (long-term)	■ Increases in electricity consumption, costs, and carbon emissions.	■ Reduce electricity consumption to achieve cost savings.	Implementation of ISO 50001 and various energy-saving and carbon-reduction measures, with an annual investment of approximately NT\$70 million.

7.1.2 Energy Management

PTI’s operating sites use electricity, natural gas, gasoline, and diesel as energy sources, with electricity accounting for the majority of consumption. No heat or other energy sources are used. The energy consumed is supplied by government-owned power generators, public natural gas utilities, and fuel stations. To enhance energy efficiency, PTI has implemented energy management practices, and eight sites have obtained ISO 50001 Energy Management System certification. In addition, PTI has implemented energy-saving measures across facilities, processes, and buildings (such as system upgrades, equipment replacement, process optimization, and lighting improvements) to reduce energy losses.

- In 2025, 35,345,529 kWh (127,243.904 GJ) of externally procured renewable energy was supplied for consumption.
- **Energy Saving and Carbon Reduction Performance:**
In 2025, PTI achieved electricity savings of 20,255,665 kWh (calculated based on internal estimates), resulting in a reduction of approximately 9,439.14 MTCO₂e and meeting the annual electricity saving target of 1.5%.

Energy and Water Resources Policy

- The Company’s production activities and services are managed according to the Energy Review and the Preliminary Water Resource Performance Procedure to reduce impacts on energy and water resources.
- Commitment to continuously improve Energy and Water management performance and management systems, in order to comply with the requirements of governmental authorities and stakeholders.
- The policy should be appropriate to the scale of the organization’s Energy and Water resources risks.
- A commitment to ensure the availability of information and necessary resources to achieve objectives and Water targets.
- This includes commitments to meet applicable Energy and Water resource regulations and other requirements.
- The policy should provide the framework for setting and reviewing Energy and Water resources objectives and targets.
- Support the procurement of Energy and Water resources efficient products and services that impact Energy and Water performance.
- Support design activities that consider Energy and Water resources performance improvement.

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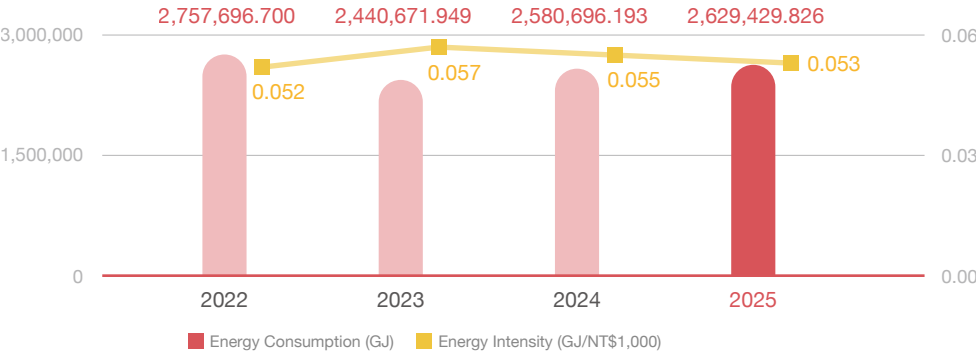
PTI Energy Consumption in 2025

Energy Type	Consumption Amount	Energy Conversion (GJ)	Description
Electricity	724,555,807.600 kWh	2,608,400.907	- Electricity consumption increased by 12,421,398.400 kWh (44,717.034 GJ) compared with 2024. - Electricity intensity was 14.643 kWh/NT\$1,000. - Non-renewable energy was 685,728,882 kWh (2,468,623.975 GJ). - Renewable energy (solar energy) was 38,826,925.600 kWh (139,776.932 GJ).
Natural gas	476,478.000 m³	18,448.813	Consumption increased by 48,919 m³ (1,894.100 GJ) compared with 2024.
Diesel	56,128.000 L	2,119.190	GHG data verified through third-party assurance.
Gasoline	13,967.160 L	460.916	GHG data verified through third-party assurance.

Note: 1. Electricity unit conversion: 1 kWh = 0.0036 GJ
2. Natural gas unit conversion: 1 GJ = 1 m³ × 9,250 kcal × 4,185.8518 ÷ 10⁹
3. Diesel unit conversion: 1 GJ = 1 L × 0.82 (density) × 11,000 kcal/kg × 4,185.8518 ÷ 10⁹
4. Gasoline unit conversion: 1 GJ = 1 L × 0.033
5. Electricity intensity (kWh/NT\$1,000) = Electricity consumption (kWh) ÷ Individual revenue (NT\$1,000)

In addition, PTI reviews its energy consumption from an efficiency perspective by analyzing trends in revenue and electricity consumption over recent years. In 2025, energy intensity decreased by 2.58% compared with 2024. Going forward, PTI continues to invest in initiatives to improve energy efficiency and adopt renewable and alternative energy sources, contributing to environmental protection.

PTI Energy Consumption and Energy Intensity



Note: 1. Energy intensity (GJ/NT\$1,000) = Total internal energy consumption ÷ Individual revenue (NT\$1,000)
2. Electricity savings are calculated using various methods, including checklist-based measurements, estimations derived from existing electricity meters, or calculations based on equipment rated capacity. The appropriate calculation approach is selected based on actual site conditions.
3. Energy-saving target: The annual electricity saving rate is set at 1.5% in accordance with the regulations of the Bureau of Energy, Ministry of Economic Affairs. Based on the actual electricity consumption in 2024, the target electricity savings are calculated as 712,137,421 kWh × 1.5% = 10,682,061 kWh.

Renewable Energy Usage

With regard to the use of renewable energy (solar energy), PTI generated a total of 3,481,396.600 kWh (12,533.028 GJ) of renewable energy in 2025, all of which was self-generated and self-consumed. In addition, 35,345,529 kWh (127,243.904 GJ) of renewable energy was procured through external purchases and supplied via power wheeling arrangements. As a result, PTI's total renewable energy (solar energy) consumption in 2025 amounted to 38,826,925.600 kWh (139,776.932 GJ), contributing to the reduction of carbon emissions associated with electricity consumption. Furthermore, in 2025, PTI increased its renewable energy procurement by 15 million kWh through power wheeling, bringing total annual renewable energy consumption to 37.5 million kWh.

Renewable Energy Usage Target

PTI supports climate action initiatives, actively implements carbon reduction measures, and sets renewable energy usage targets to align with international standards and achieve net zero.

- The proportion of renewable electricity reached 5% in 2025 and is targeted to reach 15% by 2030.
- In line with the RE100 initiative, the Company aims to achieve 100% renewable energy by 2050.

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Energy Conservation and GHG Reduction

PTI actively implements energy-saving and greenhouse gas reduction initiatives. Each year, energy-saving targets are established to enhance electricity efficiency, and supporting measures and incentive mechanisms are provided to encourage management and employees to jointly participate in energy conservation efforts. In line with the principles of measurability, reportability, and verifiability, PTI carries out energy-saving and carbon reduction initiatives, aligning with the United Nations Sustainable Development Goal (SDG) 13: Climate Action, to combat climate change and its impacts. In 2025, PTI achieved electricity savings of 20,255,665 kWh, resulting in an estimated reduction of approximately 9,439.14 MTCO₂e^(Note). A total of 161 energy-saving and carbon reduction measures were implemented across two major areas facility operations and manufacturing processes to reduce energy losses and greenhouse gas emissions.

Note: The carbon dioxide equivalent (CO₂e) is calculated based on the 2025 industrial electricity emission factor (0.466 kg CO₂e/kWh) announced by the Energy Administration, Ministry of Economic Affairs, Taiwan.

PTI Energy Conservation and Carbon Reduction Measures

Category	Item	Description of Measures	Number of Measures	Power Consumption Reduction (Unit: kWh)	Carbon Emission Reduction (Unit: MTCO ₂ e)
Facility Energy Savings	System Parameter Optimization	■ Adjustment of adsorption time for dryers ■ Reduction of CDA pressure to 5.5 kg	21	1,083,880	505.09
	Lighting Energy Savings	■ Replacement of LED lighting	44	3,625,558	1,689.51
	HVAC Energy Savings	■ Cooling water system converted to chilled water supply ■ Cleaning and maintenance of cooling towers	14	1,977,410	921.47
	Performance Improvement	■ Replacement of pumps with IE3 and IE4 motors ■ Replacement of high energy-consuming equipment	25	2,437,407	1,135.83
	Standby Power Reduction	■ System standby operation in accordance with capacity planning	7	103,157	48.07
	Solar Energy	■ Installation of solar panels for self-generation and self-consumption at Datong Plant (3A, 3B, 3C, and 3D), Wenhua Plant 1 (P9), and Xinxing Plant (P10)	-	3,537,845	1,648.64
Production Equipment Energy Savings	Equipment Replacement	■ Replacement of high-efficiency components	2	461,838	215.22
	Energy Consumption Management	■ Adjustment of CDA air curtain airflow ■ Adjustment of temperature control schedules	22	704,561	328.32
	Equipment Modification	■ Cancellation of WB vacuum generators and replacement with plant-wide HV system supply	26	6,324,009	2,946.99
Total			161	20,255,665	9,439.14

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7.1.3 Carbon Management

GHG Inventory

PTI has established a greenhouse gas (GHG) inventory management mechanism by referencing ISO 14064-1 and guidelines issued by domestic and international organizations. In line with the GHG Protocol, we disclose Scope 1, Scope 2, and Scope 3 emissions. The inventory covers seven major GHGs: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃), quantified in carbon dioxide equivalent (CO₂e).

In 2025, emissions were calculated based on actual operational data across sites, covering direct emissions (Scope 1), energy indirect emissions (Scope 2), and other indirect emissions (Scope 3). Scope 1 emissions totaled 10,268.86 MTCO₂e (including biogenic emissions of 375.72 MTCO₂e), while Scope 2 emissions totaled 319,549.66 MTCO₂e. Combined Scope 1 and Scope 2 emissions amounted to 329,818.51 MTCO₂e, with Scope 1 accounting for approximately 3.11% and Scope 2 for 96.89%, primarily attributable to purchased electricity.

PTI continues to implement energy management and efficiency improvement measures, focusing on reducing electricity demand. An annual electricity saving target of 1.5% has been set to mitigate GHG emissions and climate impacts. All GHG data were inventoried in accordance with ISO 14064-1:2018 and verified by a third party. For details, please refer to the Greenhouse Gas Emissions Verification Statement available on the [corporate website](#).

Note: The GHG emissions data disclosed in this report has undergone independent third-party verification, and the reported data is subject to the final verification results. As the original data is calculated to four decimal places and disclosed to two decimal places in this report, minor discrepancies may occur between the sum of individual items and the reported totals due to decimal adjustments.



Note: 1. For the GWP value of the F-Gases, the IPCC Sixth Assessment Report (2021) is adopted.
2. The emission factor for purchased electricity is based on the 2025 industrial electricity emission factor (0.466 kg CO₂e/kWh) announced by the Energy Administration, Ministry of Economic Affairs, Taiwan.
3. The emission factors of CO₂, CH₄, and N₂O from stationary and mobile combustions are based on the greenhouse gas emission factors announced by the Ministry of Environment, Taiwan.
4. The operational control approach was adopted to compile total GHG emissions.

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Other Indirect GHG Emissions Inventory

In addition to annual GHG inventories and reduction measures, the Company identifies other indirect emission sources. These are inventoried and verified in accordance with ISO 14064-1 to pinpoint major emission hotspots, providing a basis for carbon reduction management and improvement actions.

Scope 3 – Other Indirect GHG Emissions

Emission Sources	Emissions (MTCO ₂ e / year)
Purchased goods and services	368,887.98
Capital goods	148,461.38
Fuel- and energy-related activities	77,369.92
Upstream transportation and distribution	182.99
Waste generated in operations	2,182.20
Business travel	87.16
Employee commuting	10,957.41
Upstream leased assets	1,624.96
Downstream transportation and distribution	463.28
Downstream leased assets	425.05
Total	610,642.34

Note: As the original data is calculated to four decimal places and disclosed to two decimal places in this report, minor discrepancies may occur between the sum of individual items and the reported totals due to decimal adjustments.

Scope 1 Emission Reduction Assessment and Performance

Scope 1 includes emissions from stationary combustion, mobile combustion, process emissions, and fugitive emissions, with fugitive emissions accounting for the majority. Major emission sources arise from fluorinated refrigerants (HFCs and PFCs) used in cooling and refrigeration equipment, as well as specialty fluorinated lubricants. For these two categories of materials, in addition to gradually reducing usage in accordance with national regulations and policies, priority is given to the use of low global warming potential (GWP) refrigerants or environmentally friendly refrigerants that are not classified as greenhouse gases when refilling refrigerants or fluorinated lubricants and procuring cooling and refrigeration equipment. In 2025, Scope 1 GHG emissions decreased by 24,303.92 MTCO₂e compared with the baseline year 2020.

Voluntary Emission Reduction Plan

In accordance with carbon fee–related regulations announced by the Ministry of Environment, carbon fees are levied on entities with annual emissions exceeding 25,000 MTCO₂e. PTI plans and implements emission reduction measures that comply with the principles of conservativeness and permanence, and submits a Voluntary Emission Reduction Plan. In line with government policy, the anticipated carbon fee savings are reinvested into emission reduction measures. Based on a review of historical emission data, five PTI’s sites are subject to carbon fee requirements. Accordingly, Voluntary Emission Reduction Plans were submitted in accordance with relevant regulations and have been approved by the Ministry of Environment.



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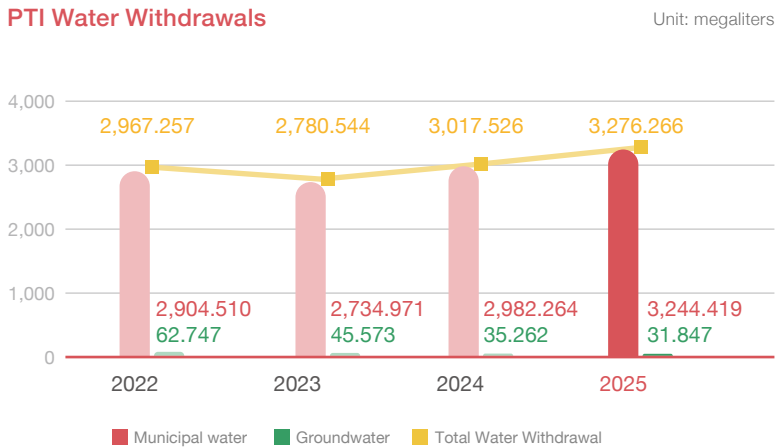
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7.2 Environmental Sustainability
Water Stewardship

GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 413-2

PTI's plants in the Hukou area (P2, 3A, 3C, 3D, P9 and P10) are mainly supplied by Shihmen Reservoir and the Touqian River, while the Hsinpu Plant (P1) and the HSP Plants (P8, P11A and P11B) are mainly supplied by Baoshan Reservoirs 1 and 2 (freshwater sources). The water is sourced from the public water utility and groundwater. Although the sites are not located in water-stressed areas, water use may still have broader impacts on local living standards. Accordingly, PTI places emphasis on compliance with applicable government regulations related to water withdrawal and discharge. In response to climate change and increasing variability in water conditions, PTI manages water resources based on three strategies, namely "reduction", "reuse", and "recycling", to enhance efficiency and continuously implement water-saving measures across its plants.

In 2025, total water withdrawals were 3,276.266 megaliters, an increase of 258.74 megaliters compared with 2024, primarily due to increased production capacity.



Notes: 1. With reference to the World Resources Institute (WRI) water risk assessment tool (Aqueduct Water Risk Atlas), PTI assessed water stress and risk levels for its operating locations. All sites are located in areas with low to medium water stress.

2. Water withdrawals include public water supply (based on water utility bills) and groundwater (well water, based on on-site water meter readings).

7.2.1 Water Risks and Opportunities

Risk Type	Transition Risks		
	Policy and Legal	Technology/ Market	Reputation
Potential Risks	- Wastewater quality and discharge control. - Water conservation fee charges.	- Customer and consumer behavior shifts. - Advanced technology investment and R&D.	Corporate reputation.
Response Measures	- Monitor government policies and regulations. - Continuous system optimization. - Increase recycled water volume and improve recycling efficiency.	- Effective water resource management. - Expand new business opportunities.	Strengthen corporate resilience and competitiveness.
Opportunity Benefits	Enhancing corporate water compliance.	Investment in low water-consumption products and process development.	Enhancing corporate image and reputation.

Risk Type	Physical Risks	
	Acute	Chronic
Potential Risks	- Increased intensity and frequency of natural disasters (typhoons, heavy rainfall) causing employee absence, facility damage, and resource supply disruption. - Water source impacts leading to water quality changes.	Rising average temperatures and sea levels causing water scarcity.
Response Measures	- Implement ISO 22301 Business Continuity Management System risk assessment. - Establish operational measures to improve management efficiency. - Contract with water truck companies for emergency supply; develop alternative water source contingency plans. - Implement ISO 46001 Water Efficiency Management System at Datong Plant (3C).	- Increase recycled water volume and improve recycling equipment efficiency. - Effective utilization of water resources.
Opportunity Benefits	- Enhancing water recycling and reuse. - Enhancing disaster response capabilities to strengthen operational resilience.	Improving water resource efficiency and developing alternative water sources.

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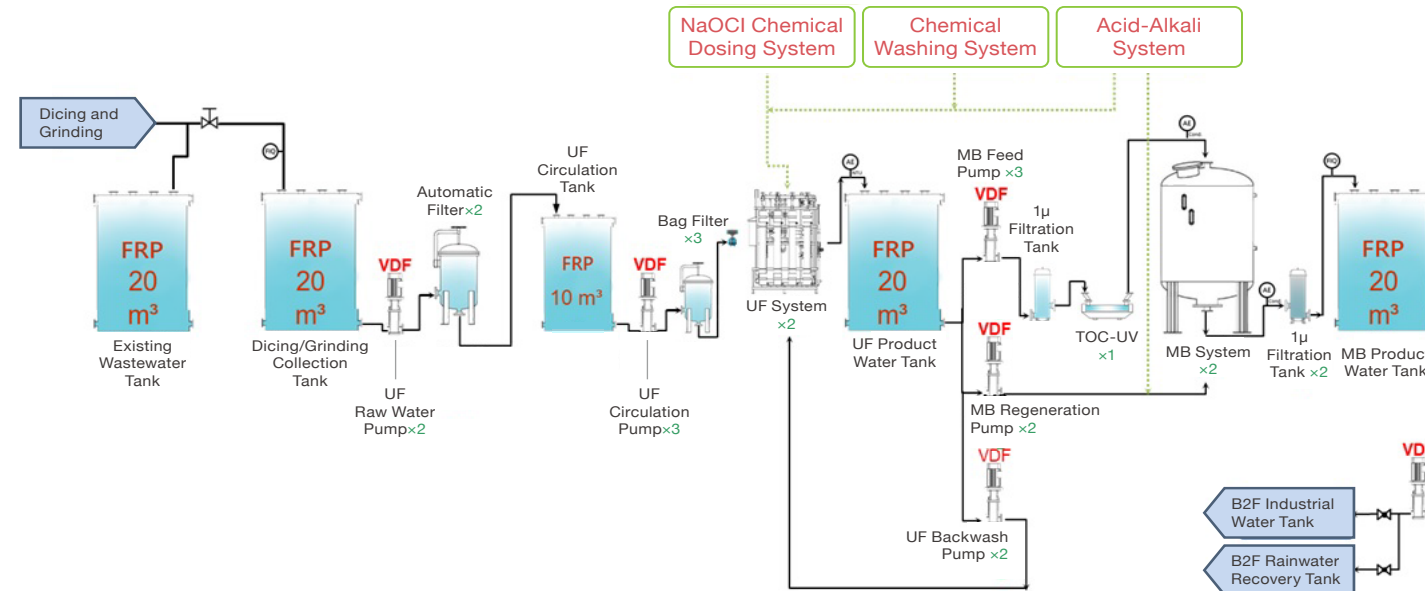
7.2.2 Process Water Conservation

PTI has actively implemented process wastewater recycling in plants by applying a UF (Ultra-filtration) system to filter out insoluble solids through the hollow fiber membrane, to steadily recycle and re-use the wastewater from the dicing and grinding process.

PTI plants capable of recycling wastewater from the dicing and grinding process are Hukou Plant (P2), Datong Plant (3A and 3C) and HSP Plant 1 (P8). These plants are equipped with dicing/grinding wastewater recycling systems, and the manageable hourly volume is designed based on the estimation of production needs. PTI continues to expand the recycling system to accommodate its production capacity plans. A reliable and easy-to-maintain key component is used to increase the water recycling amount and increase the amount of water recycled and enhance the recycling efficacy of equipment. The water recycling system effectiveness in the dicing/grinding process remained above the target value of 85% from 2018 to 2025.

In 2025, the recovery rate of PTI's process water recovery systems was 88.30%. Total recovered process water amounted to 1,556.691 megaliters, an increase of 28.194 megaliters (approximately 1.84%) compared with 2024, primarily due to adjustments in process planning. To support production requirements, PTI continues to optimize recovery systems across its sites and introduces key components with high reliability and ease of maintenance to increase recovered water volumes and improve recovery efficiency.

HSP Plant 3 (P11B) Process Wastewater Recycling System

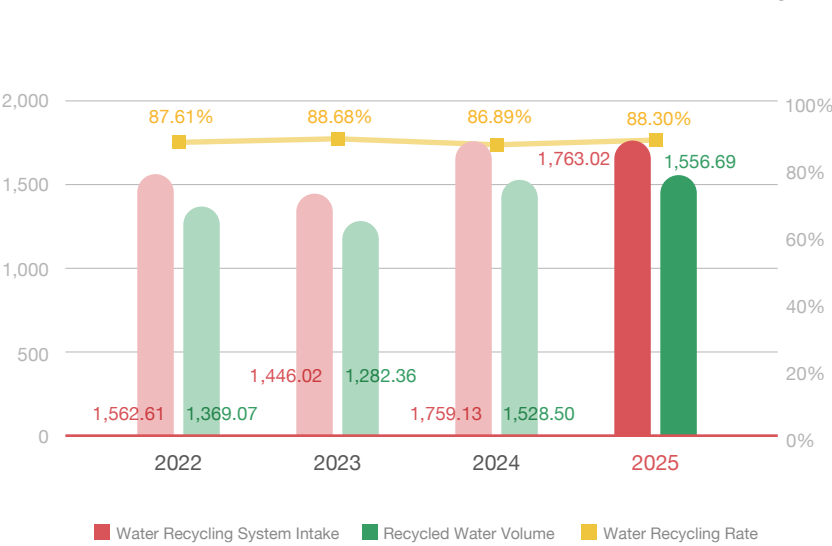


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PTI Dicing/Grinding Recycling System Efficiency



Notes: 1. Plants with process recycling systems are Hukou Plant (P2), Datong Plant (3A and 3C), HSP Plant 1 (P8), and HSP Plant 3 (P11B).
2. Water Recycling Rate (%) = (Recycled water volume (m³) ÷ Water Recycling System Intake (m³)) × 100%.
3. The target water recycling system effectiveness from the dicing/grinding process in 2025 is 85%.

7.2.3 Wastewater Management and Compliance

All PTI sites comply with applicable requirements of the competent authorities. Wastewater generated from operations is treated through on-site wastewater treatment systems and discharged only after meeting effluent or sewer discharge standards. Wastewater management is supported by real-time monitoring of key water quality parameters, including pH and conductivity, and regular calibration of flow meters and sensors. For the Hukou sites (P2, 3A, 3C, 3D, P9 and P10) in the Hsinchu Industrial Park, wastewater is treated at the park wastewater treatment plant before discharge to the Jiadong River. For the Hsinpu Plant (P1), wastewater is treated on-site; pH and SS (suspended solids) are monitored prior to discharge to the Touqian River, and abnormal effluent can be diverted to an emergency holding tank for re-treatment to prevent environmental pollution after discharge. For the HSP Plant 1 (P8), HSP Plant 2 (P11A), and HSP Plant 3 (P11B), industrial and domestic wastewater collected via the sewer system, treated at the science park wastewater treatment plant, and discharged to the Keya River. PTI sites are subject to unscheduled inspections by competent authorities, and all results met applicable standards. Rainwater drains are monitored on a regular basis to prevent overflow impacts during heavy rainfall. In 2025, PTI did not receive any regulatory penalties related to wastewater discharge or water resource management.

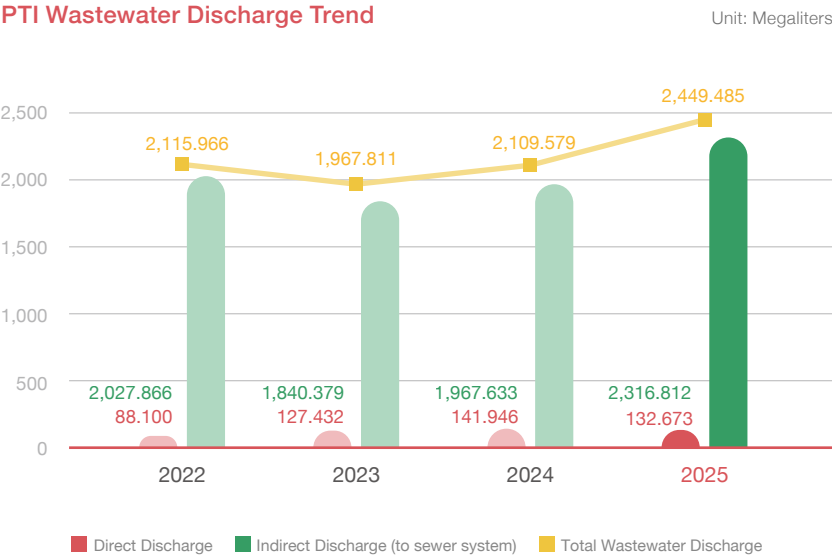
Effluent Standards

Item	Effluent Standards	Intake Limit of Hsinchu Industrial Park	Intake Limit of Hsinchu Science Park
Potential of Hydrogen (pH)	6-9	5-9	5-9
Biochemical Oxygen Demand (BOD)	30 mg/L	400 mg/L	300 mg/L
Chemical Oxygen Demand (COD)	100 mg/L	480 mg/L	500 mg/L
Suspended Solids (SS)	30 mg/L	400 mg/L	300 mg/L
Heavy metal - Copper	1.5 mg/L	1.5 mg/L	3 mg/L

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In 2025, PTI's total wastewater discharge amounted to 2,449.485 megaliters, including 132.673 megaliters of direct discharge and 2,316.812 megaliters discharged to sewer. Total discharge increased by 339.91 megaliters compared with 2024.



Wastewater Segregation and Treatment

PTI implements strict source-level segregation and collection measures. Solvent-containing, inorganic acid/alkali, and metal-bearing solutions are separated at the equipment level into high-concentration waste liquids and lower-concentration wastewater for separate collection. Waste liquids are handled by qualified contractors under waste management requirements, while wastewater is treated using appropriate facilities based on its characteristics.

For planned process changes, PTI conducts environmental impact assessments related to pollution under internal requirements to confirm that existing wastewater control facilities can accommodate the changes. Datong Plant (3A) and HSP Plant 3 (P11B) are evaluating additional wastewater treatment capacity to support future needs.

Monitoring systems are installed prior to effluent or sewer discharge to help ensure compliance with applicable effluent and sewer discharge standards. PTI commissions qualified testing institutions for regular wastewater sampling and analysis. The industrial park wastewater treatment center and the science park administration also conduct monthly random effluent sampling at PTI sites, providing dual verification. In 2025, wastewater discharges from all sites met applicable standards, and no environmental penalties were received for violations of water pollution control regulations.



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7.3 Environmental Sustainability

Waste and Pollutants

GRI 305-7, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5, GRI 413-2

PTI complies with applicable regulations and advances its “green sustainability” mission through controls for wastewater, waste, air and noise pollution. PTI has maintained ISO 14001 certification since 2003 and uses its environmental management system to monitor pollution control equipment, strengthen resource recovery, and reduce emissions and waste through recycling and reuse.

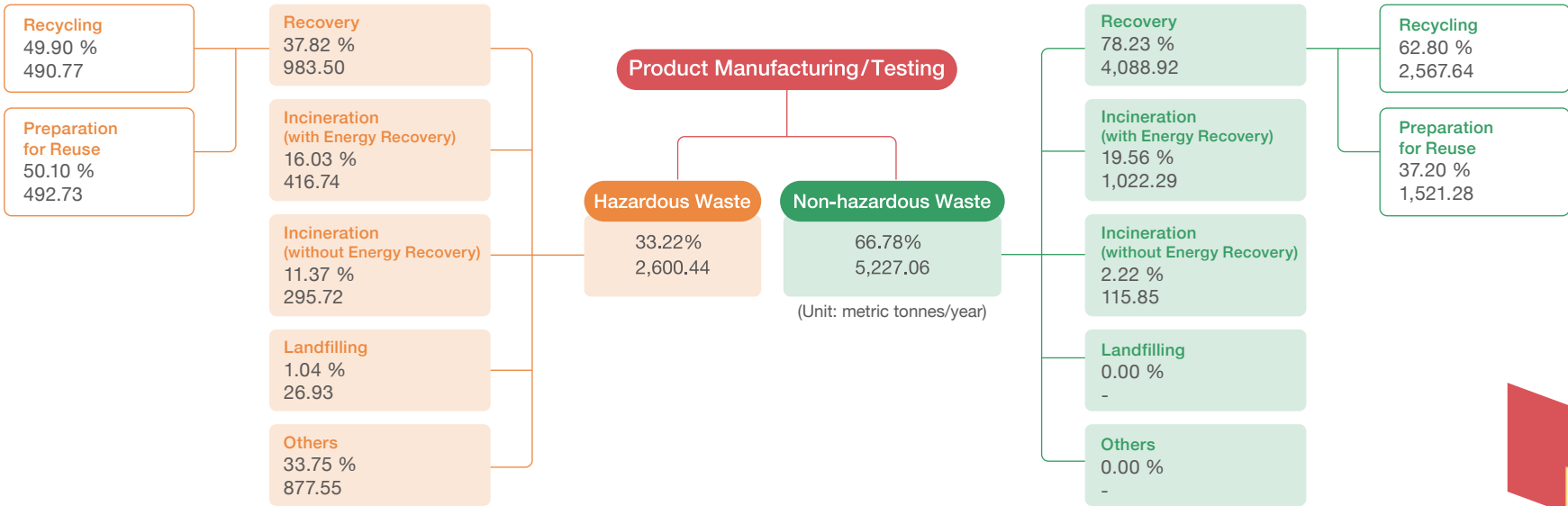
7.3.1 Waste Management

PTI ensures waste from its operations is handled by licensed waste management contractors in compliance with regulations and also considers waste impacts across its value chain. PTI promotes green procurement upstream (including greater use of plastic trays) and manages hazardous substances downstream to prevent environmental harm.

In 2025, PTI generated 7,827.50 metric tonnes of waste, and waste generation intensity decreased by 12.7% versus the baseline year, exceeding the 2025 target (a 7% reduction versus 2018). Hazardous waste totaled 2,600.44 metric tonnes (mainly wastewater from wafer cleaning), and non-hazardous waste totaled 5,227.06 metric tonnes (mainly inorganic sludge from wastewater treatment).

By expanding recycling and reuse partners and optimizing treatment pathways, PTI achieved a 97.8% non-hazardous waste recycling rate in 2025 (78.2% without energy recovery), exceeding the >85% target and maintaining zero waste to landfill for non-hazardous waste. Hazardous waste recycling increased to 53.8% (37.8% without energy recovery).

PTI Waste Generation and Treatment Methods



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For waste generated from in-plant manufacturing processes, PTI not only pursues source reduction by identifying alternative materials to reduce waste generation, but also follows a circular economy principles to enhance resource recovery. PTI prioritizes waste minimization, collection, segregation, and recycling/reuse to replace incineration and landfill disposal, thereby reducing waste and creating circular value. To implement circular economy and waste reduction strategies, PTI establishes waste reduction and recycling/reuse projects through cross-functional collaboration and continuously tracks implementation effectiveness. Key achievements are summarized below:

Recycling and Reuse of Process Waste Plastics

In response to global trends in sustainable resource use, PTI diverts process waste plastics with high circularity potential, such as blue tape and tape-and-reel components, from incineration for recycling and reuse. Recycling partners dismantle, sort, shred, thermally melt, and pelletize the waste materials into recycled plastic pellets for remanufacturing into plastic products. In 2025, PTI sent 16.53 metric tonnes of waste blue tape and 37.10 metric tonnes of waste tape-and-reel components to recycling facilities. This initiative avoided incineration and resulted in an estimated 16,661.70 kg CO₂e of GHG emissions.

Category	Site	Quantity Managed (metric tonnes)	GHG Reduction Benefit (kg CO ₂ e)
Blue Tape	Hukou Plant (P2), Datong Plant (3C)	16.53	5,620.20
Tape & Reel	Hsinpu Plant (P1), Wenhua Plant 1 (P9), Xinxing Plant (P10)	37.10	11,041.50

Notes: 1. Waste quantity data source: Ministry of Environment (Taiwan) Industrial Waste Reporting System.
2. GHG emission factor reference: Product Carbon Footprint Information Platform – Waste Incineration Treatment Service (2018), 340 kg CO₂e per metric ton.

Due to the waste tape-and-reel components vary in size and plastic materials, PTI previously prioritized recycling for types with more favorable recycling outcomes. Starting in 2025, PTI identified additional reuse partners to progressively replace direct incineration. By the fourth quarter, the incineration share was reduced significantly from 13% to 1%.

Quarter	Recycling (kg)	Incineration (kg)	Reuse (kg)	Incineration Rate (%)
Q1	19,884	3,008	0	13%
Q2	18,730	1,126	2,572	5%
Q3	13,119	285	5,547	2%
Q4	17,148	304	7,196	1%

Circular Use of Chemical Empty Containers

Chemical suppliers continue to implement reusable container circulation. Empty containers generated after chemical use are collected by the original suppliers, refilled with chemicals, and returned to PTI for repeated use. In 2025, the volume of chemical solutions supplied to PTI increased by 17% compared with 2024, and approximately 4,517 200L drums were recovered. This reduced waste empty-drum generation by 51.95 metric tonnes. By reducing the quantity of waste drums requiring outsourced physical treatment, PTI avoided associated carbon emissions and reduced GHG emissions in the waste treatment stage by 6,389.30 kg CO₂e.

Year	Chemical Type	Container Type	Chemical Supplied (metric tonnes)	Containers Recovered (units)	Containers Recovered (metric tonnes)	GHG Reduction Benefit (kg CO ₂ e)
2024	7 types	200L Drum	769.6	3,848	44	5,443.00
2025	7 types	200L Drum	903.4	4,517	51.95	6,389.30

Note: The emission factor used to calculate the GHG reduction benefit is referenced from the Product Carbon Footprint Information Platform – Waste Physical/Chemical Treatment Service.

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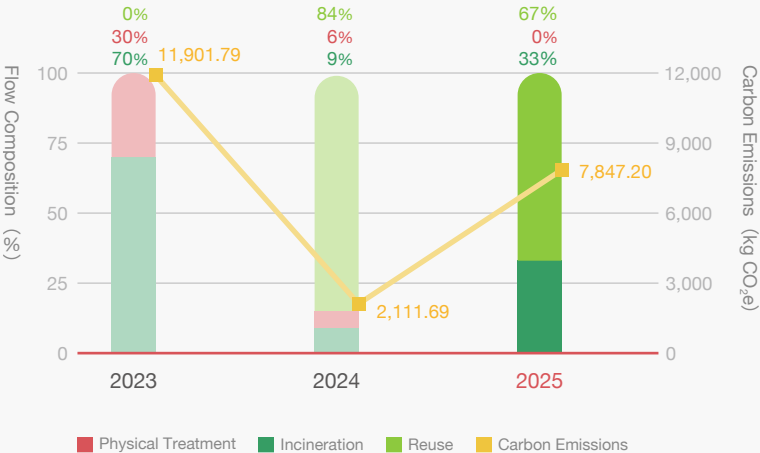
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Progressive Adjustment of Waste ESD Bag Disposal Pathways

In the past, anti-static bags were primarily treated via incineration due to the difficulty of separating the plastic and aluminum-foil layers. Starting in 2024, PTI engaged reuse partners, significantly reducing incineration volumes. Through aluminum–plastic separation technology, the partners produce reusable aluminum strips and composite plastic pellets, creating circular economy value for waste anti-static bags. In 2025, increased capacity drove waste anti-static bag generation up by approximately 29%. As reuse processing capacity became constrained, a portion of waste anti-static bags continued to be sent for incineration, resulting in total associated emissions of 7,847.20 kg CO₂e. PTI will further evaluate diversified reuse pathways to avoid constraints caused by downstream capacity limitations.

Proportion of Waste ESD Bag Treatment Flows and Carbon Emissions



Notes: 1. Waste quantity data source: Ministry of Environment (Taiwan) Industrial Waste Reporting System.
2. GHG emission factor references: Product Carbon Footprint Information Platform – Waste Incineration Treatment Service; Waste Physical/Chemical Treatment Service; and recommendations from the verifier during ISO 14067 verification.

Cleaner Production Assessment System Certification

PTI is committed to continuously reducing environmental impacts from its operations and has invested in green manufacturing technologies for many years, including raw material reduction and circular utilization, environmentally friendly process design, and innovative decarbonization and detoxification initiatives. Following the Datong Plant (3A)’s acquisition of a qualified certificate under the Industrial Development Administration (Ministry of Economic Affairs) Cleaner Production Assessment System in 2024, the Datong Plant (3C) also passed the assessment in 2025 and obtained its qualified certificate in December. PTI will continue to promote certification under the cleaner production assessment system across all sites.



Cooperating with Waste Source-End Audits

The Taiwan Semiconductor Industry Association (TSIA) has established the “Self-Regulatory Convention on High-Tech Industry Waste Treatment and Reuse”, requiring companies to implement robust waste management. Through proactive audits and compliant treatment, the convention aims to reduce illegal dumping incidents and strengthen social responsibility in waste management. In 2025, TSIA conducted a waste source-end audit at PTI, reviewing source control, waste management, waste contractor management, and on-site management. The audit identified no findings, indicating that management controls were appropriately implemented.

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7.3.2 Waste Contractor Management (Disposal, Treatment, and Recycling)

PTI manages waste disposal, treatment, and recycling contractors and conducts annual audits in accordance with enhanced due diligence requirements and the RBA Code of Conduct. The audit scope covers access control, waste storage management, treatment equipment and pollution control systems, and on-site safety. In 2025, PTI audited 32 contractors, including 13 collection, 15 treatment, and 4 recycling contractors, all of which met PTI's EHS audit criteria for waste contractor management.

PTI strengthens its environmental performance and encourages contracted waste partners to conduct GHG inventories and verification through guidance and audits. PTI also works with contractors to address operational issues and provides timely support to advance environmental protection.

7.3.3 Air Emissions Management

PTI controls process chemicals and collects air pollutants in closed systems. PTI segregates exhaust by characteristics (e.g., acidic/alkaline, organic) and uses point-of-use pre-treatment for specialty gas sources before centralized control, improving treatment efficiency and ensuring compliance with Taiwan's air emission standards. In 2025, PTI received no fines for stationary source air emission violations.

As a regulated stationary source, PTI deploys air pollution control equipment based on exhaust characteristics (e.g., zeolite concentrators, oxidizers, activated carbon, scrubbers) and strengthens monitoring and management. PTI continuously upgrades control systems and conducts periodic testing to ensure compliance and mitigate impacts on air quality, habitats, and health.

For processes using specialty gases, PTI applies point-of-use (POU) abatement to maintain a destruction and removal efficiency (DRE) of at least 90% and will continue to assess pollution control needs as processes evolve.

In 2025, PTI's total emissions of volatile organic compounds (VOCs) were 99.89 metric tonnes, primarily generated from organic solvents used for production wiping and cleaning. Annual emissions of sulfur oxides (SOx) were less than 1 metric tonne (240.75 kg). Annual emissions of nitrogen oxides (NOx) totaled 2.95 metric tonnes. Annual emissions of particulate matter (PM) were less than 1 metric tonne (200.92 kg). PM, SOx, and NOx emissions primarily arose from diesel combustion during periodic maintenance testing of diesel generators, as well as from combustion of organic gases and natural gas fuel in zeolite concentrator thermal oxidation systems.

PTI Total Emissions Unit: kg

Pollutant	2022	2023	2024	2025
Volatile Organic Compounds (VOCs)	93,590.56	73,327.25	89,625.28	99,893.15
Sulfur Oxides (SOx)	134.32	232.99	186.54	240.75
Nitrogen Oxides (NOx)	2,064.58	2,801.28	2,778	2,953
Particulate Matter (PM)	141.99	190.52	188.60	200.92

Note: Data source: air pollution fee filing details.

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7.3.4 Environmental Protection Expenditures

PTI continuously enhances environmental management and uses expenditure tracking to inform sustainability decisions. In 2025, PTI spent NT\$195,650 thousand on environmental operations and management and NT\$191,295 thousand on pollution control equipment, totaling NT\$386,945 thousand.

PTI Environmental Protection Expenditures Summary

Unit: NT\$1,000

Category		2022	2023	2024	2025	Year-over-Year Variance Analysis
1	Operating and Management Expenditures	125,747	125,018	191,013	195,650	No material variance.
2	Pollution Prevention and Control Equipment Expenditures	285	55,084	10,446	191,295	The Datong Plant (3A) expanded its wastewater recycling system, and HSP Plant 3 (P11B) implemented a wastewater system construction project.
Total		126,032	180,102	201,459	386,945	

Notes: 1. Environmental operating and management expenditures include recurring costs such as waste disposal, wastewater or sludge treatment, environmental monitoring/testing, and air pollution control fees.
2. Pollution prevention and control equipment expenditures include maintenance and installation costs for air pollution control equipment, wastewater treatment facilities, and waste storage facilities.



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Biodiversity

Biodiversity has emerged as one of the most critical global issues and serves as a fundamental pillar of sustainable development. The rapid expansion of the Taskforce on Nature-related Financial Disclosures (TNFD) further reflects the increasing importance that companies place on nature-related issues. PTI is actively committed to biodiversity management by strengthening the assessment and management of related risks, planning to expand the scope of biodiversity risk assessments, enhancing employee awareness, and continuously improving information disclosure in pursuit of a sustainable future. In 2025, PTI's Board of Directors formally approved the "Biodiversity and No Deforestation Policy", and an implementation task force was established to actively carry out related measures, demonstrating PTI's firm commitment to environmental protection and ecological conservation.

In the process of identifying sustainability-related material topics, PTI has included biodiversity as a consideration. The assessment results indicate that stakeholders' expectations regarding the Company's response to this topic have not given rise to significant impacts or risks at present. Although biodiversity has not been identified as a material issue, we have incorporated it into its ongoing areas of attention and is actively exploring appropriate assessment approaches to align with global biodiversity goals. Through these efforts, PTI aims to maintain a forward-looking and resilient approach throughout its sustainability journey.

PTI TNFD Framework

 Governance	■ The Board of Directors regularly reviews nature-related dependencies, impacts, risks, and opportunities. ■ The Sustainability Development and Risk Management Committee regularly reports to the Board on the assessment and management of nature-related dependencies, impacts, risks, and opportunities.
 Strategy	■ Cross-functional discussions are conducted to identify and assess short-term, medium-term, and long-term nature-related dependencies, impacts, risks, and opportunities. ■ Regular analyses of nature-related dependencies, impacts, risks, and opportunities are conducted.
 Risk and Impact Management	■ Management mechanisms and response measures are established for prioritized nature-related dependencies, impacts, risks, and opportunities, with implementation performance regularly reported to the Board and the management team. ■ Workshops are conducted to enhance employees' awareness and understanding of biodiversity.
 Metrics and Targets	■ Management targets for nature-related dependencies, impacts, risks, and opportunities are established, with progress and implementation effectiveness regularly reviewed.

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7.4.1 Biodiversity Risk Assessment

PTI applies the LEAP approach under the TNFD disclosure framework. In addition to utilizing biodiversity risk assessment tools provided by ENCORE and the World Wide Fund for Nature (WWF), including the Biodiversity Risk Filter (BRF), PTI also conducts overlay analyses using the Taiwan Biodiversity Map and the National Ecological Green Network to assess whether its operating sites are located in biodiversity-sensitive areas. For risks identified as moderate or above, PTI prioritizes the adoption of “Avoidance” and “Minimization” measures to reduce potential ecological impacts.

LEAP Approach Workflow



For 2025, the biodiversity assessment scope remains focused on PTI’s own operations, with plans to extend coverage to the supply chain in the future. PTI operates ten sites, nine of which are located within industrial parks, including six in the Hsinchu Industrial Park and three in the Hsinchu Science Park. None of these sites are located within globally or nationally designated biodiversity-sensitive or protected areas. Although Hsinpu Plant is not situated within an industrial park, assessments confirm that neither the site nor its surrounding area falls within nature reserves or other environmentally sensitive areas. In addition, site operations do not rely on local ecosystem services and therefore are not associated with significant direct or indirect impacts on biodiversity. Based on the assessment results, no globally or nationally recognized biodiversity-important areas are located within a two-kilometer radius of any PTI operating site.

ENCORE Biodiversity Risk Assessment

Nature-related issues are diverse and far-reaching. PTI applies the ENCORE database, developed by United Nations Environment Programme (UNEP) and global partners, together with its own operational characteristics, to assess business dependencies and potential impacts on nature and to map related hotspots.

Within industry classification, PTI is categorized under “Manufacture of electronic components and boards”. ENCORE analysis indicates that this sector is prone to potential impacts such as water pollution, soil contamination, and habitat disturbance. In terms of nature dependency, the focus is primarily on water-related issues, including water supply, purification, flow regulation, and the mitigation of storms and flooding under extreme climate conditions.

ENCORE further indicates that machinery and equipment in this sector may generate noise and light pollution, posing moderate potential impacts on surrounding species. However, given the characteristics of semiconductor processes, the company’s geographic location, and strict controls in place, noise, vibration, and light pollution are not considered material issues. Instead, priority is placed on evaluating pollutant emissions, waste management, and volume of water use.

Nature-related Dependencies Hotspot Map of PTI’s Own Operations

ISIS Code	ENCORE Database							
	Provisioning Services	Regulating and Maintenance Services						
	Water Supply	Rainfall Pattern Regulation	Soil and Sediment Retention	Soild Waste Remediation	Water Purification	Water Flow Regulation	Flood Mitigation	Storm Mitigation
Manufacture of electronic components and boards	M	VL	L	L	M	M	M	M

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Nature-related Impacts Hotspot Map of PTI’s Own Operations

ISIS Code	ENCORE Database							
	Land Use	Pollutant (Air)	Pollutant (Water)	Pollutant (Soil)	Waste	Disturbances (e.g noise, light)	Volume of Water Use	GHG
Manufacture of electronic components and boards	L	L	H	H	L	M	L	L

Since its launch in 2018, the ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure) database has become a key tool for financial institutions and companies applying the TNFD framework. It combines industry research and expert insights to map sectors’ impacts and dependencies on natural capital. While ENCORE helps quickly identify core nature-related issues, its ratings are based on global industry averages and may not capture local, sector-specific, or company-level nuances. It should therefore be seen as an initial screening tool, with businesses needing to complement it through localized analysis aligned with their operations and geographic context.

Biodiversity Risk Filter (BRF) Assessment

Dependency-related Biodiversity Risks

According to the WWF BRF assessment, the dependency risks related to PTI’s operational activities fall under the categories of “Provisioning Services” and “Regulation & Supporting Services”. Among the nine risk indicators, six were excluded due to their irrelevance to PTI’s industry, leaving the final focus on “Water Availability”, “Water Condition”, and “Air Condition”. “Minimization” control measures have been implemented for “Water Availability” and “Air Condition”, ultimately reducing the risk level to low, which outline efforts to mitigate ecological impact. (Please refer to [Section 7.1 “Climate and Energy”](#), [Section 7.2 “Water Stewardship”](#), and [Section 7.3 “Waste and Pollutants”](#) in the Report for details).

Risk Item	Risk Description	Risk Identification
Water Availability	Operational activities rely on a stable water supply, and any reduction or pollution of water sources could have a significant impact.	M → L (Implemented risk control measures)
Water Condition	Operational activities depend on high-quality water resources, and water degradation negatively impacts ecosystems.	L
Air Condition	Operational activities depend on good air quality, while air pollution (including GHG emissions) adversely affects ecosystems.	M → L (Implemented risk control measures)

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Impact-related Biodiversity Risks

According to the results of the WWF BRF assessment, impact-related biodiversity risks associated with operational activities fall under the categories of “Biodiversity Pressures” and “Environmental Factors”. A total of nine risk indicators were identified. Among these, “Invasive Species” was deemed not applicable to PTI’s industry and was therefore excluded. Of the remaining eight indicators, “Pollution” was assessed as a very high-risk item; however, minimization measures have already been implemented. As a result, the overall residual risk levels are assessed as low (Please refer to [Section 7.1 “Climate and Energy”](#), [Section 7.2 “Water Stewardship”](#), and [Section 7.3 “Waste and Pollutants”](#) in the Report for details). Additionally, assessment results indicate that within a 2-kilometer radius of all PTI operating sites, there are no globally or nationally designated biodiversity priority areas nearby.

Risk Item	Risk Description	Risk Identification
Land, Freshwater and Sea Use Change	Engaging in operational activities or establishing sites may potentially disrupt ecosystems.	L
Forest Canopy Loss		L
Pollution	Operational activities produce air pollution (including GHG emissions) and water pollution, which threaten ecosystems.	VH → L (Implemented risk control measures)
Protected/Conserved Areas	Operational activities located in protected areas, key biodiversity zones, or other designated ecological regions may potentially cause ecosystem disruption.	L
Key Biodiversity Areas		L
Other Important Delineated Areas		L
Ecosystem Condition	Operational activities may disrupt surrounding ecosystems, potentially leading to habitat loss and species decline.	L
Range Rarity	Operational activities may destroy the habitats of rare species, potentially leading to population decline or even extinction.	L

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Risk and Opportunity Analysis under Nature-related Dependencies and Impacts

Aspect	ENCORE	BRF	Key Integrated Highlights
 Dependencies	Water Supply, Water Purification, Water Flow Regulation, Flood Mitigation, Storm Mitigation	Water Availability, Air Condition	Operations are highly dependent on water resources and air quality, requiring continued attention to regional water stress and environmental carrying capacity.
 Impacts	Pollutant Emissions (Water and Soil)	Regional Pollution Risk	Potential water and soil pollution from business activities, requiring strengthened pollution control and environmental management to reduce ecosystem impacts.
 Risks	Pollutant Emissions, Waste Management, Volume of Water Use	Regional Pollution Pressure	Inadequate management of pollutant emissions or water use may result in compliance risks, higher operating costs, and supply chain disruptions, highlighting the need for robust risk monitoring and management.
 Opportunities	Improving Water Use Efficiency, Reducing Pollution	Regional Collaboration and Conservation Programs	Enhancing water efficiency, reducing pollution emissions, and engaging in regional conservation initiatives to mitigate environmental risks and strengthen sustainability and competitiveness.

Biodiversity Mitigation Actions

To reduce PTI's dependencies on and impacts to biodiversity arising from its operations, PTI has planned and implemented a series of mitigation measures. A summary of the related actions is presented in the table below:

Avoidance

- Avoid establishing factories or engaging in operational activities near globally or nationally important biodiversity areas.

Minimization

- Develop a water resource management system to implement governance, risk control, pollution prevention, and recycling improvements.
- Continuously enhance the efficiency of recycled water systems.

Restoration

- Adopt and maintain public parks to create habitats suitable for biodiversity.
- Organize periodic beach clean-up activities to protect the marine environment.

Transformation

- Implement clean technologies to enhance energy efficiency and reduce pollution.
- Collaborate with suppliers on carbon reduction initiatives to promote a green supply chain.

7.4.2 Park Adoption Initiative

PTI promotes environmental sustainability and responds to carbon reduction policies. Since May 1, 2022, PTI has adopted the park land next to the HSP Plant 3 (P11B) (Hsinchu City Science Section 204). The park's green landscape construction was completed in September 2022. The adopted park covers an area of approximately 1.5 hectares. Considering the maintenance needs of the Taiwan Power Company high-voltage transmission tower at the end of the park, the design widened the pedestrian walkway for easy access by personnel and engineering vehicles, avoiding damage to the green plants.

The Science Park uses native plants and landscape plants for multi-layer planting design, creating an ecological park. Various native trees (such as persimmons and Chinese tallow trees) are preserved and newly planted, along with various flowering shrubs (such as Rhododendron and Allamanda cathartica) and evergreen shrubs (such as Schefflera and Pittosporum), creating a diverse natural landscape that blooms throughout the year and provides a habitat for wildlife.

The park site was previously undeveloped land. An investment of approximately NT\$4.5 million was made for site preparation, construction, and landscape enhancement, with an annual budget of approximately NT\$560,000 allocated for ongoing management and maintenance. Professional landscaping contractors are engaged on a monthly basis to carry out routine maintenance and upkeep, ensuring proper management and the long-term sustainability of the green environment. This initiative not only enhances the quality of public landscape spaces within the science park and provides nearby residents with a place for walking, leisure, and relaxation, but also reflects a strong commitment to environmental protection and ecological conservation.



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7.5 Environmental Sustainability Green Products

PTI actively supports government environmental policies, collaborating with suppliers and customers to pursue a green and sustainable future. Through internal employee training and participation in external forums, PTI promotes the philosophy of “Love the Earth, Cherish the Environment”. By uniting employees and partners, PTI strives to fulfill its corporate citizenship commitments.

7.5.1 Green Procurement and Raw Materials Policy

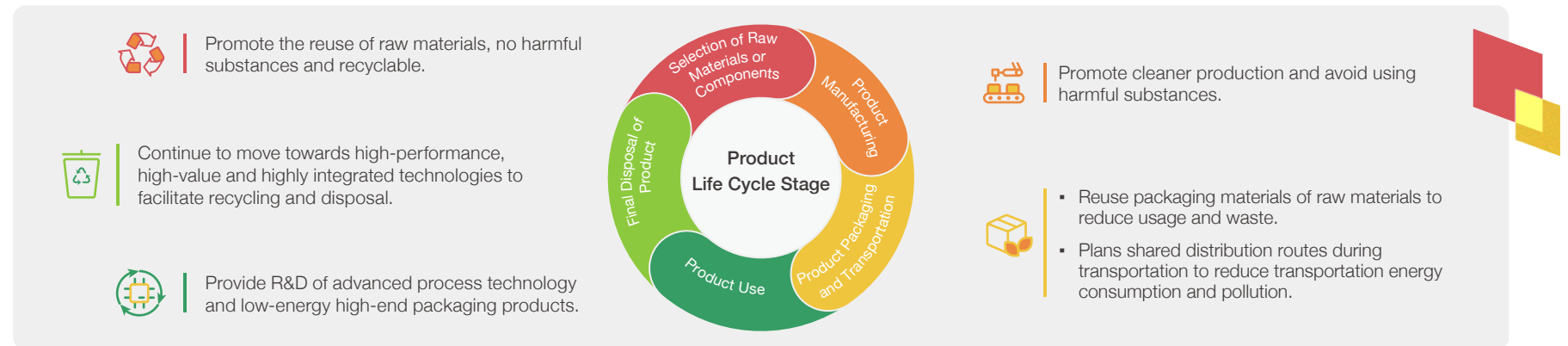
Environmental sustainability is a cornerstone of PTI's sustainable development. PTI pledges to balance innovation with ecological protection and actively enforces green procurement policies. Materials are strictly controlled to avoid hazardous substances, with comprehensive assessments of environmental and social impacts. PTI also commits to minimizing operational effects on biodiversity and ecosystems. To ensure accountability, traceability and sourcing mechanisms are established as key criteria for raw material procurement. Together with supply chain partners, PTI adheres to biodiversity conservation standards and advances toward the goal of achieving a Net Positive Impact (NPI).

Metal Material Management

PTI uses metal materials primarily in IC packaging to ensure signal transmission and conductivity. All sources must comply with environmental sustainability and conflict-free mineral requirements to prevent human rights violations. The company has established traceability and sourcing management systems to ensure transparency, while actively promoting metal resource recycling to reduce natural resource consumption and environmental pollution. These efforts enhance material value and demonstrate PTI's commitment to a sustainable supply chain.

7.5.2 Products Life Cycle Assessment

As environmental concerns gain increasing global attention, PTI is dedicated to green manufacturing and sustainable development. The company integrates eco-friendly design throughout the entire product life cycle to ensure sustainable product responsibility and minimize environmental impact. All raw materials and components comply with health and safety standards, including EU RoHS, REACH, and related regulations.



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7.5.3 Hazardous Substance Management

To advance eco-friendly product goals, PTI enforces strict control of hazardous substances in materials and processes. In compliance with EU RoHS, international regulations, and customer requirements, the company operates a Hazardous Substance Free (HSF) Management System to reduce environmental impact and strengthen competitiveness. Third-party certifications, including IECQ QC080000 and SONY Green Partner (GP), affirm its effectiveness and continuous improvement. All materials meet internal standards and relevant environmental regulations, ensuring products align with both international and customer expectations.

PTI Hazardous Substances Free (HSF) Quality Policy



- Compliance with Laws and Regulations
- Green Production Execution
- Continuously Improvement Achievement
- Customer Satisfaction Achievement

PTI applies expanded control principles to high-risk chemicals, including carcinogenic, mutagenic, or reproductive toxic substances (CMRs), persistent, bioaccumulative, and toxic substances (PBTs), and very persistent and very bioaccumulative substances (vPvBs). Controls extend beyond product composition to cover process chemicals, with all new materials listed under customer restrictions or the EU REACH regulation strictly prohibited and replaced with safer alternatives to protect employee health and the environment.

Following the European Chemicals Agency (ECHA) update on November 5, 2025, which expanded the Substances of Very High Concern (SVHCs) candidate list to 251 substances, PTI immediately reviewed and updated its internal control list and engaged suppliers to ensure compliance. In 2025, 100% of suppliers provided REACH compliance declarations, effectively safeguarding product and process conformity while minimizing regulatory risks.

Response to International Hazardous Substance Compliance

Regulatory Items	Compliance Status
Restriction of Hazardous Substances Directive (EU RoHS)	Meet the requirements
Registration, Evaluation, Authorization, and Restriction of Chemicals (EU REACH)	Meet the requirements
Waste Electrical and Electronic Equipment Directive (WEEE)	Meet the requirements

Green Product Management

In 2014, PTI ventured into the design and manufacture of Solid-State Drives (SSD). Since these products are sold directly to users, we need to follow safety regulations in different countries and internationally, as well as comply with quality requirements. PTI completed the inclusion of safety standard information such as UL Mark, Australia C-Tick, WEEE, and BSMI certification on 100% of the product labels to ensure that the products provided to our customers are of the highest safety standard and quality. Also, we aim to prevent damage to health, safety, or the environment.

Item	2022	2023	2024	2025
Product Ratios Compliant with WEEE Regulations	100%	100%	100%	100%

7.5.4 Green Materials

To contribute to a greener future, PTI upholds strict procurement and management of hazardous substance free materials and actively promotes the use of recycled resources. By adhering to principles of reuse, classification, and recycling, we reduce natural resource consumption and minimize environmental impact. All packaging materials, including paper, plastics, and fillers are 100% recyclable and comply with EU packaging regulations. In 2025, recycled plastic trays accounted for 14.6% of our carrier usage.

Usage Status of Recycled Plastic Trays

Item	2022	2023	2024	2025
Ratio of Recycled Plastic Trays Used	29.4%	27.6%	18.1%	14.6%

Note: Due to product categories and customer requirements, the proportion of recycled trays has decreased compared to the previous year.

E-Waste Management

PTI actively promotes comprehensive management of electronic waste generated from operations, focusing on recycling, processing and resource recovery. A dedicated unit works closely with certified recyclers to ensure safe disposal and effective reuse. Valuable metals are recovered and reused, reducing resource waste and supporting the circular economy. These actions reflect PTI's commitment to environmental protection and serve as concrete steps toward the UN Sustainable Development Goal (SDG) 12: Responsible Consumption and Production. (Details on E-waste management and sustainability-related revenue please refer to [Section 8.4 "ESG Performance Summary"](#) in the Report.)

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GRI Content Index

Statement of Use	Powertech Technology Inc. has reported in accordance with the GRI Standards for the period of 1 January 2025 to 31 December 2025.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

General Disclosures

GRI Standard	Disclosure	Location	Page	Omission / Explanation	External Assurance
GRI 2: General Disclosures 2021	1. The organization and its reporting practices				
	2-1	Organizational details	1.1	P.20	●
	2-2	Entities included in the organization's sustainability reporting	0.1	P.6	●
	2-3	Reporting period, frequency and contact point			●
	2-4	Restatements of information	4.2 7.1	P.75 P.150	●
	2-5	External assurance	0.1 8.5	P.6 P.198	●
	2. Activities and workers				
	2-6	Activities, value chain and other business relationships	1.1	P.20	●
			1.4	P.28	
			3.2 4.2	P.67 P.75	
	2-7	Employees	5.1	P.86	●

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GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance																																			
GRI 2: General Disclosures 2021	2-8	Workers who are not employees	—	—	■ Scope: All 10 PTI sites ■ Contractual relationship: Contractors ■ Data were calculated based on the workforce as of December 31, 2025. <table><tr><th rowspan="2">Item</th><th colspan="2">Food Services</th><th colspan="2">Cleaning Services</th><th colspan="2">Security</th><th colspan="2">Total</th></tr><tr><th>Male</th><th>Female</th><th>Male</th><th>Female</th><th>Male</th><th>Female</th><th>Male</th><th>Female</th></tr><tr><td>Full-time</td><td>7</td><td>8</td><td>40</td><td>155</td><td>91</td><td>46</td><td>138</td><td>209</td></tr><tr><td>Part-time</td><td>7</td><td>35</td><td>0</td><td>0</td><td>0</td><td>0</td><td>7</td><td>35</td></tr></table>	Item	Food Services		Cleaning Services		Security		Total		Male	Female	Male	Female	Male	Female	Male	Female	Full-time	7	8	40	155	91	46	138	209	Part-time	7	35	0	0	0	0	7	35	●
	Item	Food Services		Cleaning Services			Security		Total																																
		Male	Female	Male	Female	Male	Female	Male	Female																																
	Full-time	7	8	40	155	91	46	138	209																																
	Part-time	7	35	0	0	0	0	7	35																																
	3. Governance																																								
	2-9	Governance structure and composition	2.1	P.46		●																																			
	2-10	Nomination and selection of the highest governance body	—	—	■ Disclosed on the corporate website under “Major Internal Policy”: Powertech Technology Inc. Rules for Election of Directors.	●																																			
	2-11	Chair of the highest governance body	2.1	P.46		●																																			
	2-12	Role of the highest governance body in overseeing the management of impacts	1.2 1.4 2.1	P.23 P.28 P.46		●																																			
	2-13	Delegation of responsibility for managing impacts	1.2 2.3	P.23 P.53		●																																			
	2-14	Role of the highest governance body in sustainability reporting	0.1 1.2 1.4	P.6 P.23 P.28		●																																			
	2-15	Conflicts of interest	2.1 2.4	P.46 P.57		●																																			
2-16	Communication of critical concerns	2.1	P.46	■ For more information on Board operations, please refer to Section II “Corporate Governance” – 3. “Corporate Governance Status” in the 2025 Annual Report.	●																																				
2-17	Collective knowledge of the highest governance body	—	—	■ Annual Report: “Status of 2025 Continue Education for Board of Directors and Management”	●																																				
2-18	Evaluation of the performance of the highest governance body	—	—	■ Annual self-evaluation conducted in accordance with Powertech Technology Inc.’s Board Performance Evaluation Guidelines. ■ Please refer to Section II “Corporate Governance” – 3. “Corporate Governance Status” of the 2025 Annual Report and the PTI corporate website.	●																																				

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GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance								
GRI 2: General Disclosures 2021	2-19	Remuneration policies	2.1	P.46	■ Please refer to the disclosure on remuneration policies, standards and packages, the procedures for determining remuneration, and its linkage to operating performance and future risk exposure in the 2025 Annual Report, as well as the PTI corporate website, for further information.	●								
	2-20	Process to determine remuneration	5.2	P.90	■ Please refer to the disclosures on the composition and operation of the Remuneration Committee in the 2025 Annual Report, as well as the PTI corporate website.	●								
	2-21	Annual total compensation ratio	5.2	P.90	■ Due to confidentiality considerations, the Company does not disclose the annual total compensation of the highest-paid individual.	●								
	4. Strategy, policies and practices													
	2-22	Statement on sustainable development strategy	0.2	P.8		●								
			1.2	P.23										
	2-23	Policy commitments	2.4	P.57		●								
			4.2	P.75										
			4.4	P.82										
			5.4	P.99										
	2-24	Embedding policy commitments	1.4	P.28		●								
			2.4	P.57										
		4.2	P.75											
		4.4	P.82											
		5.4	P.99											
2-25	Processes to remediate negative impacts	1.4	P.28	■ The corporate website provides a “Contact Us” section with contact points and communication channels for internal and external stakeholders.	●									
		5.4	P.99											
		5.5	P.104											
2-26	Mechanisms for seeking advice and raising concerns	2.4	P.57	■ The Company has established independent whistleblowing and consultation channels, which are publicly disclosed on the corporate website.	●									
		4.2	P.75											
2-27	Compliance with laws and regulations	2.5	P.60	■ Number and amount of administrative penalties incurred by the Company from 2024 to 2025. <table><tr><th>Item</th><th>2024</th><th>2025</th></tr><tr><td>Number of cases</td><td>3</td><td>3</td></tr><tr><td>Amount of fines (NT\$)</td><td>150,500</td><td>220,000</td></tr></table>	Item	2024	2025	Number of cases	3	3	Amount of fines (NT\$)	150,500	220,000	●
Item	2024	2025												
Number of cases	3	3												
Amount of fines (NT\$)	150,500	220,000												
2-28	Membership associations	4.3	P.81		●									

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GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance
GRI 2: General Disclosures 2021	5. Stakeholder engagement					
	2-29	Approach to stakeholder engagement	1.3 1.4	P.26 P.28		●
	2-30	Collective bargaining agreements	5.5	P.104	■ As of 2025, no labor union had been established by employees, nor had any requests for collective bargaining agreements been submitted.	●
GRI 3: Material Topics 2021	3-1	Process to determine material topics	1.4	P.28		●
	3-2	List of material topics				●
	3-3	Management of material topics				●

Topic Standards

★ : Material Topic

GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance
Economic Performance ★						
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.2	P.51		●
	201-3	Defined benefit plan obligations and other retirement plans	5.2	P.90		●
Market Presence ★						
GRI 202: Market Presence 2016	202-2	Proportion of senior management hired from the local community	5.1	P.86		●
Procurement Practices ★						
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	4.2	P.75		●
Anti-corruption						
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.4	P.57		●

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GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance
Anti-competitive Behavior ★						
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.5	P.60	■ No cases involving investigations for violations of fair competition regulations.	●
Energy ★						
GRI 302: Energy 2016	302-1	Energy consumption within the organization	7.1	P.150		●
	302-3	Energy intensity				●
	302-4	Reduction of energy consumption				●
Water and Effluents ★						
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	7.2	P.160		●
	303-2	Management of water discharge-related impacts				●
	303-3	Water withdrawal	7.2	P.160		●
			8.2	P.186		
	303-4	Water discharge	8.3	P.188		●
			7.2	P.160		
303-5	Water consumption	7.2	P.160		●	
		8.2	P.186			
		8.3	P.188			
Emissions ★						
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	7.1 8.3	P.150 P.188		●
	305-2	Energy indirect (Scope 2) GHG emissions				●
	305-3	Other indirect (Scope 3) GHG emissions				●
	305-4	GHG emissions intensity	8.3	P.188		●
	305-5	Reduction of GHG emission	7.1	P.150		●
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	7.3	P.164		●

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GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance
Waste ★						
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	7.3	P.164		●
	306-2	Management of significant waste-related impacts				●
	306-3	Waste generated				●
	306-4	Waste diverted from disposal				●
	306-5	Waste directed to disposal				●
Employment ★						
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.1	P.86		●
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	5.2	P.90		●
	401-3	Parental leave	5.7	P.129		●
Occupational Health and Safety ★						
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.6	P.107		●
	403-2	Hazard identification, risk assessment, and incident investigation				●
	403-3	Occupational health services				●
	403-4	Worker participation, consultation, and communication on occupational health and safety				●
	403-5	Worker training on occupational health and safety				●
	403-6	Promotion of worker health				●
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				●
	403-8	Workers covered by an occupational health and safety management system				●
	403-9	Work-related injuries				●
	403-10	Work-related ill health				●

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GRI Standard	Disclosure		Location	Page	Omission / Explanation	External Assurance
Training and Education ★						
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.3	P.94		●
	404-3	Percentage of employees receiving regular performance and career development reviews				●
Diversity and Equal Opportunity ★						
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2.1 5.1	P.46 P.86		●
	405-2	Ratio of basic salary and remuneration of women to men	5.2	P.90		●
Non-discrimination						
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.4	P.82		●
			5.4	P.99		
			5.5	P.104		
Forced or Compulsory Labor ★						
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2 4.4	P.75 P.82		●
Local Communities						
GRI 413: Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	7.2 7.3	P.160 P.164		●
Supplier Social Assessment ★						
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	4.2	P.75		●
Public Policy						
GRI 415: Public Policy 2016	415-1	Political contributions	2.4 6.1	P.57 P.140	■ No political contributions were made in 2025.	●

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GRI Standard		Disclosure	Location	Page	Omission / Explanation	External Assurance
Marketing and Labeling						
GRI 417: Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	—	—	■ No incidents of non-compliance with information and labeling regulations occurred in 2025.	●
Customer Privacy						
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.1	P.64	■ No substantiated complaints regarding customer privacy breaches or loss of customer data were received in 2025.	●

★ : Material Topic

Material Topic	Management of Material Topics	Location	Page	Omission / Explanation	External Assurance
Corporate Governance ★	3-1 ~ 3-3	1.4 2.1	P.28 P.46		●
Information Security and Privacy ★	3-1 ~ 3-3	0.4 1.4 2.3 2.5 3.1	P.14 P.28 P.53 P.60 P.64		●
Employee Relations ★	3-1 ~ 3-3	1.4 5.5	P.28 P.104		●

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SASB Index - Semiconductor Industry GRI 303-3, GRI 303-5

Topic	Code	Metric	Category	2025 Performance Summary	Location	Page	External Assurance
Greenhouse Gas Emissions	TC-SC-110a.1	(1) Gross global Scope 1 emissions and (2) amount of total emissions from perfluorinated compounds	Quantitative	PTI Group: ■ Total direct emissions (Scope 1): 14,059.71 MTCO ₂ e ■ Total PFCs emissions: 5,478.49 MTCO ₂ e Note: The GHG emissions data disclosed herein has undergone third-party verification. The disclosed data is subject to the final verification results.	7.1 Climate and Energy	P:150	●
	TC-SC-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	Please refer to Section 7.1.3 “Carbon Management” of the Report.	7.1 Climate and Energy	P:150	●
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	PTI: ■ Total energy consumption: 2,629,429.826 GJ ■ Percentage of grid electricity: 93.884% ■ Percentage of renewable energy: 5.316%	7.1 Climate and Energy	P:150	●
Water Management	TC-SC-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	PTI: ■ Total water withdrawal: 3,276.266 thousand m ³ ■ Total water consumption: 826.781 thousand m ³ ■ All PTI sites are not located in water-stressed or high water-risk areas.	7.2 Water Stewardship	P:160	●
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	PTI: ■ Hazardous waste generated: 2,600.44 metric tonnes ■ Percentage of hazardous waste recycled: 37.8%	7.3 Waste and Pollutants	P:164	●
Workforce Health & Safety	TC-SC-320a.1	Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards	Discussion and Analysis	Please refer to Sections 5.6.3 “Occupational Disease Prevention and Ongoing Management for Workers” and 5.6.5 “Contractor and Supplier Management” of the Report.	5.6 Occupational Health and Safety	P:107	●

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Topic	Code	Metric	Category	2025 Performance Summary	Location	Page	External Assurance
Workforce Health & Safety	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	In 2025, PTI incurred total financial losses of NT\$200,000 due to violations of employee health and safety-related regulations, with no single fine exceeding US\$10,000.	2.5 Regulatory Compliance	P.60	●
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Quantitative	Percentage of employees requiring work visas at PTI: 36.25%	5.1 Workforce Structure and Diversity	P.86	●
Product Lifecycle Management	TC-SC-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Quantitative	PTI ensures full compliance with the IEC 62474 material declaration list during material approval. The proportion of product revenue subject to IEC 62474 reporting requirements is 0%, indicating full compliance with customer requirements.	—	—	●
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Quantitative	PTI is not an end-product manufacturer; therefore, this disclosure is not applicable.	—	—	●
Materials Sourcing	TC-SC-440a.1	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Please refer to Section 4.2 “Supply Chain Management” of the Report.	4.2 Supply Chain Management	P.75	●
Intellectual Property Protection & Competitive Behaviour	TC-SC-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	In 2025, PTI recorded no non-compliance incidents, and the total amount of related financial losses was NT\$0.	—	—	●
Activity Metric	TC-SC-000.A	Total production	Quantitative	In 2025, PTI's packaging and testing production output was as follows: ■ IC Packaging: 1,731,717 (thousand units) ■ IC Testing: 1,334,309 (thousand units) ■ Module Processing: 145,323 (thousand units) ■ Wafer Level Packaging: 691 (thousand wafers) ■ Wafer Level Testing: 99 (thousand wafers)	—	—	●
	TC-SC-000.B	Percentage of production from owned facilities	Quantitative	In 2025, 100% of PTI's product output was produced at PTI Group's own manufacturing sites.	—	—	●

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TWSE-required Disclosure of Indicators GRI 303-3, GRI 303-5, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

In accordance with the “Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies”, relevant attachments are disclosed below.

8.3.1 Disclosure of Sustainability Indicators: Semiconductor Industry

Scope: PTI (Parent company)

No.	Metric	Category	2025 Performance Summary	Unit of Measure
1	Total energy consumption, percentage of purchased electricity, and percentage of renewable energy usage.	Quantitative	1. Total energy consumption: 2,629,429.826 GJ 2. Percentage of purchased electricity: 93.884% 3. Percentage of renewable energy usage: 5.316%	Gigajoules (GJ), percentage (%)
2	Total water withdrawal and total water consumption.	Quantitative	1. Total water withdrawal: 3,276.266 thousand m³ 2. Total water consumption: 826.781 thousand m³	Thousand m³
3	Hazardous waste generated and recycling rate.	Quantitative	1. Hazardous waste generated: 2,600.44 metric tonnes 2. Hazardous waste recycling rate: 37.8%	Metric tonne (t), percentage (%)
4	Types, number of cases, and rate of occupational accidents.	Quantitative	1. Occupational injury types are classified and reported in accordance with the Ministry of Labor's injury classification. For details, please refer to Section 5.6.4 "Occupational Injury Investigation Management" of the Report. 2. In 2025, 19 occupational injury cases occurred, involving 19 employees. 3. Occupational injury rate: 0.149%	Number, percentage (%)
5	Disclosure of product lifecycle management, including the weight of end-of-life products and electronic waste, and the recycling rate.	Quantitative	The weight of waste from end-of-life products and electronic waste was 550.05 metric tonnes, and the recycling rate was 99.5%.	Metric tonne (t), percentage (%)
6	Description of risk management related to the use of key materials.	Discussion and Analysis	Please refer to Section 4.2 "Supply Chain Management" of the Report.	Not applicable
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations.	Quantitative	No violations were recorded in 2025, and total monetary losses amounted to NT\$0.	Currency
8	Total production	Quantitative	In 2025, PTI's packaging and testing production output was as follows: ■ IC Packaging: 1,731,717 (thousand units) ■ Wafer Level Packaging: 691 (thousand wafers) ■ IC Testing: 1,334,309 (thousand units) ■ Wafer Level Testing: 99 (thousand wafers) ■ Module Processing: 145,323 (thousand units)	Varies by product type.

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8.3.2 Climate-related Information for Listed Companies

1. Climate-related Response Measures

No.	Item	Implementation Status
1	Description of the Board of Directors' and management's oversight and governance of climate-related risks and opportunities.	Please refer to Section 7.1 "Climate and Energy" of the Report.
2	Description of how identified climate-related risks and opportunities affect the Company's business, strategy, and financial planning (short-, medium-, and long-term).	Please refer to Section 7.1 "Climate and Energy" of the Report.
3	Description of the financial impacts of extreme weather events and transition actions.	Please refer to Section 7.1 "Climate and Energy" of the Report.
4	Description of how the identification, assessment, and management processes of climate-related risks are integrated into the overall risk management system.	Please refer to Section 2.3 "Risk Management" and Section 7.1 "Climate and Energy" of the Report.
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors, and key financial impacts shall be disclosed.	Climate-related risks and opportunities may impact PTI's strategy and financial planning. The Company therefore conducts quantitative and qualitative climate-related scenario analyses to support the development of appropriate response strategies. PTI references scenarios including the 2°C Scenario (2DS), 1.5°C Scenario, and Representative Concentration Pathway (RCP 8.5) in cross-functional project discussions to assess climate-related risks and opportunities, with a focus on physical risks, transition risks, opportunity drivers, and the financial impacts associated with carbon pricing.
6	If transition plans are in place to manage climate-related risks, describe the plan and the metrics and targets used to identify and manage physical and transition risks.	Please refer to Section 7.1 "Climate and Energy", Section 7.2 "Water Stewardship", and Section 7.3 "Waste and Pollutants" of the Report, as well as the "2025 TCFD Report".
7	If internal carbon pricing is used as a planning tool, the basis for price setting shall be disclosed.	In response to international trends and regulatory developments, PTI is currently evaluating the implementation of an internal carbon pricing mechanism.
8	If climate-related targets are set, disclose the activities covered, greenhouse gas emission scopes, planning timeline, and annual progress toward target achievement. If carbon offsets or renewable energy certificates (RECs) are used to achieve these targets, disclose the source and quantity of carbon offsets and/or the number of RECs used.	For the related targets and implementation progress, please refer to the "2025 TCFD Report".
9	Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans.	Please refer to the information shown in Table 1-1 and Table 1-2.

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Table 1-1 GHG Inventory and Assurance Results

Year	Scope	Total Emissions (MTCO ₂ e)		Intensity (MTCO ₂ e/NT\$ million)		Assurance Information		
		Scope 1	Scope 2	Scope 1	Scope 2	Party	Criteria & Level	Opinion
2024	PTI (Parent company)	7,455.97	339,416.97	0.16	7.17	SGS Taiwan	ISO 14064-3:2019 / Reasonable assurance	Unqualified
	Greatek	1,212.67	107,550.75	0.08	7.07	TUV NORD Taiwan	ISO 14064-3:2019 / Reasonable assurance	Unqualified
	TeraPower	1,341.13	67,444.70	0.23	11.66	Industrial Technology Research Institute (ITRI)	EPA / Reasonable assurance	Unqualified
	Tera Probe	618.52	27,110.89	0.31	13.40	BSI Group Japan	ISO 14064-3:2019 / Limited assurance	Unqualified
2025	PTI (Parent company)	10,268.86	319,549.66	0.21	6.46	SGS Taiwan	ISO 14064-3:2019 / Reasonable assurance	Unqualified
	Greatek	1,562.25	109,830.81	0.09	6.55	TUV NORD Taiwan	ISO 14064-3:2019 / Reasonable assurance	Unqualified
	TeraPower	1,547.11	69,912.16	0.23	10.31	Industrial Technology Research Institute (ITRI)	EPA / Reasonable assurance	Unqualified
	Tera Probe	681.49	26,504.29	0.37	14.27	BSI Group Japan	ISO 14064-3:2019 / Limited assurance	Unqualified

Note: The GHG emissions data disclosed in this report has undergone independent third-party verification. The reported data and verification conclusions are subject to the final verification results.

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Table 1-2 GHG Emissions Reduction Targets and Action Plans

PTI completed its GHG inventory in 2020, with Scope 1 and Scope 2 emissions of 34,572.779 and 380,119.407 MTCO₂e, respectively. Using 2020 as the base year (set in response to stakeholder expectations), the Company has established GHG reduction targets of 5% by 2025, 15% by 2030, and net zero emissions by 2050.

In response to Taiwan's Climate Change Response Act and the carbon fee system, the Company implements voluntary emission reduction initiatives in compliance with greenhouse gas regulations. In addition to reducing carbon emissions through renewable energy use, its facilities have obtained ISO 50001 Energy Management System certification. Annual energy-saving targets are established to enhance electricity efficiency through equipment replacement, process optimization, and energy-efficient lighting, thereby reducing energy consumption and greenhouse gas emissions.

Furthermore, a digital platform has been established to integrate GHG emissions data, enabling continuous monitoring of emission performance and progress toward targets. In 2025, compared to the 2020 base year, GHG emission intensity decreased by 19.66% and total emissions decreased by 20.47%.

For details of the PTI Group's GHG reduction targets, strategies, and action plans, please refer to [Section 7.1 "Climate and Energy"](#) of the Report and the PTI Annual Report. Additional information is available on the Market Observation Post System (MOPS).



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Scope: Financial information is presented on a consolidated basis, while other disclosures are primarily based on Powertech Technology Inc. (PTI).

Pillar	Metric	Unit of Measure	2022	2023	2024	2025	Note
Governance & Economic	TWSE Corporate Governance Evaluation ranking	%	6%~20%	21%~35%	21%~35%	21%~35%	
	Consolidated revenue	NT\$100 million	839	704	733	749	
	Consolidated net income	NT\$100 million	87	80	68	55	
	R&D expenditures	NT\$100 million	25	25	28	28	
	Capital expenditures	NT\$100 million	168.6	75.8	132.7	262.5	
	Return on equity (ROE)	%	16.59	14.04	12.07	11.89	
	Product recalls	Number	0	0	0	0	
	Cumulative granted patents worldwide	Number	926	969	999	1,029	
	Supplier companies participating in the social responsibility forum	Number	149	156	148	151	
	Local supplier procurement ratio	%	49.8	55.1	54.0	56.8	
	Conflict Minerals	Conflict-free minerals compliance rate of material suppliers	%	100	100	100	100
		Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas	%	0	0	0	0
		Percentage of total revenues from products containing minerals from conflict-affected and high-risk areas coming from suppliers that have been verified conflict-free	%	0	0	0	0
	Information Security	Total number of information security breaches	Number	0	0	0	0
		Total number of clients, customers, and employees affected by the breaches	Number of people	0	0	0	0

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Pillar	Metric		Unit of Measure	2022	2023	2024	2025	Note
Environmental	GHG Emissions	Total GHG emissions	MTCO ₂ e	717,364.83	656,970.43	610,376.98	940,460.86 ^(Note 1)	
		- Direct GHG emissions (Scope 1)	MTCO ₂ e	14,452.87	14,381.30	7,455.97	10,268.86 ^(Note 1)	
		- Indirect GHG emissions (Scope 2) (Location-based)	MTCO ₂ e	377,208.72	328,260.29	339,416.97	319,549.66 ^(Note 1)	
		- Indirect GHG emissions (Scope 3)	MTCO ₂ e	325,703.24	314,328.84	263,504.04	610,642.34 ^(Note 1)	
		GHG emissions intensity	MTCO ₂ e/NT\$ million revenue	7.43	8.10	7.33	6.67	Scope 1 + 2 GHG emissions per individual revenue
		Direct PFC emissions	MTCO ₂ e	6,216.56	6,627.15	3,187.09	3,934.60	
	Energy	Total energy consumption	GJ	2,757,696.70	2,440,671.95	2,580,696.19	2,629,429.83	
		Purchased electricity	kWh	762,571,840	673,153,150	687,719,949	685,728,882	
		Total renewable energy consumption	kWh	146,196	8,535,594	24,414,460.20	38,826,925.60	
		- Solar power generation	kWh	146,196	3,545,149	3,520,460.20	3,481,396.60	
		- Purchased renewable energy	kWh	0	4,990,445	20,894,000	35,345,529	
		Energy savings	kWh	11,435,224	17,240,951	14,182,415	20,255,665	
		Energy intensity	GJ/NT\$1,000 revenue	0.052	0.057	0.055	0.053	Total energy consumption per individual revenue

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Pillar	Metric	Unit of Measure	2022	2023	2024	2025	Note
Environmental	Total industrial waste generated	Metric tonne	7,835.08	6,367.41	7,032.22	7,827.50	
	(1) Non-hazardous waste generated	Metric tonne	5,339.83	4,091.49	4,767.06	5,227.06	
	- Waste recycled/reused	Metric tonne	1,798.20	3,140.99	4,113.80	4,088.92	
	- Waste landfilled	Metric tonne	1,508.05	0	0	0	
	- Waste incinerated with energy recovery	Metric tonne	2,033.58 ^(Note 2)	602.49	448.45	1,022.29	
	- Waste incinerated without energy recovery	Metric tonne		348.01	204.79	115.85	
	- Waste otherwise disposed	Metric tonne	0	0	0	0	
	(2) Hazardous waste generated	Metric tonne	2,495.25	2,275.92	2,265.16	2,600.44	
	- Hazardous waste recycled/reused	Metric tonne	675.80	805.13	823.84	983.50	
	- Hazardous waste landfilled	Metric tonne	7.22	0	36.14	26.93	
	- Hazardous waste incinerated with energy recovery	Metric tonne	1,812.23 ^(Note 2)	179.65	321.15	416.74	
	- Hazardous waste incinerated without energy recovery	Metric tonne		354.98	237.71	295.72	
	- Hazardous waste otherwise disposed	Metric tonne	0	936.16	846.32	877.55	
	Non-hazardous waste recycling rate (with energy recovery)	%	— ^(Note 2)	91.5	95.7	97.8	
	Waste Intensity	Metric tonne/ NT\$ million revenue	0.15	0.15	0.15	0.16	Industrial waste generation per individual revenue
	Direct VOC emissions	Metric tonne	93.59	73.32	89.62	99.89	

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Pillar	Metric		Unit of Measure	2022	2023	2024	2025	Note
Environmental	Water	Water withdrawal	m³	2,967,257	2,780,544	3,017,526	3,276,266	
		- Municipal water	m³	2,904,510	2,734,971	2,982,264	3,244,419	
		- Groundwater	m³	62,747	45,573	35,262	31,847	
		- Fresh surface water	m³	0	0	0	0	
		Water discharge	m³	2,115,966	1,967,811	2,109,579	2,449,485	
		Total net fresh water consumption	m³	851,291	812,733	907,947	826,781	Water withdrawal- Water discharge
		Water Intensity	m³ / NT\$ million revenue	56.30	65.77	63.78	66.21	Water withdrawal per individual revenue
		Ultra-pure water usage	m³	1,936,382	1,951,266	2,219,029	2,383,069.4	
		Process water recycling rate	%	87.61	88.68	86.89	88.30	
	E-waste and Sustainable Revenues	Total weight of WEEE collected from takeback programs	Metric tonne	539.63	387.86	488.15	431.90	
		Percentage of takeback WEEE reused/ resold/ recycled	%	100	100	100	100	
		Percentage of takeback WEEE disposed/ landfilled	%	0	0	0	0	
		Sustainable revenues	NT\$	117,618,646	105,583,570	170,930,298	248,892,570	

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Pillar	Metric	Unit of Measure	2022	2023	2024	2025	Note
Social	Full-time employees (FTE)	Number of people	11,905	10,994	11,358	12,735	
	Employment of the disabilities	Number	123	111	117	129	
	Mean salary of full-time non-managerial employees	NT\$1,000	863	804	869	873	
	Median salary of full-time non-managerial employees	NT\$1,000	688	635	689	702	
	Training & Development Inputs	Training spent	NT\$ million	4.32	4.92	4.40	3.53
		Employee training hour	Hour	1,785,714.0	730,982.0	1,135,472.6	1,668,775.5
		Employee training	Number of people	231,947	206,725	205,348	227,109
		Average hours per FTE of training and development	Hour	150.0	66.5	100.0	131.0
		Average amount spent per FTE on training and development	NT\$	362.8	447.5	388.0	277.5
	Human capital return on investment (ROI)	%	5.07	4.98	4.84	4.98	(Total revenue - (Total operating expenses - Total employee-related expenses)) ÷ Total employee-related expenses
	Customer satisfaction score	Score	4.2	4.4	4.1	4.0	5 points the best
	Occupational Health & Safety	Work-related fatalities - employees	Number of people	0	0	0	0
		Work-related fatalities - contractors	Number of people	0	0	0	0
		Disability injury frequency rate (FR) - employees	-	0.58	0.71	0.86	0.79
		Disability injury frequency rate (FR) - contractors	-	0	0	0	0
		Disability injury severity rate (SR) - employees	-	12	9	29	16

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Pillar	Metric	Unit of Measure	2022	2023	2024	2025	Note
Social	Disability injury severity rate (SR) - contractors	-	0	0	0	0	
	Frequency severity indicator (FSI) - employees	-	0.08	0.07	0.15	0.11	
	Frequency severity indicator (FSI) - contractors	-	0	0	0	0	
	Occupational injury rate per 1,000 workers - employees	‰	1.19	1.43	1.74	1.49	
	Occupational injury rate per 1,000 workers - contractors	‰	0	0	0	0	
	Newborns	Number of people	333	331	320	255	
	Return to work rate after parental leave	%	73	79	84	80	
	Migrant worker direct hiring rate	%	80.7	64.4	51.9	34.3	
	Ratio of migrant workers residing outside dormitories (self-selected housing)	%	43	56	56	52	
	Social investments	NT\$	2,319,101	3,380,647	3,902,227	3,190,651	
	Volunteer service hours	Hour	1,096	1,481	1,348	2,208	
	Interns	Number of people	84	50	67	43	

Note: 1. The GHG emissions data disclosed in this report has undergone independent third-party verification, and the reported data is subject to the final verification results. As the original data is calculated to four decimal places and disclosed to two decimal places in this report, minor discrepancies may occur between the sum of individual items and the reported totals due to decimal adjustments.

2. Prior to 2023, incineration was not categorized by energy recovery status. Consequently, certain data is presented in a consolidated format, and some figures are unavailable.

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Independent Third-Party Assurance Statement

GRI 2-5



INDEPENDENT ASSURANCE OPINION STATEMENT

2025 Powertech Technology Inc. Sustainability Report

The British Standards Institution is independent to Powertech Technology Inc. (hereafter referred to as PTI in this statement) and has no financial interest in the operation of PTI 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 PTI only for the purposes 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 PTI. 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 PTI only.

Scope

The scope of engagement agreed upon with PTI includes the following:

1. The assurance scope is consistent with the description of 2025 Powertech Technology Inc. Sustainability Report.
2. The evaluation of the nature and extent of the PTI's adherence to AA1000 AccountAbility Principles (2018) and the reliability of specified sustainability performance information in this report as conducted in accordance with type 2 of AA1000AS v3 sustainability assurance engagement.
3. The assessment of disclosure to be in conformance with the applicable SASB industry standard(s) in this report as conducted in accordance with type 1 of AA1000AS v3 sustainability assurance engagement.

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

Opinion Statement

We conclude that the 2025 Powertech Technology Inc. Sustainability Report provides a fair view of the PTI sustainability programmes and performances during 2025. The sustainability report subject to assurance is materially correct without voluntary omissions based upon testing within the limitations of the scope of the assurance, the information and data provided by the PTI and the sample taken. We believe that the performance information of Environment, Social and Governance (ESG) are correctly represented. The sustainability performance information disclosed in the report demonstrate PTI'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 PTI's description of their approach to AA1000AS v3 and their self-declaration in accordance with GRI Standards and SASB Standard(s) were fairly stated.

Methodology

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

- a top level review of issues raised by external parties that could be relevant to PTI's policies to provide a check on the appropriateness of statements made in the report.
- discussion with managers on PTI's approach to stakeholder engagement. Moreover, we had sampled 2 external stakeholders to conduct interview.
- interview with 30 staffs involved in sustainability management, report preparation and provision of report information were carried out.
- review of materiality assessment process.
- review of key organizational developments.
- review of the extent and maturity of the relevant accounting systems for financial and non-financial reports.
- review of the findings of internal audits.
- the verification of performance data and claims made in the report through meeting with managers responsible for gathering data.
- review of the processes for gathering and ensuring the accuracy of data, followed data trails to initial aggregated source and checked sample data to greater depth during site visits.
- the consolidated financial data are based on audited financial data, we checked that this data was consistently reproduced.
- 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).
- an assessment of the organization's use of metrics or targets of SASB Standard to assess and manage topic-related risks and opportunities.

Conclusions

A detailed review against the Inclusivity, Materiality, Responsiveness, and Impact of AA1000AP (2018) and sustainability performance information as well as GRI Standards and SASB Standard(s) is set out below.

Inclusivity

In this report, it reflects that PTI 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 PTI's inclusivity issues and has demonstrated sustainable conduct supported by top management and implemented in all levels among organization.

Materiality

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

Responsiveness

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

Impact

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

Performance information

Based on our work described in this statement and with no conflict of interest with the PTI in relation to providing the assurance of ESG performance information, which has been assured, specified sustainability performance information such as GRI Standards disclosures disclosed in this report, PTI and BSI have agreed upon to include in the scope. In our view, the data and information contained within 2025 Powertech Technology Inc. Sustainability Report are reliable.

GRI Sustainability Reporting Standards (GRI Standards)

PTI 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, including the disclosures of applicable economic, environmental, and social information, 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 PTI's sustainability topics. However, the future report will be improved by the following areas:

- It is encouraged not to use "confidentiality constraints" as a reason for omitting the disclosure of GRI 2-21: annual total compensation ratio. The organization should consider referring to international peer' practices to respond to the requirements of the standards and increase the credibility and transparency of the sustainability report.

SASB Standards

PTI provided us with their self-declaration of in accordance with SASB Standard(s) (Semiconductors Sustainability Accounting Standard, version 2023-12). Based on our review, we confirm that the sustainability disclosure topics & accounting metrics of SASB Standard(s) are reported, partially reported, or omitted. In our professional opinion, the self-declaration covers disclosure topics, associated accounting metrics and activity metrics for applicable SASB industry standard(s).

Assurance level

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

The moderate level assurance provided is in accordance with AA1000AS v3 in our review of SASB Standard(s).

Responsibility

This sustainability report is the responsibility of the PTI'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:



AA1000
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Joe Hsieh, Managing Director Northeast Asia, APAC Assurance

Statement No: SRA-TW-803937
2026-05-17

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Social Media Communication Platform

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	力成科技 PTI GOOD JOB				
	PTI Taiwan				PTI 力成科技
	力成科技 (@ptilife)			PTI Life 力成精采生活	
	PTI Education (@ptikababayan)				力成科技 PTI GOOD JOB



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