2024 POWERTECH TECHNOLOGY INC. ESG REPORT



With innovation as our sail, we chart new frontiers in technology.
Sustainability leads, nurturing strength and resilience.

AI advances, digital transformation unfolds, the global tide shifts.
Yet amid rising waves, our resolve holds steady.

With employees and partners — stars aligned.
With customers and suppliers — we forge tomorrow's glow.
With collective strength, we navigate toward sustainability.



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力成科技
Powertech
Technology Inc.

Preface

0.1 About the Report

GRI 2-2、GRI 2-3、GRI 2-5、GRI 2-12、GRI 2-14、GRI 2-22

The "2024 Powertech Technology Inc. ESG Report" (hereinafter referred to as "the Report") is compiled and edited by the Sustainability Management Office of Powertech Technology Inc. (hereinafter referred to as "PTI"). The content fully discloses PTI's sustainability management guidelines, including "One Core: Corporate Governance" and "Six Dimensions: Shareholder Equity, Customer Service, Supply Chain Partnership, Employee Welfare, Social Engagement, and Environmental Sustainability". It encompasses performance in economic, environmental, and social aspects, as well as management approaches and responses to material topics the stakeholder's concerns.

Reporting Period and Publication

The report discloses PTI's various sustainability performance and achievements for the year 2024 (January 1, 2024, to December 31, 2024) and is published annually.

(For complete data and information over the years, please refer to the official website of Powertech Technology Inc.)

- Current Version: Published in August 2025
- Previous Version: Published in August 2024
- Next Version: Scheduled to be published in August 2026

Reporting Scope

The scope of the information included in this report is based on PTI and the subsidiaries listed in the consolidated financial report. The PTI Group subsidiaries covered include Greatek Electronics Inc., TeraPower Technology Inc., Powertech Technology Japan Ltd., and Tera Probe, Inc.

The management approaches and data disclosed herein primarily focus on Powertech Technology Inc. (PTI). The data from Greatek Electronics Inc. (Greatek, GTK), TeraPower Technology Inc. (TeraPower, TPW), Powertech Technology Japan Ltd. (PTI Japan), and Tera Probe, Inc. (TPJ) are limited to the employee statistics for the PTI Group. If other special implications are involved, explanations will be provided within the report.


2014


2015


2016


2017


2018


2019


2020


2021


2022


2023


2024

Reporting Management

Reporting Principles and Framework

Non-Financial Data

Standards/Guidelines

- GRI Standards issued by Global Sustainability Standards Board (GSSB)
- Task Force on Climate-related Financial Disclosures (TCFD)
- SASB Standards for the Semiconductors issued by the International Sustainability Standards Board (ISSB) of the IFRS Foundation
- 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
- The United Nations (UN) Sustainable Development Goals (SDGs)

Financial Data

Accounts audited by Deloitte Taiwan, in the currency of New Taiwan dollar (NTD). The salary information of full-time non-managerial employees has been verified by Deloitte Taiwan. For further details, please refer to "Chapter 5.2.1 Competitive Remuneration System" in the report.

Management System

- IECQ QC080000, ISO 14001, ISO 14064-1, ISO 27001, ISO 28000, ISO 45001, ISO 46001, ISO 50001, and SA8000, are all certified by SGS Taiwan Ltd.
- ISO 37001 is certified by BSI.
- ISO 9001、IATF 16949、ISO 13485 、ISO/IEC 17025 are all certified by DQS Taiwan Inc.
- Certified through Taiwan Intellectual Property Management System (TIPS) by the Industrial Development Bureau of the Ministry of Economic Affairs.

(Please refer to the official website of Powertech Technology Inc. for the certificate of each management system.)

Report Quality Management Process

Compilation

Members of the Sustainable Development Task Force

Provide sustainability data and draft texts.

Supervisors of Sustainable Development Task Force Members

- Confirm the actions and performance in the sustainability practices.
- Review the integrity and accuracy of sustainability data and drafts.

Drafting

Sustainability Management Office

- Make an overall plan.
- Define the theme of the report.
- Edit and amend the report.
- Arrange the Third-Party Assurance to the Report.

Review

Third-Party Certification Institution

The Report was assured by the British Standards Institution (BSI), an external assurance provider.

- Type 2 high level of assurance under AA1000AS v3 and GRI Standards.
- Type 1 moderate level of assurance in accordance with SASB Standards.

The Assurance Statement is provided in the appendix of the report for further reference.

Finalization

Sustainability Development Management Representative

Review and submit it to the Board of Directors for finalization and approval.

Contact Information

The Report is published both in Chinese and English and it is open to stakeholders for review on the Powertech Technology Inc. website. If you have any feedback, advice or suggestions regarding the Report, please feel free to contact us.

Sustainability Management Office, Powertech Technology Inc.
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Telephone: +886-3-598-0300 ext. 338926
Mailbox: csr@pti.com.tw
Website: www.pti.com.tw

(The photographs presented in the report are taken from the PTI events or photography competitions.)

0.2 Preface Leadership Messages

Letter from the Chairman

Over the past few years, the global landscape has undergone rapid transformations, from the challenges posed by the COVID-19 pandemic and geopolitical conflicts to the recent economic volatility triggered by U.S. reciprocal tariffs. These uncertainties have presented unprecedented operational challenges. However, with a steadfast commitment to sustainable growth and adaptability, we have actively adjusted our strategies, turning obstacles into opportunities and laying a strong foundation for future development.

In the core memory sector, we have continuously refined our expertise, maintaining a market-leading position. At the same time, we have invested in advanced packaging technology research and development, achieving breakthroughs in critical areas such as the optimization of Through-Silicon Via (TSV) connectivity, the active prototyping and process advancements for High Bandwidth Memory (HBM), and innovations in 2.5D/3D heterogeneous integration technologies. These achievements not only reinforce our technical competitiveness but also strengthen our market position.

Beyond technological leadership, we recognize that a strong organizational structure and sustainability efforts are equally vital. We have continuously enhanced team expertise, coordination, and execution efficiency to fortify leadership and governance effectiveness. ESG (Environmental, Social, and Governance) considerations are at the heart of our corporate strategy, ensuring that sustainability is integrated into every aspect of our operations. Through innovation and collaboration, we are committed to generating long-term value for all stakeholders.

Looking ahead, PTI will continue to strengthen our advanced technology capabilities, striving to become the best supplier of advanced packaging technology solutions for system applications, modules and IC components. At the same time, we remain dedicated to contributing to a greener, more sustainable future.

Chairman



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Letter from the CEO

Amid ongoing global political and economic turbulence—persistent conflicts such as the Russia-Ukraine war, the escalation of U.S.-China trade tensions into a broader tariff war, and the increasing geopolitical strain—we face unprecedented challenges in our operations. The restructuring and localization trends within the semiconductor supply chain further add complexity to our industry landscape.

At the same time, rapid technological advancements, particularly in artificial intelligence, present both new opportunities and formidable challenges. Yet, despite these changes, our company remains unwavering in its commitment to the following core values:

- Dedication to technology—continuously pursuing innovation and enhancing product competitiveness.
- Commitment to quality—adhering to high standards to provide customers with the best products and services.
- Promise to customers—ensuring competitive delivery schedules, production capacity, and pricing to earn long-term trust.
- Partnership with suppliers—deepening collaboration to achieve mutual growth and shared success.
- Responsibility to employees and society—investing resources to create greater societal value and meaningful contributions.

As we look ahead to 2025, we recognize that the year will bring both challenges and opportunities. By staying true to our core values, we will navigate change with agility and resilience, working alongside our employees, customers, and partners to embrace the future and fulfill our commitment to sustainable growth.



CEO

President

Letter from the President

The global economic landscape is evolving at an unprecedented pace, shaped by the urgent challenges of climate change, the ripple effects of geopolitical conflicts leading to tariff confrontations, and the disruptive impact of technological innovations. These factors profoundly influence business operations and future growth strategies. In this era of uncertainty, we firmly believe that embedding sustainability at the core of our business is essential to navigating change with resilience and delivering lasting value for all stakeholders.

This sustainability report serves as a transparent account of our efforts and achievements over the past year in Environmental, Social, and Governance (ESG). It is not merely a reflection of our progress but also a reaffirmation of our long-term commitment and vision for sustainable operations. We recognize that sustainability is not an endpoint but a continuous journey of improvement and learning. Through this report, we aim to showcase our concrete actions in fulfilling our sustainability commitments and foster deeper engagement with stakeholders who share our vision.

While striving for operational excellence, we remain steadfast in the following guiding principles:

Environmental Sustainability：Minimizing our environmental footprint, actively driving green initiatives, and pioneering innovative solutions to address climate challenges.

Social Inclusion：Prioritizing employee well-being, fostering a diverse and inclusive workplace, and contributing to social progress through community engagement.

Corporate Governance：Upholding integrity and transparency, continuously refining governance frameworks, and safeguarding shareholder interests for stable corporate growth.

Looking ahead, we will proactively embrace sustainability trends, integrating ESG principles into every business decision. By working closely with our stakeholders, we are confident in our ability to shape a more sustainable and prosperous future together.

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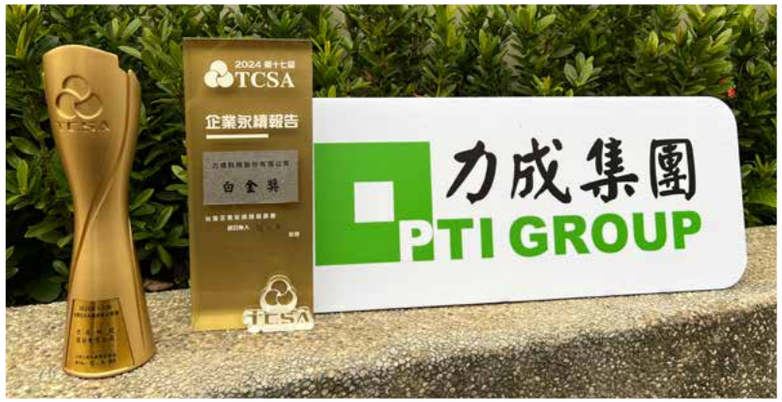
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0.3 Recognition and Awards

6 Awards in Global Corporate Sustainability Awards (GCSA) and Taiwan Corporate Sustainability Awards (TCSA)

- Sustainability Reporting Award: Bronze Class
- Best Practice Award: Great Practice of 2024
- Top 100 Sustainability Exemplary Awards
- Corporate Sustainability Report Awards: Platinum Level
- Best Performance of Specific Categories - Talent Development Leadership Award
- Best Performance of Specific Categories - Human Rights Practice and Development Leadership Award





Taiwan Top 100 Best-Performing Business Leaders

PTI Chairman Mr. D.K. Tsai was honored as one of the 2024 Harvard Business Review's Taiwan Top 100 Best-Performing Business Leaders for the 5th consecutive year.



Sustainalytics

Company ESG Risk Ratings: Low ESG Risk – Semiconductor Industry

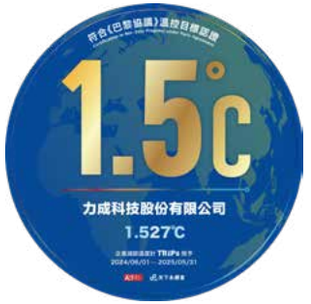
Selected as a Constituent Stock in Socially Responsible Investment (SRI) Indices

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

FTSE4Good TIP Taiwan ESG Index

TIP TAIWAN INDEX PLUS
A wholly-owned subsidiary of TWSE

Awarded Certification in Net-Zero Progress under Paris Agreement from CommonWealth Sustainability (CWS)



A Member of the Safety and Health Expert Platform in Hsinchu Science Park (HSP)

Provided occupational safety and health counseling assistance.



2024 Micron Supplier Award Winner (External Manufacturing)



5 Sites Received a Factory of Choice Award (FOC) from the Responsible Business Alliance

Hukou Plant (P2), Datong Plant (3A), Datong Plant (3C), Datong Plant (3D), and HSP Plant 3 (P11B)


Responsible Business Alliance

Recognition that

PTI Facility 3D

No.15, Datong Rd., Hsinchu Industrial Park, Hukou, Hsinchu, 303035, Chinese Taipei

completed the RBA® Factory of Choice

One-Star Level

Award ID*: xNU8xgFzIheEsvP
Issue date: July 12, 2024
Expiration date: May 30, 2025

*To verify this award, send an email to FOC@responsiblebusiness.org

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It is the goal, the vision, and the mission to pursue sustainability.
PTI incorporates tireless determination into powerful actions for sustainability,
Making sustainable development a reality.
Let us embark on a sustainability journey together!



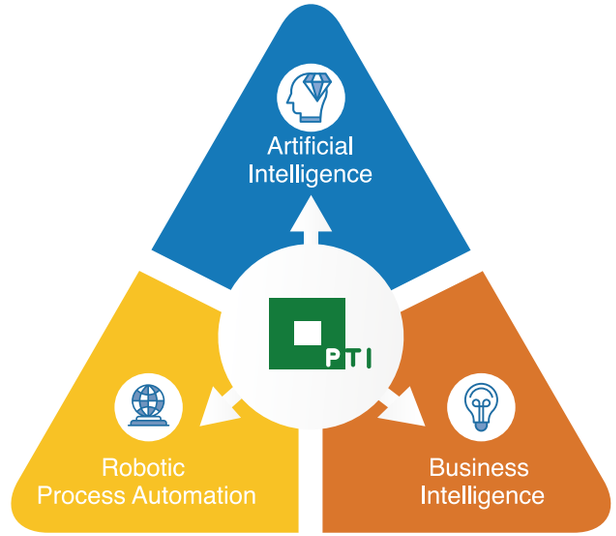
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Feature Story

Integrating AI into Operations: Enhancing Management Efficiency

Artificial Intelligence (AI) technology is rapidly transforming the definition of work and enterprise operational models at an unprecedented pace. Whether it's enhancing operational efficiency, driving innovation, or achieving sustainability goals, AI has become a valuable assistant for enterprises, delivering new solutions. Especially in an era of labor shortages due to declining birth rates, AI serves as a critical factor for future success. It is not only by automating repetitive tasks but also by leveraging data analytics and predictive technologies to assist workers in making precise decisions, thereby ensuring smoother enterprise operations. AI technology is also revolutionizing the semiconductor assembly and testing industry. Through automation and data analysis, it not only improves production efficiency and product quality, but also significantly reduces error rates and costs, offering enterprises a competitive edge.

PTI values the use of new AI technologies and has begun integrating AI, automation, smart factory, and other new technologies into its existing operational models to reduce the reliance on manual labor. Key strategic directions include:



Artificial Intelligence (AI)

The technology that enables computer systems to simulate human intelligence includes the abilities to learn, reason, explain, and self-correct.

Comprehensive Application of AI

Methods	Benefit
▪ Based on the use of Discriminative AI, individual improvements will be made to the possibilities and efficiencies in the production process. ▪ In 2025, there will be attempts to upgrade to the use of Generative AI.	▪ Cost Reduction：Reduce manual intervention and unnecessary maintenance and material waste. ▪ Efficiency Improvement：Accelerate inspection, testing, and production processes to enhance production efficiency. ▪ Quality Stabilization：Improve product quality and reliability through optimized processes based on data analysis. ▪ Enhanced Market Competitiveness：Quickly respond to market demands and shorten time-to-market for products.

Applied to Assembly and Testing Processes

Jobs	Methods	Scope	Benefit
Defect Detection	▪ Utilize Computer Vision for automated defect detection, identifying cracks, dirt, scratches, or anomalies during assembly or testing.	Wafer stage	▪ Improve inspection accuracy to avoid errors caused by human eye fatigue. ▪ Enhance inspection speed, significantly increasing production efficiency.
Production Data Analytics	▪ Apply AI to analyze test results, predict possible failure causes, and optimize test parameters.	All process	▪ Test time reduction. ▪ Improve yield and reliability.
Predictive Maintenance	▪ Analyze operational data of assembly equipment (such as vibration, temperature, etc.) to predict equipment failures and perform preventive maintenance.	Wire Bond	▪ Reduce unplanned downtime and improve equipment utilization. ▪ Extend equipment lifespan and reduce maintenance costs.
Process Parameter Optimization	▪ Use AI to optimize assembly processes, such as parameter settings for wire bonding and flip chip packaging.	Wire Bond	▪ Enhance process stability and reduce defect rates. ▪ Save materials and resources.
Smart Scheduling	▪ Utilize AI for production planning, based on demand, equipment status, and material conditions.	High stack products	▪ Increase production flexibility and reduce delay risks. ▪ Improve capacity utilization.
Yield Prediction and Quality Control	▪ Analyze historical data using deep learning to predict yield trends in advance and adjust processes in a timely manner.	All process	▪ Achieve proactive quality management and reduce production losses. ▪ Shorten problem identification and resolution time.
Supply Chain and Inventory Management	▪ Use AI for demand forecasting to optimize procurement and inventory allocation of raw materials.	Direct Materials	▪ Avoid excessive or insufficient inventory to improve capital utilization efficiency. ▪ Enhance the resilience of the sustainable supply chain to reduce the risk of material shortages.

Robotic Process Automation (RPA)

Utilizes software robots to mimic human actions on computers to improve efficiency and reduce human errors.

Jobs	Methods	Status	Benefit
Data Entry and Integration	▪ Automatically extract data from various systems (such as MES, ERP) and integrate the data into test reports, work orders, or customer reports.	Executed	▪ Reduce manual input errors. ▪ Accelerate data processing speed and improve accuracy.
Equipment and System Monitoring	▪ Automate the generation of equipment utilization reports or monitor equipment status, triggering alarms or notifications when anomalies occur.	Executed	▪ Provide real-time responses to reduce downtime. ▪ Save labor monitoring costs.
Customer Report Generation	▪ Automatically generate and send test yield reports, delivery progress updates, etc.	Executed	▪ Quickly generate standardized reports to improve customer satisfaction. ▪ Reduce manual intervention and focus on core business activities.
Line Scheduling and Task Allocation	▪ Automatically collect planning requirements and update production line schedules, dynamically adjusting production plans based on equipment and manpower status.	Planning	▪ Shorten planning time. ▪ Increase production flexibility and on-time delivery rates.
Billing and Invoicing Automation	▪ Automatically check orders, generate invoices, and send them to customers.	Planning	▪ Reduce the burden of repetitive tasks. ▪ Speed up the settlement process and improve capital turnover rate.

Business Intelligence (BI)

Help businesses understand and apply data through analysis and reporting tools to support decision-making.

Jobs	Methods	Status	Benefit
Yield and Quality Analytics	▪ Combine test and packaging data to provide yield trend analysis and quickly identify the root causes of low yield issues.	Executed	▪ Improve decision-making efficiency and shorten problem-solving time. ▪ Support cross-factory or multi-batch comparisons to optimize processes.
Production Efficiency Analytics	▪ Monitor key performance indicators (KPIs) such as equipment utilization, test pass rates, and production cycles through BI dashboards.	Executed	▪ Provide real-time data visualization. ▪ Assist management in developing resource allocation plans.
Supply Chain and Inventory Analytics	▪ Track raw material receipts, inventory levels, and delivery status through BI, predict future demand, and optimize supply chain management.	Planning	▪ Reduce inventory costs and minimize waste. ▪ Enhance supply chain resilience.
Financial and Cost Optimization Analytics	▪ Perform detailed cost analysis at each stage of assembly and testing to identify potential savings.	Planning	▪ Increase financial transparency. ▪ Provide data-supported cost reduction and efficiency improvement strategies.

Overall, AI technology has demonstrated significant potential and advantages in the semiconductor industry. By reducing manual intervention and optimizing production processes, companies can greatly enhance efficiency and quality, while simultaneously lowering costs and strengthening market competitiveness. In the future, as AI technology continues to evolve, its applications will become even more widespread and in-depth. PTI is focusing on three main directions: employee engagement and training, gradual expansion, and continuous improvement. These efforts aim to establish AI as a central theme, hoping to bring greater innovation and development opportunities to the industry.

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Green Packaging and Innovative Future – A March Towards Low-Carbon Products

As global warming gains increasing attention, low carbon emissions and environmental sustainability have become essential considerations for businesses in product design and production operations. As a member of the semiconductor industry, PTI is committed to the development of low-carbon products. This process is not instantaneous, but rather a comprehensive transformation driven from the top down and inside out, covering all aspects including product design, manufacturing, and supply chain management. We strive to achieve green sustainability in every detail.

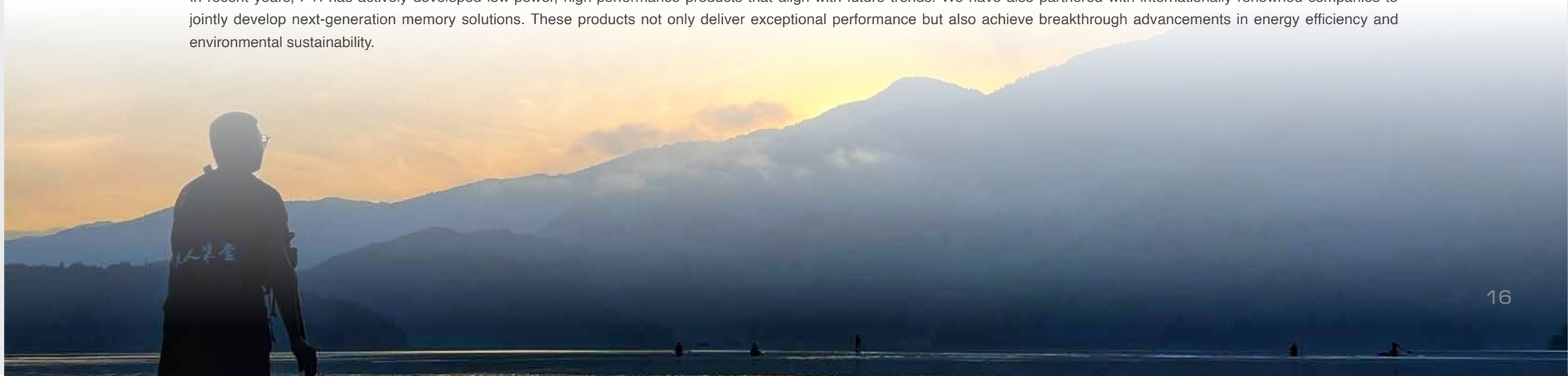
The first step towards green transformation was at the governance level. PTI established a dedicated "Corporate Social Responsibility Committee" (which was later renamed the ESG Committee) to drive the company's sustainable development in the three key areas of Environmental, Social, and Governance. The committee members come from various departments within the company, meeting regularly to discuss and formulate the company's ESG policies, while overseeing the implementation of these measures.

During the product design phase, the R&D team began to focus on reducing the carbon footprint of the products, from selecting more environmentally friendly materials to optimizing product structures to minimize unnecessary resource waste. Every new product must undergo a rigorous environmental assessment to ensure that its environmental impact is minimized throughout its entire lifecycle.

In the production process, PTI fully implements the green concept by investing funds to introduce advanced environmental protection equipment and optimizing production processes to reduce energy consumption and waste emissions. For example, introducing energy-saving equipment to reduce energy and resource consumption during production; and establishing a comprehensive waste management system to classify, recycle, and reuse waste generated during production, practicing "green manufacturing" to significantly reduce environmental impact.

Innovation and R&D of New Products - The Bloom of Green Technology

In recent years, PTI has actively developed low-power, high-performance products that align with future trends. We have also partnered with internationally renowned companies to jointly develop next-generation memory solutions. These products not only deliver exceptional performance but also achieve breakthrough advancements in energy efficiency and environmental sustainability.

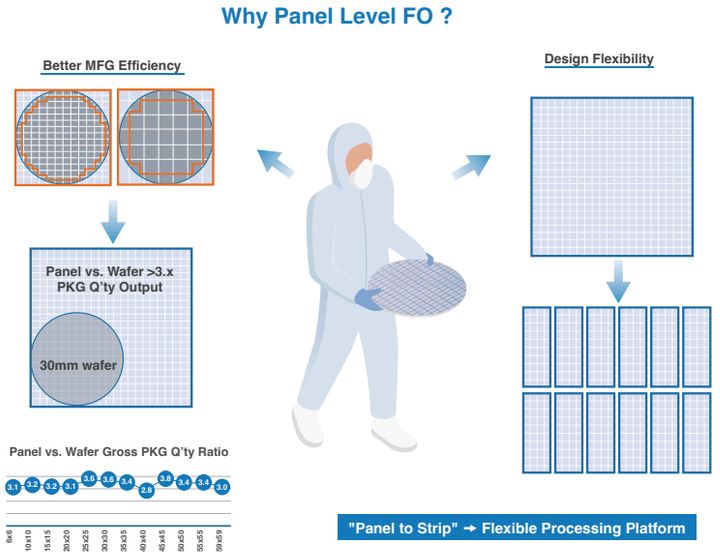


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FOPLP - Leading the Future of Green Packaging Technology

Among the many innovative achievements, the breakthrough in FOPLP (Fan-Out Panel Level Packaging) technology is undoubtedly a major highlight of PTI's efforts in the green packaging field. Regarded as the future trend in advanced packaging development, this technology is one of PTI's key accomplishments in the low-carbon product sector, leading the industry towards a more efficient and environmentally-friendly future.

The key difference between FOPLP and traditional packaging technologies lies in its use of larger panel sizes, allowing for the simultaneous packaging of more chips, significantly increasing production efficiency, and reducing energy consumption and material usage per unit product. Additionally, FOPLP technology enables thinner, lighter, and smaller packages, meeting the demands for miniaturization and lightweight designs in mobile and wearable devices. In 2018, PTI established a FOPLP mass production facility. With the rapid development of emerging applications such as 5G, AI, and automotive electronics, the market demand for FOPLP packaging has been growing steadily, allowing us to successfully capture the market opportunity.





New Product Development, Continuation of Green Genes

In addition to FOPLP technology, PTI continuously explores other green packaging technologies and applies them to the development of new products. For example, we are actively developing heterogeneous integration 2.5D/3D packaging technologies, which integrate chips with different functions into a single package, thereby achieving higher product performance while reducing power consumption. PTI is also advancing key photonics and CPO technologies for AI data center applications, while expanding HBM (High Bandwidth Memory) production capacity to meet the growing demand for AI packaging in the future. Furthermore, PTI is investing in the development of more environmentally friendly packaging materials, such as biodegradable biomaterials and recyclable materials, to further reduce the environmental impact of our products. PTI's new product development revolves around the "low-carbon" concept, aiming to provide customers with more eco-friendly and efficient packaging solutions through continuous innovation, and to create and prosper together with our customers.

Green Road, Never Stops

PTI's low-carbon journey is one filled with challenges and opportunities. Through concrete actions, we have proven that green development and business benefits can coexist and even complement each other. Looking to the future, PTI will continue to invest in research and innovation under the principle of "Green Packaging, Smart Innovation for the Future", and work together with our customers and partners to promote the green development of the semiconductor industry.

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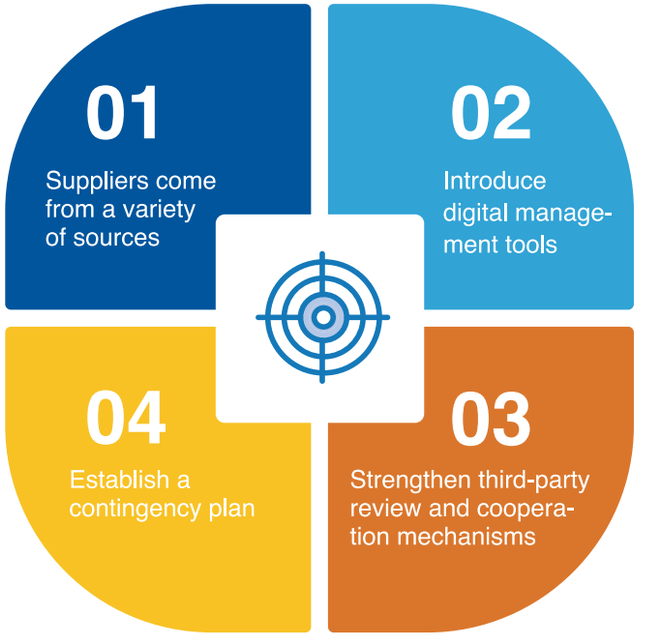
From Input to Output – Building a Secure Supply Chain Network

In the current era of globalization, the supply chain has become an important part of whether enterprises can operate sustainably. However, with heightened environmental uncertainty, heightened geopolitical shifts, and increasingly frequent cyberattacks, supply chain security issues are no longer limited to logistics and procurement, but are important issues related to the overall health of the company.

The Importance of Supply Chain Security



Strengthen Supply Chain Security Practices

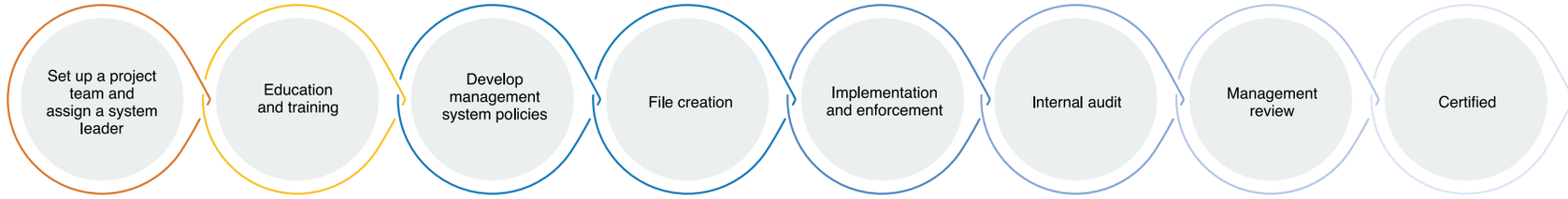


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Independently Introduced the "ISO 28000 Security Management Systems" and Obtained Certification

With the increasing attention of customers to physical security protection and management, PTI has independently introduced the ISO 28000 Security Management Systems and started to implement various safety management related mechanisms, such as the implementation of electronic fence system APP lens control in and out, and the implementation of safety inspections for personnel and vehicles leaving the factory.

Steps to Implement a Safety Management System



ISO 28000 Implementation and Benefits

The semiconductor industry supply chain is extremely complex and highly globalized, from raw materials, chip manufacturing, assembly and testing to final product shipment, any issue may cause shipment delays or losses. As a result, PTI's introduction of ISO 28000 is expected to yield concrete and significant benefits in the following areas:



Ensure the stability of the supply of key components.



Prevent the risk of intellectual property leakage and counterfeiting.



Enhance the safety of the transportation process.



Improve brand credibility and customer trust.



Assist in uninterrupted production lines and reduce the risk of downtime.



Comply with ESG and global supply chain sustainability requirements.

The Challenge of Breaking Through the Trade Barrier Dilemma

Under the increasingly complex global economic and trade environment and rising geopolitical risks, "trade barriers" have become a major challenge for enterprises from all over the world to enter the international market. These conditions constitute non-traditional trade barriers, so that companies cannot compete on price alone, but need to gain an advantage in "trustworthy supply chain proof".

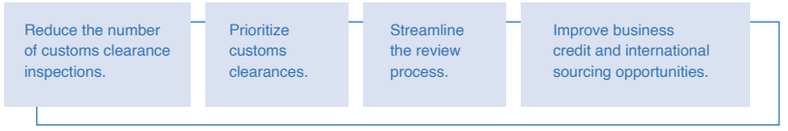
The Evolving Landscape of Trade Barriers

Information security review	When foreign companies export products containing chips, communication modules or software, they are often required to pass an information security audit.
Traceability of origin	Some countries require imported goods to have complete records of raw materials and assembly processes to prevent "origin bleaching".
Supplier compliance requirements	Including ESG, environmental regulatory requirements, etc., it has become one of the standards.
Security and risk management capabilities	We prefer to work with companies with "trusted supply chains" to reduce risks.

In the face of these challenges, "supply chain security" has been regarded as one of the key tools to break through the predicament, especially under the framework of the establishment of a trade "Whitelist" mechanism, if enterprises can prove that their supply chain has a high level of security, and the value chain transparency from the source of raw materials, production and manufacturing processes to export channels, they will have the opportunity to obtain preferential treatment for fast customs clearance, priority review or reduced inspection, and truly embark on a stable and efficient international supply path.

Whitelist Mechanism and Supply Chain Security

Many international customs clearance and trade cooperation mechanisms are gradually introducing whitelist mechanisms, such as WCO SAFE Framework, AEO (Authorized Economic Operator), C-TPAT (Customs-Trade Partnership Against Terrorism), RCEP (Regional Comprehensive Economic Partnership), ISO 28000 Security Management Systems, etc. The common denominator of these regimes is that they provide a series of trade facilitation to enterprises with "risk control, information transparency and sound supply chain security measures", including:



ISO 28000 or equivalent supply chain security management system is one of the important tickets for companies to apply for these whitelists.

PTI Breaks Through Trade Barriers with Supply Chain Security

1. Introduce the ISO 28000 international supply chain security standard and establish a systematic security management framework, including risk assessment, partner review, emergency response, logistics monitoring, etc.
2. Strengthen the traceability and compliance review of the supplier side, including the source of raw materials, environmental/social impact assessment, and comply with the requirements of EU REACH, US UFLPA and other regulations.
3. Integrate with international certification bodies or government whitelist mechanisms, such as obtaining WTO recognized safety supply chain qualifications.
4. Establish a cross-departmental safety governance culture, integrate security awareness into the company's strategy and daily operations, and have clear roles and responsibilities from legal affairs, procurement, information to logistics.

As the international situation evolves, companies will increasingly be unable to participate in the global supply chain by relying on cost advantages alone, and instead will have a verifiable, traceable, and controllable supply chain path:

- Companies that can demonstrate effective supply chain risk management will become the first choice for international procurement.
- "Data trustworthiness" and "process transparency" will be the core criteria for evaluating trading partners.
- The government and customs authorities will also be more active in screening credible businesses based on the risk-based principle, and accelerate the flow of legal trade through the whitelist.

While trade barriers cannot be fully removed in the short term, PTI proactively demonstrates supply chain security, transparency, and compliance—positioning itself as a preferred partner. This is not only a policy response, but a strategic step toward sustainability and global competitiveness.

Feature Story GRI 401-2

ESOP Benefit Program

Employees as Shareholders: Engaging in Business Success and Sharing in Shareholder Value

To incentivize sustained performance, PTI implemented an Employee Stock Ownership Plan (ESOP) in May 2018 for executives at the departmental level and above. This long-term incentive mechanism fosters a strong alignment between the management team and the company's performance and growth, ensuring that employees, as shareholders, share in the business achievements and the value of shareholder rights.

Expanding Participation, Deepening Shared Prosperity

To further strengthen employee cohesion, PTI expanded ESOP to include all full-time employees in August 2024. Employees who meet performance standards are free to participate, truly embodying the principle of shared business success. As of March 2025, 2,331 employees have joined the program, collectively holding 5,738,463 shares, representing approximately 0.756% of the company's outstanding shares, fully demonstrating the core values of "Sharing Success, Creating Value Together".

Flexible Design, Confident Participation

This system follows a voluntary participation model, allowing employees to allocate a fixed percentage of their salary each month to a trust account based on their personal financial planning. The company matches contributions accordingly, jointly purchasing company stocks, which are professionally managed by a trust bank. Participants, upon meeting tenure requirements, can reclaim their shares according to regulations. Additionally, trust assets are separate from corporate assets, ensuring legal protection, giving employees peace of mind as they engage in the program and share in the company's growth dividends.

Transforming Roles, Strengthening Identity

ESOP serves not only as a significant incentive beyond annual compensation but also as a powerful catalyst for transforming employees from mere task executors into active participants in the company's growth and profit-sharing. This shift in role enhances employees' engagement and sense of responsibility in corporate operations, deepens their resonance with organizational goals, and fosters a highly cohesive and strongly aligned corporate culture.

Continuous Improvement, Co-Creating the Future

Looking ahead, the company will continue to monitor the effectiveness of ESOP and gather employee feedback to ensure ongoing optimization based on actual needs. By working hand in hand with employees, we aim to drive sustainable corporate development and establish a solid foundation for long-term success through the principles of co-creation, shared benefits, and collective prosperity.





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Assessment and Disclosure of "Taiwan Sustainable Taxonomy"

In late 2022, the Financial Supervisory Commission (FSC) released the Reference Guidelines for the Identification of Taiwan Sustainable Taxonomy, with the second edition published in December 2024. Based on the EU taxonomy, the guidelines aim to promote green finance integration and accelerate corporate transition toward net-zero.

The second edition encourages voluntary disclosure of whether economic activities align with 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, and 6. Protection and restoration of biodiversity and ecosystems. As a company engaged in semiconductor packaging and testing, PTI falls under the applicable category of "general economic activities" in the semiconductor industry. We voluntarily disclose the alignment of our core business with the guidelines and conduct internal assessments based on the three recognition criteria.

The results indicate our activities meet the sustainability requirements and are classified as "Aligned", as detailed below.

Assessment of Alignment with the "Taiwan Sustainable Taxonomy"

Criteria	Result	Description
Condition 1: Makes a substantial contribution to at least one environmental objective.	Aligned	PTI has implemented comprehensive greenhouse gas inventory and reduction measures, and obtained 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 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 harm due to violations of United Nations human rights conventions or domestic labor laws.



1.1 Sustainable Management Company Overview

GRI 2-1、GRI 2-6

1.1.1 About PTI

Since its establishment in 1997, PTI has been continuously seeking technological breakthroughs in its core business of semiconductor packaging and testing. Simultaneously, it has also fostered positive interactions with stakeholders such as employees, shareholders/investors, customers, suppliers/contractors, and community groups. PTI actively fulfills its corporate citizenship responsibilities, working together with stakeholders to pursue a sustainable future. Since our humble beginnings with just over 200 employees, we have grown from a little-known tin-roofed rental plant to 21 modern plants globally with operations in Taiwan and Japan after more than 2 decades of hard work. We provide the most reliable quality and service through advanced technologies and world-class plants to gain the trust of our clients worldwide. PTI Group has 17,134 employees to date (as of December 2024). With the concerted efforts of all employees, from being the global leader in memory OSAT (Outsourced Semiconductor Assembly and Testing), PTI is now a full-spectrum semiconductor packaging and testing provider, extending our capabilities to logic services.

Semiconductor technologies and artificial intelligence drive global economic and social progress. The theme of the Report, "Empower the Future", documents PTI's investments in technology and applications, emphasizing humanistic care and the cohesiveness forged through shared challenges. Amid the tides of change, PTI remains committed to its sustainability journey, striving for excellence across economic, environmental, and social dimensions. The goal is to amplify its influence and create a prosperous and promising future alongside stakeholders.

(For details on PTI, please visit www.pti.com.tw.)

Company Name	Powertech Technology Inc.
Year Founded	1997
Company Headquarter	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	11,358 (Globally 17,134 within PTI Group)

PTI Milestone

1997 Powertech Technology Inc. was founded.

1999 Mr. D.K. Tsai assumed the position of chairman.

2000 Established Hsinpu Plant (P1).

2003 Established Hukou Plant (P2).

2004 Became listed on the Taiwan Stock Exchange (TWSE), with stock code 6239.

2006 Established Datong Plant (3A).

2008 Established "TeraPower Technology Inc." in joint venture with Tera Probe Inc.

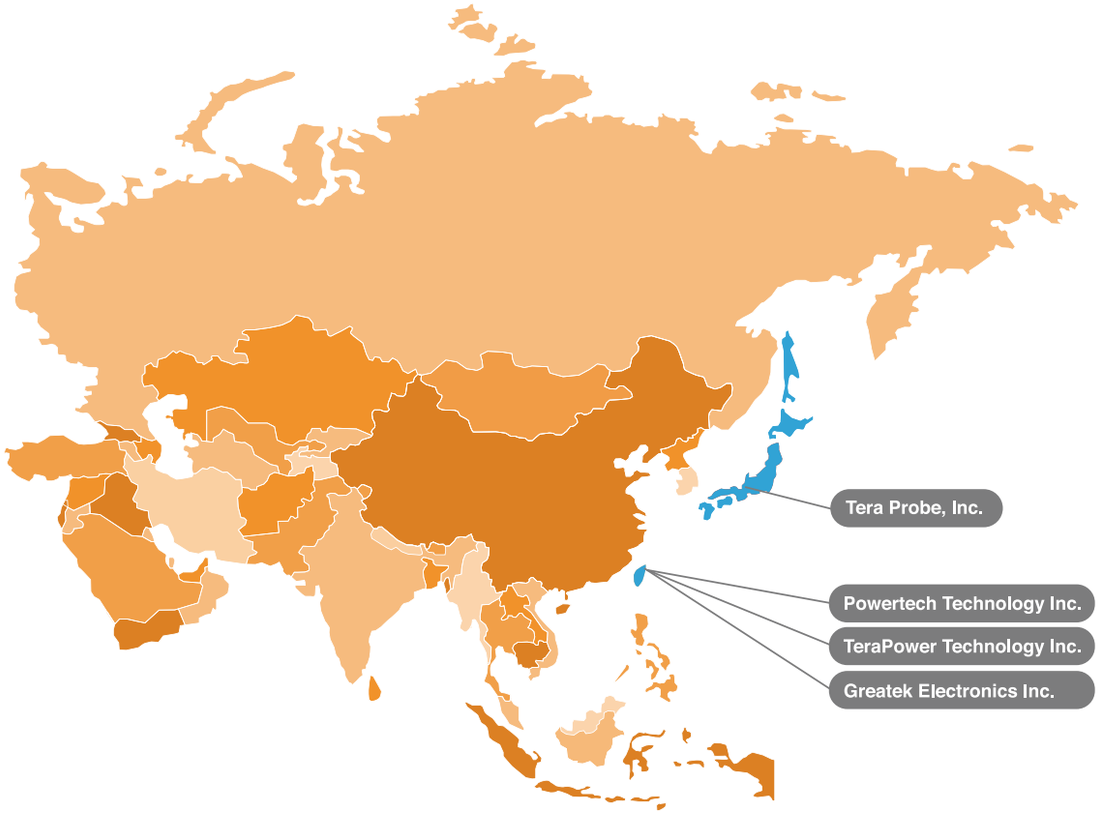
2010 Established HSP Plant 1 (P8).

2012 Acquired Greatek Electronics Inc.

2013 Completed and opened Datong Plant (3C).

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Location



Japan


Tera Probe, Inc.

Taiwan


Powertech Technology Inc.


TeraPower Technology Inc.


Greatek Electronics Inc.

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)

2015
- Joined the Responsible Business Alliance (RBA).

2016
- Established Wenhua Plant 1 (P9).

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 (Plant 11 A).
- 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 (Plant 11 B).

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.

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1.1.2 Six Capitals of Value Creation for Sustainability

PTI upholds the mission and vision of "To become the best supplier of advanced packaging technology solutions for system applications, modules and IC components." and consolidates the knowledge and strengths of all employees to create a sustainable future.

Although the industry's near-term prospects are slowing down, the future development is still optimistic. The application of semiconductor technology is very extensive, and many advanced ideas need to be realized with semiconductors. Although the wafer is very important, it is impossible to achieve without advanced packaging and testing technology to support it. After years of investment and hard work, PTI has become one of the few packaging companies with comprehensive technical capabilities. We use our core values and business strategies to strengthen our contributions to the economy, environment and society to create positive results for stakeholders. The correlation map of the 6 capitals and the value of PTI is as follows:



1 Six Capitals ▶▶▶

Input

Financial	PTI's financial capabilities in providing product manufacturing and services.
Intellectual	PTI's intangible assets such as intellectual property rights and patents, including the company's R&D and production capabilities.
Manufactured	PTI ensures reliable product quality and high-performance production capacity to meet our clients' needs such as plant construction and equipment.
Natural	The environmental resources and processes used by PTI for manufacturing, such as energy, water resources, waste management, etc.
Human	The knowledge, skills and experience of the employees of PTI and their support for PTI.
Social and Relationship	The relationship between PTI and stakeholders. Elevate benefits and information sharing, including mutual trust, cooperation and reputation.

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2 Value Creation

Company Vision

To become the best supplier of advanced packaging technology solutions for system applications, modules and IC components.

Core Value

P Promise

We promise to conduct business in a socially responsible and environmentally sustainable manner.

T Technology

We develop advanced technology to create a sustainable future for business, society and the environment.

I Integration

We integrate the interests of all stakeholders to ensure sustained and mutually rewarding relationships.

Business Strategy

- Core values of promise, technology, and integration.
- Focusing on specialized semiconductor packaging and testing, creating revenue in collaboration with customers and contractors.
- Commitment to developing advanced technologies and timely introduction of new products to boost the growth of the company.
- Providing comprehensive services with stable quality and cutting-edge technologies.
- Integrating resources, enhancing business performance, ensuring the company's profitability and sustainability.
- Commitment to talent training, employee welfare, shareholder equity, and creating shared value.

3 Outcome

Key Performances in 2024

Economic	Financial	▪ The EPS was NT$9.09. ▪ The consolidated revenue was NT$73.315 billion. ▪ Return on equity (ROE) in 2024 was 12.07%.
	Intellectual	▪ Received 30 patents in 2024. ▪ Completed the structure and reliability verification of Chip First FO on Substrate processor application for smart home appliances. ▪ Received certification for large-size FCBGA, SiP/SiM and started mass production. ▪ Completed the production of high-stacking (21 chips in one package) memory package product development and verification and successful mass production.
	Manufactured	▪ Improved the fan-out panel-level packaging (FOPLP) and contact image sensors (CIS) production. ▪ Accelerated high-end logic product certification and production. ▪ Provided customers with advanced CoWoS-liked packaging options.
Environmental	Natural	▪ Reduced electricity consumption by 14,182,415 kWh (based on self-estimation). ▪ Non-hazardous waste recycling rate reached 95.7%. ▪ Attained 86.89% water recycling rate in the dicing/grinding process.
Social	Human	▪ Education and training totaled 1,135,472.6 hours. ▪ A total of 1,664 employees were newly hired. ▪ The total number of employees at the end of 2024 was 11,358.
	Social and Relationship	▪ Statistics showed that by December 2024, the number of employees with disabilities was 117 and an additional 30 disabled employees were hired. ▪ 61 people from the disadvantaged groups were hired. ▪ Promoted 67 interns in industry-academia collaboration and summer programs. ▪ The social welfare investments of PTI in 2024 totaled NT$3,902,227 (15.4% increase compared to 2023).

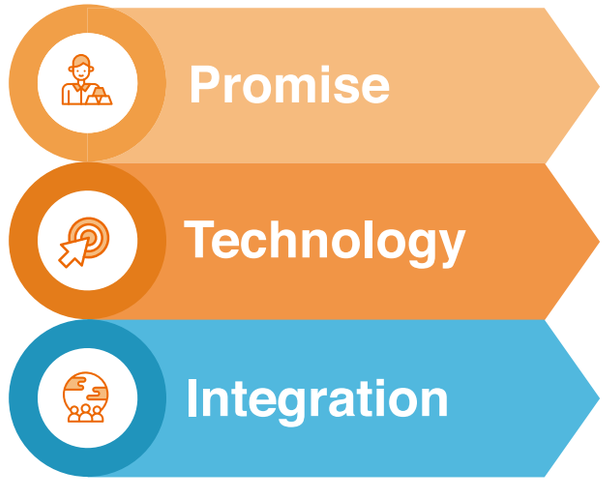
Note: Other than financial performance, which includes consolidated financial statements, all the above information disclosures are mainly based on PTI.

1.2 Sustainable Management Sustainability Management Framework

GRI 2-22

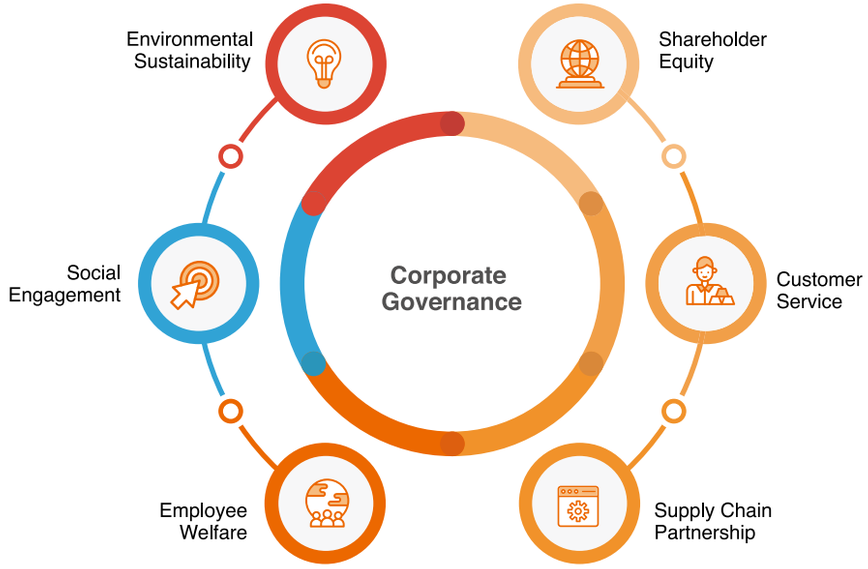
1.2.1 Corporate Sustainable Development Policy

PTI's core values of sustainability are "Promise, Technology, and Integration", and we have developed our Corporate Sustainable Development Policy in this way. We are committed to integrating corporate sustainability with our core business. With the Board of Directors as the highest governance body of sustainability, PTI adopts a top-down approach to sustainability governance and materializes sustainable management, as well as the goal of economic, environmental, and social development.



1.2.2 Approach and Management System

- Make responsible decisions and take actions to reduce our business's negative impact on society and the environment.
- Build an open, accurate, transparent, fair and timely channel to communicate with all stakeholders.
- Engage in the communities to foster the development of the economy, environment, and people to achieve corporate sustainability.

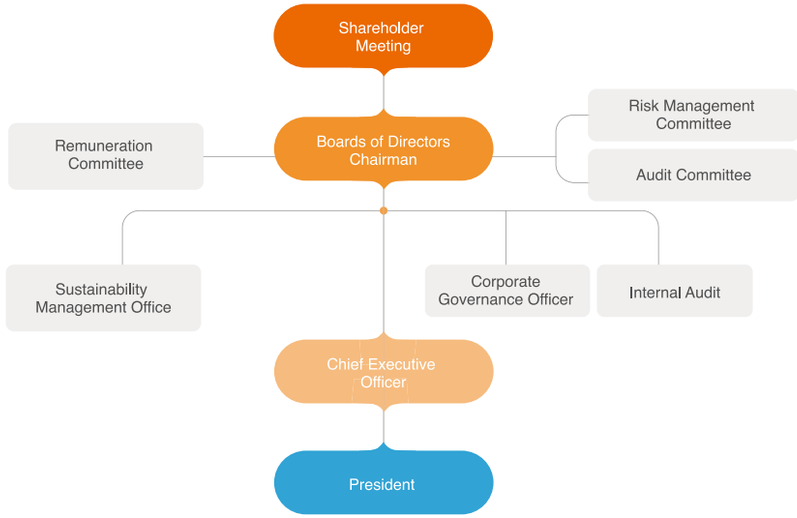


1.2.3 Implementation of Corporate Sustainability

Dedicated Sustainability Management Office

In order to advance economic, environmental, and social sustainability, and strengthen the competitive advantages of the company, PTI set up the "Corporate Social Responsibility Office" on August 1, 2014 (it was renamed Sustainability Management Office in 2022). The Sustainability Management Office, reporting directly to the Board of Directors, takes charge of stipulating policies and systems, introducing and implementing related management policies and substantial promotion projects, which directly reports to the Board of Directors yearly on the ESG strategy and implementation efficacy.

Structure of the Sustainability Management Office

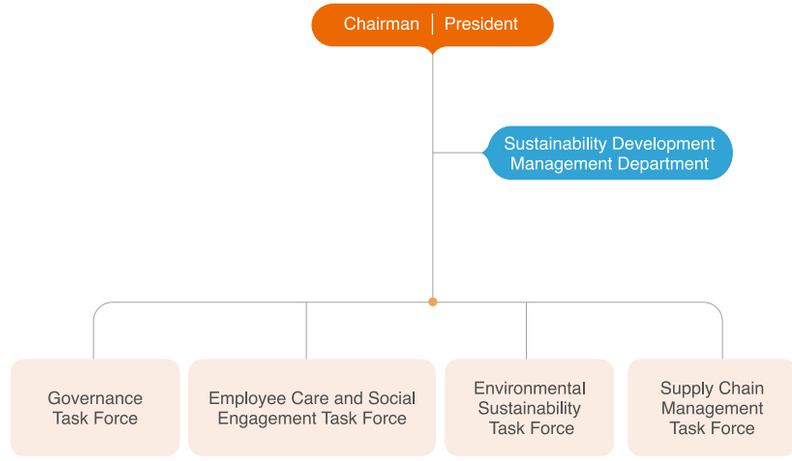


Establishment of the "ESG Committee"

PTI established the Corporate Social Responsibility Committee in January 2016 (renamed ESG Committee in 2022). In 2023, the committee further adjusted its organizational structure, setting up four task forces: "Governance", "Employee Care and Social Engagement", "Environmental Sustainability" and "Supply Chain Management". The committee convenes quarterly to discuss key sustainability strategies. Each task force is led by relevant business executives, with the Sustainability Development Management Department responsible for coordinating, allocating, executing, and operating the work. The department assists in promoting business related to sustainable development policies and goals, facilitating communication and discussion on issues concerning various stakeholders, including shareholders/investors, customers, suppliers/contractors, employees, government agencies, NPOs, communities and the media.

In order to ensure the implementation of sustainable development related projects, 4 ESG Committee meetings (2024/02/02, 2024/05/03, 2024/08/07 and 2024/11/27) were held in 2024. The main topics of the meetings include sustainable development management system, project execution progress, management review, as well as external third-party audit.

Structure of the ESG Committee



1.2.4 Corporate Sustainability Development Journey

PTI is active in implementation of sustainable development.

2013

2013.4.30
The Board of Directors approved the "Code of Business Conduct and Ethics" to ensure employees follow company integrity and ethics policies in commercial activities and establish the organizational culture of integrity.

2013.11.8
The Board of Directors approved the "Corporate Sustainable Development Practice Guidelines" to manage the impact of the balance on economic, environmental, and social sustainability.

2014

2014.8.1
- PTI established and dedicated the "CSR Office" as the responsible unit in charge of managing and enforcing the CSR policies, guidelines, management systems, and implementation plan.
- PTI issued its first CSR Report in accordance with "Global Reporting Initiative Guideline Ver.4".

2015

2015.2.9
The CSR Office became a unit directly under the Board's management and supervision, reporting to the Board of Directors annually.

2015.4.20
PTI joined and became a member of the Responsible Business Alliance (RBA).

2016

2016.1.5
PTI established the "CSR Committee" including RBA, SA8000, and BCM subcommittees.

2016.12.15
PTI received the SA8000 (Social Accountability Management System) certification.

2017

2017.8.9
Established the "PTI Education Foundation".

2019

2019.11.30
Passed SA8000 renewal audit.

2020

2020.9.25
Introduced ISO 37001 Anti-Bribery Management Systems (ABMS).

2021

2021.5.7
Formed the Risk Management Committee.

2021.11.30
Passed ISO 37001 ABMS certification.

2022

2022.3.10
The Board of Directors approved the revision of the "Corporate Sustainable Development Practice Guideline" and the "Code of Business Conduct and Ethics". The "CSR Office" was also renamed "Sustainability Management Office".

2022.11.30
Passed SA8000 renewal audit.

2023

2023.11.3
Adjusted the operational organization of the ESG Committee, with four task forces under it: "Governance", "Employee Care and Social Engagement", "Environmental Sustainability", and "Supply Chain Management".

2024

2024.11.8
The Board of Directors approved "Sustainability Information Management Procedure". The management of sustainability information will be incorporated into the internal control system.

2024.11.30
Passed the ISO 37001 Anti-Bribery Management Systems renewal audit.

1.3 Sustainable Management Stakeholder Engagement

GRI 2-16、GRI 2-29

During the process of realizing sustainability, PTI values the stakeholders' expectations and needs by listening to and collecting the feedback of everyone who cares about PTI. We actively maintain positive and effective communication with stakeholders through diverse communication channels to provide transparent, timely and comprehensive information on issues of concern to stakeholders. For details, please refer to "Chapter 8.6 Social Media Communication Platforms".

1.3.1 Stakeholder Identification

Sustainability Development Management Department has formed the "Sustainable Development Task Force" with personnel from relevant departments, including finance, procurement, occupational safety, plant engineering, human resources, quality control, intellectual property, sales and research and development to identify stakeholders based on the 5 major principles of the AA1000SES Stakeholder Engagement Standard. After a review was conducted based on the groups or individuals that may be affected by our operations or be concerned with the company's sustainable development performance, 6 categories of stakeholder groups remained: shareholders/investors, employees, customers, suppliers/contractors, government agencies and communities.

1.3.2 How We Work with Stakeholders

Stakeholder	Importance to PTI	Issues of Concern	Means of Engagement and Frequency	2024 Key Communication Outcomes
Shareholders/ Investors	The support of our shareholders and investors is a steady source of capital for PTI and the driving force behind the company's continuous improvement of sustainable governance.	▪ Economic Performance ▪ Business Integrity ▪ Technology and Service ▪ Regulatory Compliance	▪ Shareholder meetings (annually) ▪ Public financial reports (quarterly) ▪ Investor conferences (quarterly) ▪ Spokesperson and investor relations department (as needed) ▪ Company website (as needed)	▪ Held the 2024 Annual Shareholders' Meeting and four investor conferences, engaging in over 100 institutional investor meetings to discuss key ESG topics. ▪ Disclosed financial and operational reports in the Investor Relations section of the company website. ▪ Completed corporate governance evaluation in compliance with FSC requirements.
Employees	Employees are PTI's core driving force. We create a friendly work environment and care about our employees, enabling them to unleash their full potential and grow together with the company.	▪ Compensation and Benefits ▪ Human Rights ▪ Occupational Health and Safety	▪ Employee mailbox (permanent) ▪ Employee welfare committee (quarterly) ▪ Labor-management meetings (quarterly) ▪ Occupational Safety and Health Committee (quarterly) ▪ PTI Journal (quarterly) ▪ Employee opinion surveys (monthly sampling) ▪ Seminars/employee forums (monthly) ▪ E-platforms and company announcements (as needed) ▪ Policy improvement proposals (as needed) ▪ Employee counseling (as needed)	▪ Hosted over 69 seminars/employee forums in 2024, including 53 onboarding meetings for new employees, 12 monthly migrant worker meetings, and 4 routine labor-management meetings. ▪ Handled 24 formal employee grievance cases, achieving 100% case resolution. ▪ Promoted employee well-being through healthy workplace initiatives, risk monitoring, and wellness management, ensuring work-life balance. ▪ Conducted industry compensation surveys and provided competitive, performance-based differentiated compensation (including bonuses and employee rewards).

Stakeholder	Importance to PTI	Issues of Concern	Means of Engagement and Frequency	2024 Key Communication Outcomes
Customers	PTI pays close attention to customers' needs and continues innovation to provide high-quality services, help clients meet targets, and achieve mutual growth.	▪ Biodiversity ▪ Customer Relations ▪ Occupational Health and Safety ▪ Human Rights	▪ Business meetings (as needed) ▪ Customer satisfaction survey (annually) ▪ Customer complaint system (as needed) ▪ Customer audit (as needed)	▪ Achieved a customer satisfaction score of 4.1 in 2024. ▪ Completed 48 social responsibility audits, reinforcing corporate sustainability commitments. ▪ Conducted 29 BCM/BCP risk management audits, ensuring business continuity and resilience.
Suppliers/ Contractors	Suppliers and contractors are PTI's most important partners for production and services. We continue to enhance and intensify partnerships to attain sustainable management models.	▪ Business Integrity ▪ Human Rights ▪ Occupational Health and Safety	▪ Supplier/contractor audit (annually) ▪ Supplier/contractor forum (annually) ▪ Supplier assessment (quarterly) ▪ Supplier/contractor meetings (as needed)	▪ Completed audits of 40 key suppliers, with no high-risk vendors identified. ▪ Held a supplier social responsibility forum, promoting sustainability principles and policies, with 148 suppliers and 181 participants. ▪ Conducted supplier bribery risk and due diligence assessments, reinforcing corporate social responsibility, anti-bribery, and anti-corruption measures. ▪ Completed the annual conflict minerals assessment, ensuring 100% of suppliers meet non-conflict mineral compliance standards, aligning with corporate management requirements.
Government Agencies	PTI complies with government regulations and vigorously cooperates with policy implementation, where collaboration and interaction with the government are achieved through transparent communication.	▪ Water Management ▪ Pollution and Waste ▪ Occupational Health and Safety	▪ Official letters and emails (as needed) ▪ Advocacy meetings and hearings by the authorities (as needed) ▪ Issuing official letters (as needed)	▪ Invited by the National Science and Technology Council's Hsinchu Science Park Bureau to serve as a member of the Occupational Safety and Health Expert Platform, assisting in workplace safety and health guidance for park enterprises.
Communities	PTI interacts with various communities to understand their needs and actively integrate resources to continuously give back to society to the best of our ability, thereby enhancing our positive influence on society.	▪ Social Engagement ▪ Human Rights ▪ Occupational Health and Safety ▪ Employee Communication	▪ Company website (as needed) ▪ Contact person from the plant engineering department (as needed) ▪ Courses and visits (as needed)	▪ Employees contributed 1,348 volunteer service hours in 2024, benefiting 4,746 individuals. ▪ Promoted semiconductor packaging knowledge, collaborating with 6 schools to host 19 career seminars and corporate visits, engaging 905 participants throughout the year. ▪ Conducted industry-academia collaboration programs across 21 schools, actively fostering semiconductor packaging talent development.

1.4 Sustainable Management Materiality Analysis

GRI 2-24、GRI 2-25、GRI 2-29、GRI 3-1、GRI 3-2、GRI 3-3

PTI follows the eight reporting principles of the GRI Standards including accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. We conduct materiality analysis through a structured five-step approach: "Gather" , "Identify" , "Prioritize" , "Define" and "Review". This process enables us to assess the company's sustainability status and drive continuous improvements across all organizations.

We regularly gather stakeholder interest insights to effectively track the progress of sustainability goals. Additionally, we leverage diverse communication channels to collect and respond to stakeholder feedback and recommendations, ensuring a comprehensive understanding of their needs and expectations.

1.4.1 Process to Determine Material Topics

Gather

Understand the Organization's Context

Review its own operational activities and business relationships, summarizing the boundaries of impacts and the level of involvement in the organization's operations.

Identify Stakeholders

The Sustainable Development Task Force identifies 6 major types of stakeholders through the stakeholder identification procedure: shareholders/ investors, employees, customers, suppliers/contractors, government agencies and communities.

Collect Sustainability Issues

Drawing from various sustainability frameworks, a total of 26 sustainability issues were summarized.

- International Sustainability Reporting Guidelines (GRI Standards, SASB Standards for Semiconductors, IFRS Sustainability Disclosure Standards)
- Global ESG ratings and evaluations (Dow Jones Best-in-Class Indices, MSCI ESG Index, FTSE4Good Index)
- United Nations Sustainable Development Goals (SDGs)
- Responsible Business Alliance (RBA) Code of Conduct
- Industry-related special issues
- Stakeholder engagement insights.

10 Economic Issues

- Corporate Governance
- Economic Performance
- Risk Management
- Protection of Intellectual Property
- Business Integrity
- Technology and Service
- Sustainable Supply Chain
- Customer Service
- Regulatory Compliance
- Conflict Minerals

7 Environmental Issues

- Energy Management
- Greenhouse Gas (GHG) Management
- Climate Change
- Water Management
- Pollution and Waste
- Green Product
- Biodiversity

9 Social Issues

- Occupational Health and Safety
- Employee Communication
- Human Rights
- Compensation and Benefits
- Talent Recruiting and Retention
- Career Development
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Identify

Identify Impacts and Assess Significance

Identify and assess sustainability issues in accordance with the GRI Standards, integrating the Double Materiality principles outlined in the European Sustainability Reporting Standards (ESRS). This process involves internal evaluations and active stakeholder engagement to gain insights into their areas of concern, enabling us to evaluate and quantify the impacts of each sustainability issue.

Positive/Negative Impacts Assessment

- Sustainability Materiality: Identify actual and potential positive and negative impacts of business operations and commercial relationships on economic, environmental, and social factors, defining the impact types and value chain locations where they occur.
- Operational Materiality: Evaluate sustainability risks that significantly affect the company's operations, including revenue growth, customer satisfaction, employee engagement, and operational risks.

Sustainability Issue Survey (Annual Collection)

- Stakeholder Concern Level: Assessed through online and paper surveys, gathering insights from six key stakeholder groups. In 2024, 678 responses were collected (210 from shareholders/investors, customers, suppliers/contractors, government agencies, and communities; 468 from employees).
- Operational Impact Assessment: Conducted with internal management and members of the Sustainable Development Task Force, evaluating the importance of ESG topics to business operations, with 18 responses collected.
- Sustainability Impact Assessment: Conducted with internal management and Sustainability Development Management representatives, measuring the positive and negative impacts, frequency, and likelihood of various sustainability topics, with 13 responses collected.

Prioritize

Prioritize Impact Significance

Analyze collected statistics, ranking each sustainability issue based on its impact significance. The prioritization process considers operational impact assessment results, stakeholder insights and expert perspectives to ensure objectivity and accuracy in our overall analysis.

Define

Decide Material Topics

After internal review and discussion, the results of annual materiality analysis identified a total of 12 material topics and were mapped into a materiality matrix. Other topics are categorized as secondary, with progress continuously disclosed in the ESG report.

- The process of materiality assessment was verified by a third-party assurance, with results presented to the ESG Committee and Board of Directors for approval.
- Integration of significant sustainability impacts into enterprise risk management, ensuring regular reviews.
- Detailed examination of material topics' effects on the upstream supply chain, corporate operations, and downstream business, collecting internal data and management policies.
- Materiality analysis results serve as a foundation for the company's sustainability strategy and short-, medium-, and long-term goals, ensuring alignment with stakeholder expectations.

Review

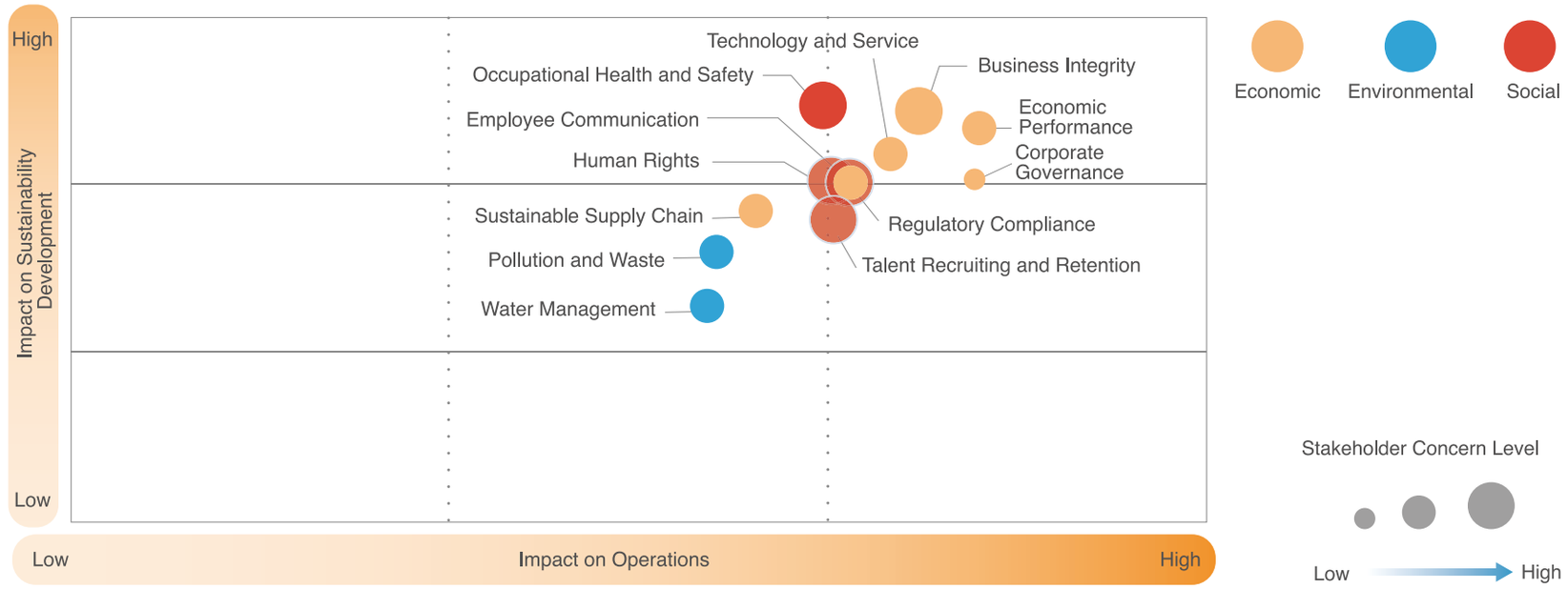
Communication & Disclosure

In accordance with GRI standards, we disclose management approaches, policy commitments, objectives, and execution outcomes for each material topic, including relevant data and insights.

We continue to collect stakeholder concerns and reviewing variations in material topics to ensure a clear understanding of stakeholder needs and expectations.

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1.4.2 Materiality Matrix



There were 12 material topics in 2024 in total with one fewer item compared to the previous year. Descriptions of the differences in materiality matrix are given below:

Material Topics

Economic
- Corporate Governance
- Economic Performance
- Business Integrity
- Regulatory Compliance
- Technology and Service
- Sustainable Supply Chain

Environmental
- Water Management
- Pollution and Waste

Social
- Human Rights
- Occupational Health and Safety
- Employee Communication
- Talent Recruiting and Retention

Materiality Matrix Changes

2024 Sustainability Issues	Differences/Changes	Description
▪ Technology and Service ▪ Corporate Governance	Added as a new material topic of the economic aspect.	Increased materiality, with secondary topics in 2023.
▪ Risk Management ▪ Climate Change ▪ Career Development	Moved to secondary topics in 2024.	The significance of the material topic decreased but we will continue to disclose related information in the Annual Report, ESG Report, and official website of the company.

1.4.3 Material Topics and Impact Boundary

● Direct Impact ○ Contributing Impact ◎ Business Impact

Aspect	Material Topics	Importance Toward PTI	Corresponding Chapter	GRI Specific Topics	SASB Standards	Involvement and Impact Boundary			
						Upstream	PTI Group		Downstream
						Suppliers	PTI	Subsidiary	Customers
Economic	Corporate Governance	Health corporate governance facilitates the orderly development of the organization and protects the interests of PTI's shareholders and stakeholders.	2.1	Customize Material Topics	-		●	●	◎
	Economic Performance	Stable financial performance is the driving force for sustainable business operations. PTI strives for high economic value to repay shareholders for their long-term support and trust.	2.2	GRI 201 Economic Performance	-		●	●	◎
	Business Integrity	PTI has established a corporate culture of ethical management and implemented related policies; the principles of fairness, honesty and trustworthiness are applied to business operations.	2.4	GRI 205 Anti-corruption GRI 415 Public Policy	-	◎	●	●	●
	Regulatory Compliance	Materializing legal compliance is the cornerstone of an enterprise's steady growth and sustainable business, enabling it to prevent the breach of any laws, regulations, and contracts and fulfill its obligations.	2.5	GRI 205 Anti-corruption GRI 206 Anti-competitive Behavior	Workforce Health & Safety	○	●	●	●
	Technology and Service	In response to industry development trends, PTI continues to develop innovative technologies in packaging and testing to satisfy our customers' demands and gain their recognition.	0.4 3.2	Customize Material Topics	-		●	●	◎
	Sustainable Supply Chain	Establishing a sustainable supply chain can enhance suppliers' awareness of safety protection for their employees and property. A good relationship is conducive to obtaining products or services that meet quality requirements, indirectly strengthening the company's competitiveness and achieving win-win results.	0.4 4.2 4.4	GRI 409 Forced or Compulsory Labor GRI 414 Supplier Social Assessment	Materials Sourcing	●	●	●	◎

● Direct Impact ○ Contributing Impact ◎ Business Impact

Aspect	Material Topics	Importance Toward PTI	Corresponding Chapter	GRI Specific Topics	SASB Standards	Involvement and Impact Boundary			
						Upstream	PTI Group		Downstream
						Suppliers	PTI	Subsidiary	Customers
Environmental	Water Management	Established a water recycling system to recycle and reuse the process wastewater in the plants to re-utilize and manage water resources adequately.	7.2	GRI 303 Water and Effluents	Water Management	○	●	●	◎
	Pollution and Waste	PTI proactively promotes the prevention of hazardous waste and air pollution to prevent the risks associated with pollution.	7.3	GRI 305 Emissions GRI 306 Waste	Waste Management	○	●	●	◎
Social	Occupational Health and Safety	Maintaining the employees' safety and health is the key to sustainable business because allowing employees to work safely and happily generates optimum performance.	5.6	GRI 403 Occupational Health and Safety	Workforce Health & Safety	◎	●	●	◎
	Employee Communication	Good employee communication helps to let our employees offer their recommendations and thoughts to prevent losses caused by future labor disputes.	5.5	Customize Material Topics	-		●	●	
	Human Rights	PTI values every employee, so we have stipulated relevant labor human rights policies to let our employees work with dignity and happiness, thereby enhancing workplace cohesion.	4.4 5.4	GRI 406 Non-discrimination GRI 409 Forced or Compulsory Labor	-	◎	●	●	◎
	Talent Recruiting and Retention	Provide fair and comprehensive remuneration and benefits and a good labor-management relationship to make the workforce stable and attractive, maintain competitive advantages and create profitability.	0.4 5.1 5.2	GRI 401 Employment GRI 405 Diversity and Equal Opportunity	Recruiting & Managing a Global & Skilled Workforce		●	●	◎

Note:
1. Involvement and impact boundary is based on the logic of the PTI value chain.
2. The SASB disclosure topics "Greenhouse Gas Emissions", "Energy Management in Manufacturing", "Product Lifecycle Management", and "Intellectual Property Protection & Competitive Behavior" are classified as secondary topics. Relevant explanations and responses please refer to "Chapter 8.2 SASB Index—Semiconductor Industry" and other sections of the report.

1.4.4 Management Approaches of Material Topics

Policies, Commitments, Assessment and Mitigation of Impacts

Material Topics	Policy	Commitment	Assessment of Impact			Mitigation of Impact			
			Impact Type		Impact Description	Responsible Department	Management Measures	Evaluation Mechanisms	Performance (Corresponding Chapter)
			Negative	Positive					
Economic									
Corporate Governance	▪ Corporate Sustainable Development Practice Guidelines ▪ Code of Business Conduct and Ethics	Protect the interests of the company's major shareholders and stakeholders.	Potential	Actual	▪ Weak corporate governance may lead to internal fraud, undermining operations and shareholder interests.	Corporate Governance Officer, Internal Audit, Finance	▪ Establish a corporate governance framework and practices in accordance with laws and regulations to ensure sound business operations.	▪ Internal Audit	2.1
Economic Performance	▪ Corporate Sustainable Development Practice Guidelines	Create better economic value for our shareholders, investors and stakeholders.	Potential	Actual	▪ Poor operating performance may limit investment in innovation, weakening long-term competitiveness and shareholder value.	Corporate Governance Officer, Accounting, Finance	▪ Having a comprehensive corporate governance structure with a Board of Directors, Audit Committee, Remuneration Committee and Internal Audit to effectively control the company's overall operations and development.	▪ Internal Audit	2.2
Business Integrity	▪ Code of Business Conduct and Ethics ▪ Ethics Policy ▪ Anti-Bribery Policy	Fulfill the integrity management policy. Perform business events with justice, integrity and trustworthiness.	Potential	Actual	▪ Failure to prevent unethical conduct may foster a negative corporate culture, lead to unexplained financial losses, and reduce operational efficiency.	Sustainability Management Office	▪ Promote an ethical culture and require employees to follow integrity policies, linked to annual performance appraisals.	▪ Internal Audit ▪ Management system (ISO 37001)	2.4
Regulatory Compliance	▪ Corporate Sustainable Development Practice Guideline	Comply with the law to prevent any violations.	Potential	Potential	▪ Failure to monitor changes in domestic and international policies and regulations may disrupt business operations, lead to legal violations, and damage corporate reputation.	Sustainability Management Office, Legal Affairs, Intellectual Property, Plant Engineering, Occupational Safety	▪ Comply with local regulations and routinely execute regulatory compliance inspection to comply with the latest legal requirements.	▪ Internal Audit ▪ Regulatory Compliance Inspection	2.5
Technology and Service	▪ Quality Policy ▪ Corporate Sustainable Development Policy	Satisfy the customers' needs to garner their support and recognition.	Actual	Actual	▪ Failure to anticipate technological trends and respond promptly may erode competitive advantage and market share. ▪ Lack of a robust intellectual property protection mechanism may weaken technological competitiveness.	Package R&D, Test R&D, Quality Assurance	▪ Continuously monitor industry trends, drive innovation through ongoing R&D, and actively engage in research to maintain market leadership.	▪ Management system (ISO 9001, IATF 16949)	0.4 3.2
Sustainable Supply Chain	▪ PTI Supplier Code of Conduct ▪ Responsible Minerals Sourcing Policy ▪ HSF Quality Policy ▪ Code of Integrity ▪ Policy of Security Management	Maintain positive relationships with suppliers; create a win-win scenario.	Potential	Actual	▪ Failure to trace metal sources in supplied products may lead to compliance risks and loss of business opportunities. ▪ Lack of a robust supply chain system may cause operational disruptions and threaten business continuity.	Supply Chain Management, Quality Assurance, Sustainability Management Office	▪ Source relevant materials from smelters and refiners compliant with the Responsible Minerals Assurance Process (RMAP) to ensure a conflict-free supply chain. ▪ Establish sustainable supply chain strategies and processes with short-, medium-, and long-term goals to ensure effective implementation.	▪ Supplier Evaluation/ Assessment ▪ Supplier Audit ▪ Supplier Forum ▪ Management system (ISO 28000)	0.4 4.2 4.4

Material Topics	Policy	Commitment	Assessment of Impact			Mitigation of Impact			
			Impact Type		Impact Description	Responsible Department	Management Measures	Evaluation Mechanisms	Performance (Corresponding Chapter)
			Negative	Positive					
Environmental									
Water Management	▪ Corporate Sustainable Development Practice Guidelines ▪ Environment, Safety and Health Policy ▪ Energy and Water Resources Policy	Increase the utilization of water resources and decrease business risks.	Potential	Potential	▪ Abnormal wastewater discharge causes environmental pollution, violation of environmental regulations and damage to the reputation. ▪ Stakeholders are concerned about issues and performance of water management.	Plant Engineering, Occupational Safety	▪ Establish wastewater treatment facilities to stably recycle and re-use in-plant process wastewater. ▪ Regularly review the effectiveness of water use management and introduce ISO 46001 to enhance the 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	Improve pollution prevention and decrease the impact on the environment.	Actual	Potential	▪ Non-compliance by waste treatment contractors may result in joint liability for remediation and damage to corporate reputation. ▪ Improper operation or malfunction of pollution control facilities may lead to regulatory penalties and reputational harm. ▪ Stricter emission standards may increase capital expenditure on pollution prevention facilities.	Plant Engineering, Occupational Safety	▪ 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
Social									
Occupational Health and Safety	▪ Environment, Safety and Health Policy	Ensure employees' health and safety.	Potential	Actual	▪ Unsafe behavior or occupational injury caused by personnel failing to implement operational safety regulations, leading to an unsafe environment in the workplace. ▪ Highly infectious diseases cause cluster infections among personnel and disrupt company operations.	Plant Engineering, Occupational Safety	▪ Certified under ISO 45001 and RBA VAP; established an EHS Committee to regularly coordinate and advise on health and safety matters. ▪ Revised the infectious disease contingency plan and enhanced business continuity management (BCM) based on COVID-19 response experience.	▪ Management System (ISO 45001, RBA VAP)	5.6
Employee Communication	▪ Corporate Sustainable Development Practice Guidelines ▪ Labor Policy	Avoidance of labor disputes.	Potential	Actual	▪ Maintain positive communication with employees to create harmonious labor relations and prevent labor conflicts from affecting the corporate image.	HR	▪ Establish comprehensive communication channels to ensure employees can speak freely in a friendly environment, and hold regular labor-management meetings to build consensus.	▪ Management System (SA8000, RBA VAP) ▪ Labor-Management Meeting	5.5
Human Rights	▪ Corporate Sustainable Development Practice Guidelines ▪ Labor Policy	Protect employee rights.	Actual	Actual	▪ Failure to protect employee rights may harm corporate reputation and weaken team cohesion.	HR	▪ Passed the SA8000 certification and RBA VAP audits; formulated Labor Policy to create a friendly workplace and uphold human rights protection.	▪ Management System (SA8000, RBA VAP)	4.4 5.4
Talent Recruiting and Retention	▪ Corporate Sustainable Development Practice Guidelines	Provide fair and comprehensive compensation and benefits and a good labor-management relationship.	Potential	Actual	▪ Considering non job-related factors in hiring or retention may result in unfair labor conditions, employment discrimination, and reputational damage.	HR	▪ Passed SA8000 certification and RBA VAP audit to confirm the rationality and suitability of the labor conditions of job applicants or employees.	▪ Management System (SA8000, RBA VAP)	0.4 5.1 5.2

1.5 Sustainable Management
Implementation of Sustainable Development Goals

1.5.1 Sustainable Approaches and Goals

Economic Aspect

Material Topic and Strategy	Performance Indicator	2024 Targets	Status	2024 Achievements	Short-term Goals (2025-2026)	Mid-term Goals (2027-2029)	Long-term Goals (2030 and beyond)
Corporate Governance ▪ Continuously monitor the changes in the Taiwan Corporate Governance Evaluation indicators and strive for compliance. ▪ Track eligibility criteria for inclusion in Taiwan stock market indices and strive to meet relevant standards.	▪ Participate in corporate governance-related evaluations or awards.	▪ Ranked 6% to 20% in TWSE Corporate Governance Evaluation. ▪ Selected as a constituent stock of the TWSE RA Taiwan Employment Creation 99 Index. ▪ Selected as a constituent stock of the TWSE Corporate Governance 100 Index. ▪ Selected as a constituent stock of the FTSE4Good TIP Taiwan ESG Index.	☆	▪ 21% to 35% in the 11th Corporate Governance Evaluation. ▪ TWSE RA Taiwan Employment Creation 99 Index constituent. ▪ FTSE4Good TIP Taiwan ESG Index constituent.	▪ Ranked 6% to 20% in TWSE Corporate Governance Evaluation. ▪ Selected as a constituent stock of the TWSE RA Taiwan Employment Creation 99 Index. ▪ Selected as a constituent stock of the TWSE Corporate Governance 100 Index. ▪ Selected as a constituent stock of the FTSE4Good TIP Taiwan ESG Index.	▪ Ranked the Top 5% in TWSE Corporate Governance Evaluation. ▪ Selected as a constituent stock of the TWSE RA Taiwan Employment Creation 99 Index. ▪ Selected as a constituent stock of the TWSE Corporate Governance 100 Index. ▪ Selected as a constituent stock of the FTSE4Good TIP Taiwan ESG Index.	▪ Continuously participated in corporate governance evaluations to strengthen the governance framework and progressively align with international standards.
Economic Performance ▪ Maintained an adequate level of capital to support future CAPEX expansion.	▪ Operational performance situation	▪ Annual average return on equity (ROE) of at least 10%. ▪ Annual dividend payout ratio of at least 60%.	★	▪ Return on equity (ROE) in 2024 reached 12.07%. ▪ The cash dividend payout ratio for 2024 is 77%.	▪ Annual average return on equity (ROE) of at least 10%. ▪ Continuously striving for profitability and growth. ▪ Strengthen corporate governance and maintain strong investor relations.	▪ Invest in advanced technologies to pursue long-term profitability and growth, while strengthening the financial structure. ▪ Strengthen corporate governance and maintain a good relationship with investors.	▪ Invest in advanced technologies to pursue long-term profitability and growth, while strengthening the financial structure. ▪ Strengthen corporate governance and maintain a good relationship with investors.
Business Integrity ▪ Implemented the ISO 37001 Anti-Bribery Management Systems to uphold integrity in operations and avoid conflicts of interest. ▪ Establish a corporate culture of integrity and implement integrity policies, requiring employees to strictly adhere to ethical principles in business activities, linked to the annual performance evaluation system.	▪ Implemented the ISO 37001 Anti-Bribery Management Systems to uphold integrity in operations and avoid conflicts of interest.	▪ Complete the renewal audit of the ISO 37001 Anti-Bribery Management Systems with the scope expanding to HSP Plant 1 (P8) and HSP Plant 3 (P11B). ▪ Implement business ethics and regularly report the implementation outcomes to the board of directors. ▪ 100% employee participation in annual ethics training. ▪ 100% of the indirect labors completed the declaration of conflict of interest.	★	▪ Implemented the ISO 37001 Anti-Bribery Management Systems and passed the annual surveillance audit. ▪ Report the 2024 execution results of the Code of Ethics to the Board of Directors in November 2024. ▪ Completed ethics training for employees with 11,172 participants and a 100% completion rate. ▪ Achieved a 100% completion rate for the annual conflict of interest declaration by indirect personnel.	▪ Implement the ISO 37001 Anti-bribery Management Systems and complete anti-bribery risk assessment, internal audits, and the annual surveillance audit. ▪ Implement the corporate Code of Ethics and regularly report execution results to the Board of Directors. ▪ Achieve 100% completion rate for the annual ethics training for all employees. ▪ Achieve 100% completion rate for the annual conflict of interest declaration by indirect personnel.	▪ Optimize the implementation of the ISO 37001 Anti-Bribery Management Systems. ▪ Continuously provide ethics training and awareness programs for all employees to enhance ethical literacy.	▪ Optimize the implementation of the ISO 37001 Anti-Bribery Management Systems. ▪ Continuously provide ethics training and awareness programs for all employees to enhance ethical literacy.

Economic Aspect							
Material Topic and Strategy	Performance Indicator	2024 Targets	Status	2024 Achievements	Short-term Goals (2025-2026)	Mid-term Goals (2027-2029)	Long-term Goals (2030 and beyond)
Regulatory Compliance ■ Comply with applicable local regulations and conduct regular regulatory audits to ensure compliance with the latest legal requirements. ■ Ensure regulatory compliance through regular internal audits and the implementation of the social responsibility management system (RBA VAP).	■ Ensure compliance with laws, regulations, and customer requirements to prevent violations.	■ Achieve 100% compliance by conducting regular audits to promptly identify regulatory changes and make timely adjustments. ■ Continuously provide training and awareness programs on regulatory compliance to strengthen legal literacy.	★	■ Conduct quarterly regulatory audits to maintain 100% compliance. ■ A total of 104,067 participants completed training courses on laws and regulations.	■ Achieve 100% compliance through regular audits, timely identification of regulatory changes, and immediate adjustment. ■ Continuously provide compliance training and awareness programs to strengthen employees' legal literacy.	■ Ensure compliance with legal regulations in the company's operations through regulatory audits, training programs, and reporting channels.	■ Ensure compliance with legal regulations in the company's operations through regulatory audits, training programs, and reporting channels.
Technology and Service ■ Cross-department collaboration with regular technical review meetings to timely adjust technological roadmaps and production strategies. ■ Conduct customer-oriented R&D by refining technical specifications based on market demands and feedback. ■ Smart manufacturing and automation to implement data-driven production management, continuously improving product consistency and yield. ■ Adopt low-energy, eco-friendly technologies to conserve resources, cut emissions, and meet green manufacturing standards.	■ Achieved key milestones in advanced packaging technology. 1. Chip First FO on SBT structure PoC 2. Embedded Bridging FO structure (PiFO-oS) 3. Server CPU packaging module size and integration 4. RDL L/S 2μm 3L	■ Developed the Chip First FO on SBT structure PoC project. ■ Developed embedded bridge FO structure (PiFO - oS). ■ Developed FO chip module for server CPU applications, with a size increased to 3 times the reticle size (approximately 50×50 mm²), integrating 10 SoC chiplets and 10 Si bridge dies. ■ Developed RDL L/S 2μm 3L process capability.	★	■ Completed Chip First FO on SBT structure PoC project; validation results recorded for future customer requirements. ■ Co-developed embedded bridge FO structure (PiFO-oS) with a Tier-1 U.S. customer, achieving initial technical validation. ■ Completed initial development of packaging structure for server CPU applications. ■ Established RDL L/S 2μm 3L process capability.	■ Continuously developing the embedded bridge FO structure (PiFO-oS), extending coverage to include both consumer and server products. ■ Completed development of FO chip module for server CPU applications, increasing the size to 3 times the reticle size (approximately 50×50 mm²), and integrating 10 SoC chiplets and 10 Si bridge dies, achieving phase yield improvement targets. ■ Developed the PiFO-oS structure for integrating logic processors with Memory Cube. ■ Advancing RDL to 4 layers (i.e., 5P6M Chip Last FO structure, CLIP).	■ Mass production of embedded bridge FO structure (PiFO-oS) for consumer product applications. ■ Mass production of FO chip modules for server CPU applications. ■ Mass production of the PiFO-oS structure for integrating logic processors with Memory Cube. ■ Mass production of CLIP RDL with 4 layers, continuing development of RDL with 5 layers (CLIP, 6P7M).	■ Completed the establishment of the overall 3D heterogeneous integration packaging platform, achieving high-density integration of chiplets and Si bridging technology, with a technology level that is globally leading. ■ Advancing continuous innovation in PiFO and CLIP technologies, and realizing fully automated production that meets international energy-saving, emission reduction, and sustainable manufacturing standards.
Sustainable Supply Chain ■ Conduct comprehensive supply chain due diligence to ensure supply chain transparency. ■ Establish procurement policies to avoid the use of conflict minerals; require supplier compliance and regular reporting to verify mineral legality. ■ Comply with the OECD Due Diligence Guidance for minerals from conflict-affected and high-risk areas. ■ Regularly disclose conflict mineral implementation status and commission third-party audits to assess supply chain compliance. ■ Provide conflict minerals training to internal employees and suppliers to raise sustainability awareness across the workforce and supply chain.	■ Materials suppliers conduct responsible mineral sourcing investigations, ensurig 100% avoidance of conflict minerals. ■ REACH compliance declaration response rate.	■ 100% compliance rate for conflict mineral investigations by material suppliers. ■ 100% response rate for REACH compliance declarations.	★	■ Use 100% conflict-free minerals and implement ethical sourcing. ■ 100% response rate for REACH compliance declarations. ■ Conduct RBA and BCM audits for key suppliers to improve supply chain ESG compliance. ■ Maintain a local procurement ratio of over 50% for raw materials, equipment, contractors, and service providers for two consecutive years.	■ Material suppliers conduct responsible mineral investigations, ensuring 100% compliance with regulated mineral usage. ■ 100% response rate for REACH compliance declarations. ■ 100% of Tier 1 suppliers comply with the RBA Code of Conduct and BCM audits, boosting ESG compliance and supply chain resilience. ■ Enhance the recycling and reuse of leftover materials and scraps.	■ 100% conflict-free mineral usage, ensuring ethical sourcing. ■ Suppliers submit RBA and BCM self-assessment reports biennially to strengthen ESG compliance and supply chain resilience. ■ Conduct RBA audits for suppliers to ensure full ESG compliance across the supply chain. ■ Develop eco-friendly materials/components and work with suppliers on carbon reduction for a green supply chain. ■ Increase local sourcing of materials, equipment, contractors, and service providers.	■ 100% conflict-free mineral usage, ensuring ethical sourcing. ■ Suppliers submit RBA and BCM self-assessment reports biennially to strengthen ESG compliance and supply chain resilience. ■ Conduct RBA audits for suppliers to ensure full ESG compliance across the supply chain. ■ Develop eco-friendly materials/components and work with suppliers on carbon reduction for a green supply chain. ■ Increase local sourcing of materials, equipment, contractors, and service providers.

Environmental Aspect

Material Topic and Strategy	Performance Indicator	2024 Targets	Status	2024 Achievements	Short-term Goals (2025-2026)	Mid-term Goals (2027-2029)	Long-term Goals (2030 and beyond)
Water Management ▪ Establish wastewater treatment facilities to consistently recycle and reuse process wastewater within the plant. ▪ Regularly review water management effectiveness and implement ISO 46001 to improve water resource usage efficiency.	▪ Recycling rate of the water reclaim system.	▪ Attained 85% water recycling rate in the dicing/grinding process.	★	▪ Attained 86.89% water recycling rate in the dicing/grinding process. ▪ The Datong Plant (3C) has obtained ISO 46001 Water Resource Efficiency Management Systems certification.	▪ Attained 85% water recycling rate in the dicing/grinding process.	▪ Continue improving water reclaim system efficiency. ▪ Establish a water resource management system to strengthen governance, risk control, pollution prevention, and water recovery.	▪ Continue improving water reclaim system efficiency. ▪ Establish a water resource management system to strengthen governance, risk control, pollution prevention, and water recovery.
Pollution and Waste ▪ Reduce waste by optimizing manufacturing processes to minimize generation at the source. ▪ Promote resource recovery through reduction, collection, sorting, and recycling to replace incineration and landfill disposal.	▪ Non-hazardous waste recycling rate. ▪ Reduction in waste intensity.	▪ Non-hazardous waste recycling rate reaches 80%. ▪ Reduce waste intensity by 6% compared to 2018.	★	▪ Non-hazardous waste recycling rate reached 95.7%. ▪ Reduced waste intensity by 18.0% compared to 2018.	▪ Non-hazardous waste recycling rate reaches 85%. ▪ Reduce waste intensity by 7% compared to 2018.	▪ Non-hazardous waste recycling rate reaches 88%. ▪ Reduce waste intensity by 10% compared to 2018.	▪ Non-hazardous waste recycling rate reaches 90%. ▪ Reduce waste intensity by 12% compared to 2018.

Social Aspect

Material Topic and Strategy	Performance Indicator	2024 Targets	Status	2024 Achievements	Short-term Goals (2025-2026)	Mid-term Goals (2027-2029)	Long-term Goals (2030 and beyond)
Occupational Health and Safety ▪ Implement the Occupational Safety and Health Management System. ▪ Promote safety and health awareness among all personnel to foster a strong safety culture. ▪ Conduct ongoing workplace monitoring, exposure assessments, and human factors hazard investigations.	▪ FSI ▪ Number of major occupational accidents ▪ Number of work-related ill health	▪ FSI ≦ 0.15 ▪ Number of major occupational accidents: 0 ▪ Number of work-related ill health: 0	☆	▪ FSI = 0.15 ▪ Number of major occupational accidents: 1 ▪ Number of work-related ill health: 0	▪ FSI ≦ 0.15 ▪ Number of major occupational accidents: 0 ▪ Number of work-related ill health: 0	▪ FSI ≦ 0.12 ▪ Number of major occupational accidents: 0 ▪ Number of work-related ill health: 0	▪ FSI ≦ 0.08 ▪ Number of major occupational accidents: 0 ▪ Number of work-related ill health: 0

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Social Aspect							
Material Topic and Strategy	Performance Indicator	2024 Targets	Status	2024 Achievements	Short-term Goals (2025-2026)	Mid-term Goals (2027-2029)	Long-term Goals (2030 and beyond)
Employee Communication ▪ Strengthen Employee Communication and Engagement: Encourage employees to share opinions through multiple channels and ensure timely, effective management response. ▪ Employee Care: Show genuine concern for employee needs during grievance handling to strengthen engagement and company loyalty.	▪ Employee issue resolution rate	▪ 100% of employee issue resolution rate.	★	▪ In 2024, the employee issue resolution rate was 100%. 24 cases of employee. complaints were all resolved.	▪ 100% of employee issue resolution rate. ▪ Optimize and improve the efficiency of resolving employee complaints.	▪ Enhance and promote communication channels to ensure timely and effective employee feedback handling. ▪ Create a harmonious, friendly workplace, where the company's objectives are achieved through teamwork and mutual respect.	▪ Enhance and promote diverse communication channels to ensure employee feedback is addressed across all levels. ▪ Create a respectful and caring work environment where employees feel valued, fostering a friendly workplace.
Human Rights ▪ Continue hiring persons with disabilities beyond the legal requirements, ensuring compliance with relevant regulations and reinforcing the organization's sense of social responsibility.	▪ Employ the full number of people with disabilities required. ▪ Hire the disadvantaged groups.	▪ Employ a person with disabilities per 100 employees. ▪ Employ an average of 25 members from the disadvantaged groups every quarter.	☆	▪ The number of legal employment quotas for December 2024 was 113 while the number of people with disabilities employed until December 2024 was 117, with 4 extra over the quota. ▪ 61 recruits from the disadvantaged groups with an average of 15 recruits per quarter.	▪ Employ a person with disabilities per 100 employees. ▪ Employ an average of 25 members from the disadvantaged groups every quarter.	▪ Continue to hire people with disabilities in accordance with the law and exceed the minimum hiring quota. ▪ Actively hire the disadvantaged groups and provide equal job opportunities.	▪ Continue to hire people with disabilities in accordance with the law and exceed the minimum hiring quota. ▪ Actively hire the disadvantaged groups and provide equal job opportunities.
Talent Recruiting and Retention ▪ Recruit and select qualified talent, and retain the right personnel to meet organizational needs.	▪ Employee turnover rate	▪ Less than 15% total employee turnover rate.	★	▪ Overall employee turnover rate in 2024 is 10.84%.	▪ Less than 15% total employee turnover rate	▪ Less than 15% total employee turnover rate	▪ Less than 15% total employee turnover rate

Note:
1. Other than financial performance which includes consolidated financial statements, all the above information disclosed is based on PTI.
2. ★ : Accomplished ☆ : In Progress
3. Although "Corporate Governance" and "Technology and Service" were new material topics in 2024, we still set goals for further management.

1.5.2 Action Taken Corresponding to the UN SDGs

PTI actively advances the United Nations Sustainable Development Goals (SDGs), aspiring to create positive change and impact through our ongoing efforts. In 2024, we continued to shape our vision and roadmap for SDG implementation by identifying 12 key goals and establishing corresponding action plans. By engaging with stakeholders through participation, collaboration, and dialogue, we aim to build an inclusive and sustainable future together.

SDGs		2024 Achievements	Action Plan	Corresponding Chapter
 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	▪ The minimum wage for PTI in 2024 was NT$30,900/month, which was higher than the regulatory requirement in Taiwan. ▪ The social welfare investments of PTI in 2024 totaled NT$3,902,227 (15.4% increase compared to 2023).	▪ Annual salary increases and bonuses. ▪ Investing resources into charities 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	▪ Counseling services with 459 participants; on-site doctors visited PTI to provide consultation services 262 times. ▪ Provided overwork related assessments for 8,266 employees.	▪ Health promotion events include employee health checkups, blood drives, flu vaccinations, vision care, etc. ▪ Establishment of counseling system.	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	▪ Education and training totaled 1,135,472.6 hours. ▪ Promoted 67 interns in industry-academia collaboration and summer programs. ▪ Youth education and talent empowerment: Actively supported Gap of Learning & Field (GOLF)'s activities to provide students with learning resources. ▪ Care and aid were provided to social welfare organizations and rural elementary schools in the form of educational resources; we also rally people to engage in volunteer activities.	▪ Establishment of comprehensive training system. ▪ Actively develop a technical communication platform with academic institutions and the industry.	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 retention rate of females who retained 12 months after returning to work was 88%, and the rate for males was 78%. ▪ Continued promoting diverse communication channels and relating disciplinary regulations to provide a working environment where employees are free from unlawful infringement.	▪ Create a friendly workplace and put an end to sexual harassment. ▪ Implement affirmative action to protect labor 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	▪ The renewable energy procurement project is steadily advancing. In 2024, solar power generation equipment was installed on-site and green electricity was purchased, with a total renewable energy supply of approximately 24.42 million kWh.	▪ Use clean technologies to increase energy efficiency and reduce pollution in the environment.	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	▪ Prohibited child labor and forced labor. ▪ Created job opportunities, a total of 1,664 employees were newly hired. ▪ 61 people from the disadvantaged groups were hired. ▪ Factories obtained AED Safe Workplace certification and Healthy Workplace certification health promotion label.	▪ Provide job opportunities to the disadvantaged groups. ▪ In compliance with legal requirements and protect labor rights. ▪ Provide employees with a healthy and safe workplace. ▪ Use innovative technologies to increase economic output.	0.4 4.4 5.1 5.2 5.4 5.6

SDGs		2024 Achievements	Action Plan	Corresponding Chapter
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	▪ Completed structure and reliability verification of Chip First FO on Substrate for smart home processor applications. ▪ Certified for large-size FCBGA and SiP/SiM; mass production initiated. ▪ Completed development and verification of high-stacking (21-chip) memory package and achieved successful mass production.	▪ Continue focusing on R&D and manufacturing of new technologies to deliver advanced packaging solutions and create win-win outcomes with customers.	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	▪ Compliance with the RBA Code of Conduct and SA8000 Social Accountability Management System. ▪ Gender equality and equal pay for equal work. ▪ Implemented migrant workers direct hiring, zero fee policy and respected for their freedom to choose their residences. ▪ Activated the retention of intermediate skilled talents to expand the career development of migrant workers.	▪ Establish comprehensive compensation and benefits with gender equality. ▪ Develop sexual harassment prevention measures, complaints, and disciplinary measures control. ▪ Implement human rights due diligence across all plants to effectively mitigate human rights risks.	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	▪ Reduced electricity consumption by 14,182,415 kWh (based on self-estimation). ▪ Non-hazardous waste recycling rate reached 95.7%. ▪ Products met safety requirements.	▪ Continue developing low-carbon, energy-efficient processes to deliver environmentally friendly, high-quality services. ▪ Continue to promote reducing waste at source and recycling. ▪ Product safety requirements. ▪ Hold ESG events and training.	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	▪ Identified climate-related risks and opportunities based on the TCFD framework, preparing the TCFD Report aligning global sustainability standards and trends. ▪ Completed the risk assessment of extreme weather and the development of corresponding plans. ▪ Obtained ISO 50001 Energy Management Systems certification.	▪ Promote energy conservation and climate change action plans, strengthen contingency plans for disasters and reduce the climate 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	▪ Compliance training courses with a total of 104,067 participants. ▪ In compliance with international standards (RBA Code of Conduct, SA8000, and ISO 37001).	▪ Establish the Code of Business Conduct and Ethics and other related policies; strictly require all employees to comply with them. ▪ Plan annual Compliance Training courses.	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 diverse social media platforms with active operations. ▪ Held the annual supplier forum with participants of 148 suppliers.	▪ Promote "Supplier Social Responsibility Management" and hold conferences as well as training. ▪ Establish a supplier management platform. ▪ Develop and manage PTI social media platforms to communicate with stakeholders.	1.3 4.2 8.6

Note: All the above information disclosed is based on the scope of PTI.

2

Corporate Governance

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Plants Worldwide

Total	Taiwan	Japan
21	19	2

EPS

NT$ 9.09

Consolidated Revenue

NT$ 73.315 billion

Net Income

The net income attributable to the parent company was NT$ 6.789 billion.

Top 2000 survey conducted by CommonWealth Magazine according to 2024 annual revenue

Ranked 64th in the manufacturing industry.

Net income after tax ranked 51st.



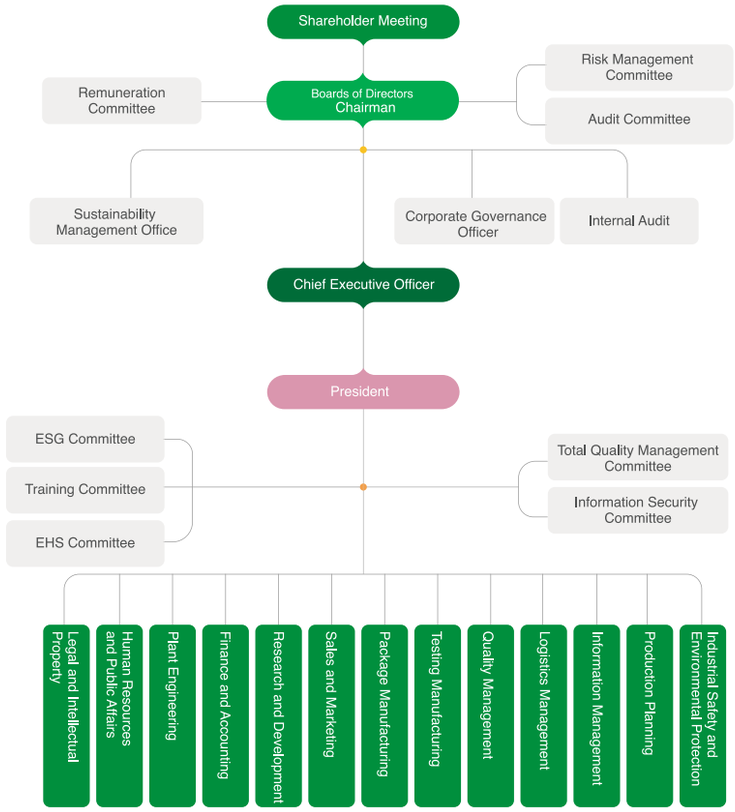

PTI
Powertech

2.1 Corporate Governance
Governance Organization

GRI 2-9、GRI 2-11、GRI 2-12、GRI 2-20、GRI 405-1

Based on the Company Act, the Securities Exchange Act, and other applicable laws, PTI has formulated its corporate governance structure and practiced guidelines to ensure sound business development that guarantees the benefits of investors and other stakeholders. We also focus on "Enhancing Information Transparency and Implementing Corporate Sustainable Development" as our corporate governance objective.

2.1.1 Corporate Governance Structure



2.1.2 Board of Directors

Board Type and Diversity

In accordance with its Article of Incorporation, PTI has established a board of directors comprising 9 to 11 members, each serving a three-year term. A candidate nomination system is adopted, whereby directors are elected at the shareholders' meeting from a list of nominated candidates and may be re-elected for consecutive terms. Pursuant to Article 20 of the Corporate Governance Best Practice Principles, the company upholds a board diversity policy that considers multiple dimensions, including gender, nationality, culture, professional background, expertise, and industry experience.

As of the latest re-election 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 8.5 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". One female director serves on the board, representing 10% of its composition. The current term runs from May 31, 2023, to May 30, 2026. Detailed information on the director election process is available on the company's website, while board members' academic and professional backgrounds, concurrent positions, attendance records, and other relevant disclosures are provided in the annual report and on its website.

The chairman is elected by the board and serves as the internal chairperson and external representative of the company. The chairman is responsible for corporate strategy planning, development, and long-term promotion. In cases involving conflicts of interest, the chairman adheres to the principle of recusal from decision-making.

Board Operations

The Board of Directors is primarily responsible for approving the company's operational plans and financial statements, 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 analysis, 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 2024, the Board held five meetings and passed several key resolutions. Details regarding board operations and director attendance are disclosed in the company's annual report.

Board of Directors 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 Campal 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.
4. The above does not include the information of directors whose term of office has expired.

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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 existing and potential risks.

The company's Audit Committee convened 4 meetings in 2024. The resolutions passed by the committee were submitted to and approved by the Board of Directors.

Name	Major Responsibilities	Major Experiences	Note
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 Campal 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.	Independent Director

Note: The above does not include the information of directors whose term of office has expired.

2.1.4 Remuneration Committee

To improve the remunerations 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 3 members, their responsibilities include formulating and regularly reviewing policies, systems, standards, and structures for the performance evaluation and remuneration of directors, supervisors and managers, ensuring the effectiveness of remuneration on personal and corporate performances, compliance with relevant laws and regulations and are linked to future operating performance and risks.

PTI convened 2 Remuneration Committee meetings in 2024. The resolutions passed by the committee were submitted to and approved by the Board of Directors.

Name	Major Responsibilities	Major Experiences	Note
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.	Independent Director

Note: The above does not include the information of directors whose term of office has expired.

2.1.5 Risk Management Committee

In view of the increasing emphasis on enterprise risk management (ERM) internationally, PTI has been conducting risk management for uncertain factors that may threaten operations in order to effectively identify, respond, monitor and consolidate returns. PTI's Board of Directors approved the establishment of the "Risk Management Committee" in May 2021 under the Board, which consists of 2 independent directors and one director and at least one meeting is convened annually. The committee's responsibilities include assisting in the review of the risk management policy and risk tolerance and supervising the implementation of various risk management protocols in a bid to realize corporate sustainable development.

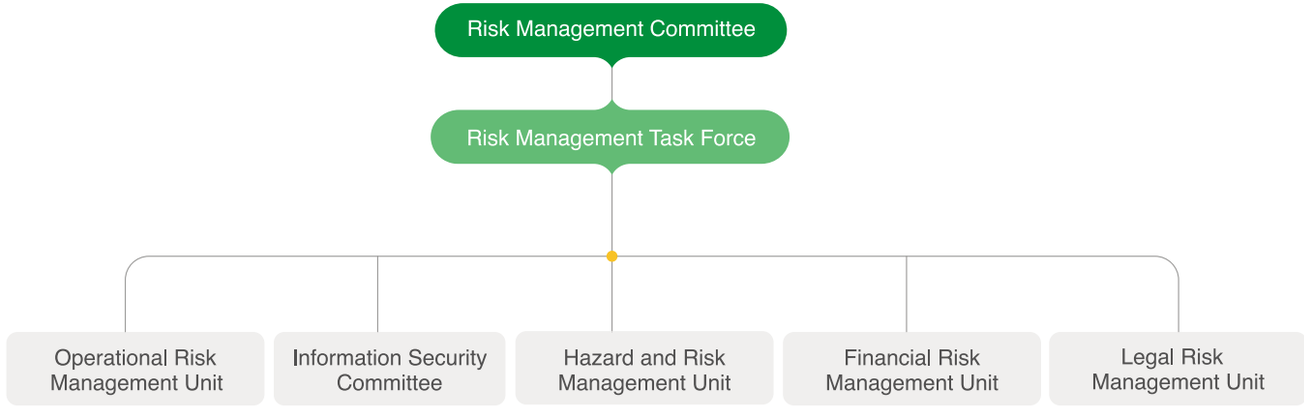
To advance relevant services, the "Risk Management Task Force" was created under the Risk Management Committee, where a task group was formed with the President acting as the group leader supported by an assistant group leader; other members of the group include a secretary (Corporate Governance Officer) and several executive officers. Quarterly meetings are convened to discuss risk topics, and the relevant contents are presented to the Risk Management Committee annually to implement enterprise risk management.

PTI convened 1 Risk Management Committee meeting in 2024. The resolutions passed by the committee were submitted to and approved by the Board of Directors.

Name	Major Responsibilities	Major Experiences	Note
J.S. Leu	President of Powertech Technology Inc.	Bachelor of Mechanical Engineering, Feng Chia University Deputy Director of Packaging Manufacturing, Powerchip Technology Corp.	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.	Independent Director

Note: The above does not include the information of directors whose term of office has expired.

Operating Organization of the Risk Management Committee



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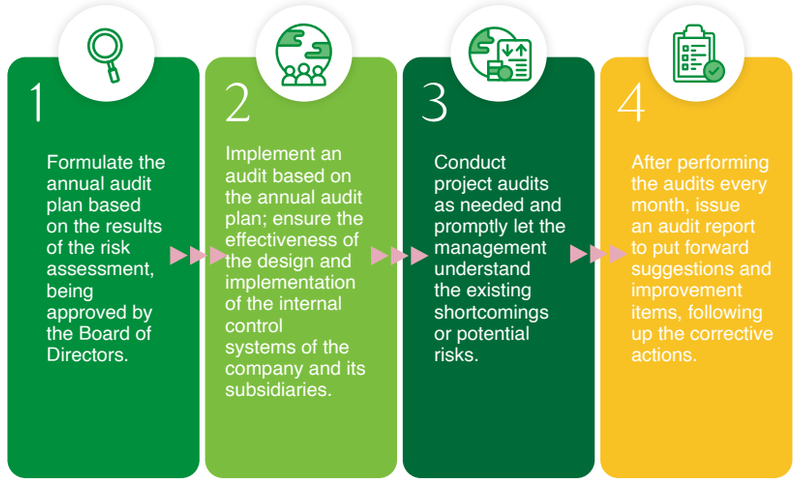
2.1.6 Internal Audit Management

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 make sure 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.

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.

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 is: 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 sustainable 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.

2.2 Corporate Governance Economic Performance

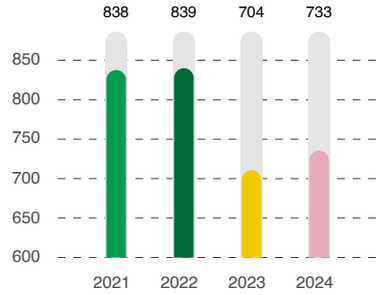
GRI 2-6、GRI 201-1

2.2.1 Financial Performance

2024 economic performance is as follows:

- The Earnings Per Share (EPS) was NT$ 9.09.
- The consolidated revenue was NT$73.315 billion.
  (Revenue grew 4% YoY amid shifting demand, aligning with expectations. Customer inventory corrections neared completion, with market recovery anticipated.)
- The consolidated net income attributable to shareholders of the parent company was NT$6.789 billion.

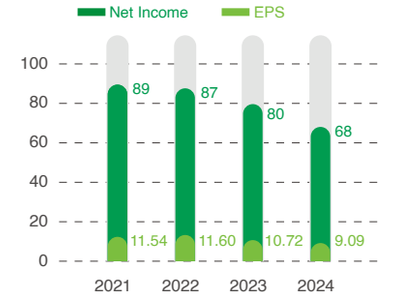
Revenue (NT%100 million)



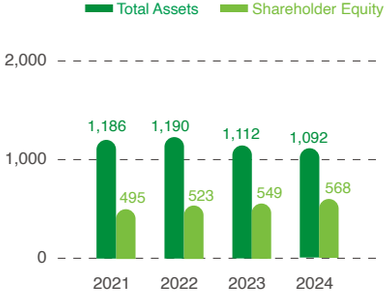
Cross Profit Rate and Operating Profit Ratio (%)



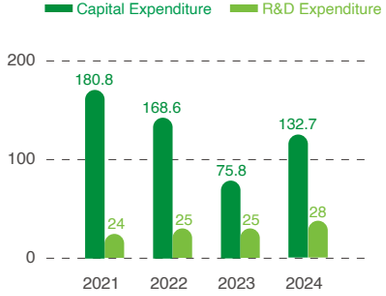
Net Income and EPS (NT$100 million/ EPS: NT$)



Total Assets and Shareholder Equity (NT$100 million)



Capital Expenditure and R&D Expenditure (NT$100 million)



Economic Value Distributed to Stakeholders Unit: NT$ million

Item	2024
Operating costs	59,323.6
Employee wages and benefits	17,873.6
Payments to providers of capital (interest expenses and cash dividends)	6,377.2
Payments to government	62.1
Community investments	5.3

Note:
1. Source: Annual financial statements approved by accountants.
2. The net income, EPS, and shareholder equity were disclosed only information of the parent company.

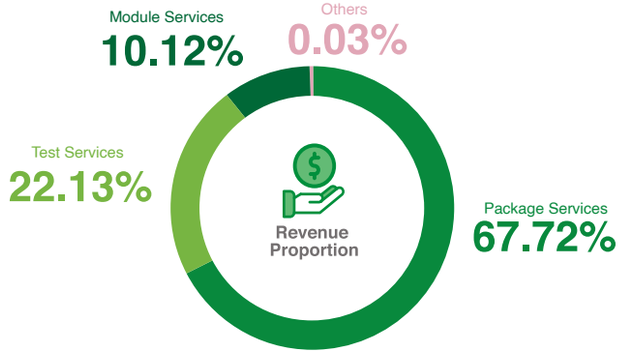
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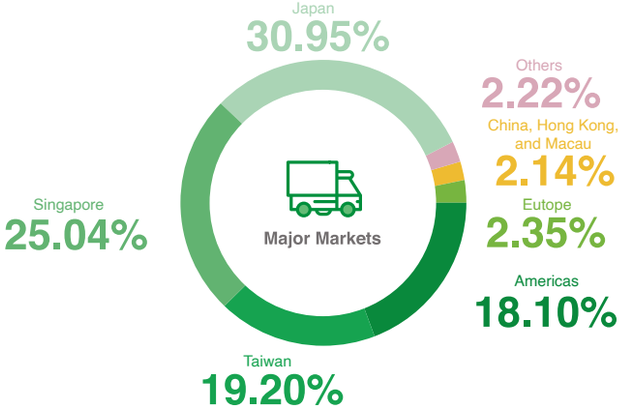
Dividends and Taxes

In 2024, PTI paid NT$5,314,026,438 in dividends from 2023 and NT$62,138,250 in taxes.

Revenue Proportion and Major Markets

In 2024, domestic sales accounted for 19.20% and exports accounted for 80.80%, mainly to Japan, Singapore and the Americas.





Top 2000 Survey Conducted by CommonWealth Magazine (According to 2024 Annual Revenue)

Ranking / Year	2021	2022	2023	2024
Industry (Manufacturing)	62	63	68	64
Net Income After Tax	53	49	30	51

2.2.2 Tax Governance

PTI has implemented tax governance and complied with the tax laws of each country in which it operates. We communicate with local taxation authorities on all tax matters with integrity and professional manner, participate in meetings with taxation authorities to promote tax regulations and maintain a good relationship with them. We do not conduct transactions that are only for tax avoidance purposes, but consider tax risks in all major decisions, and disclose tax information in our financial reports to enhance transparency.

Finance and Accounting are the competent authority for all types of taxation at PTI. PTI and its subsidiaries are responsible for obtaining the necessary approvals to ensure compliance with tax regulations while handling various tax declarations. All stakeholder transactions comply with the transfer pricing regulations and regular transaction principles of the relevant countries' tax laws, taking into account sustainable development and risk control in each country.

To ensure the effective operations of the tax management mechanism, PTI continues to train and improve our tax professionals and appoint external professional consultants to handle related tax matters, ensuring that tax regulations and reporting obligations are complied with.

Corporate Governance

2.3 Risk Management

GRI 2-13

2.3.1 Risk Governance Structure

Facing various operational impacts, PTI strives to control risks within manageable limits to protect the interests of stakeholders and ensure sustainable development. The Board of Directors is the highest authority responsible for risk governance, while the management team is responsible for translating the Board's directions into strategies and execution guidelines. In operational terms, the company has established a "Risk Management Committee" and a "Risk Management Task Force" to execute risk identification and management. Additionally, the company conducts internal control self-assessment audits and risk monitoring annually to ensure the effectiveness of internal management processes. For further details regarding risk governance framework, please refer to "Chapter 2.1.5 Risk Management Committee" in the report.

2.3.2 Business Continuity Management (BCM)

PTI has implemented the ISO 22301 Business Continuity Management (BCM) Systems. The President serves as the chairman, continuously monitoring potential internal and external risks that could impact the company's operations. The company allocates resources to risk control and early warning responses, establishing measures such as risk identification and business impact analysis to enhance crisis management capabilities.

Business Continuity Management Policy

- Establish comprehensive business continuity management mechanisms to protect the rights and interests of stakeholders.
- Implement the business continuity management organization. Perform operating impact analyses and risk assessments for changes in the operating environment; develop business continuity strategies and objectives based on the results. Provide necessary resources, implementing continuous review and improvements.
- In the event of a disaster, invest resources to maintain and restore maximum operation capacity in accordance with the business continuity strategy. Reduce the losses and impact of interruptions and maintain positive communication with stakeholders.

Risk Monitoring and Identification

In 2024, 6 risks were identified based on the likelihood and magnitude of potential impacts on the company's operations. For each risk, corresponding response measures were developed, implementing procedures for early warning, contingency, and recovery actions to ensure the sustainability of operations.

Risk Category		Risk Item	Impact and Influence	Mitigating Actions	Benefits
Environmental (E)	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. ▪ Install generators, uninterruptible power supply systems and energy storage facilities.	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.	Improving the disaster response capabilities helps strengthen the company's health.
Governance (G)	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.	▪ Set up 2nd and 3rd operation areas and transfer personnel to low-risk areas. ▪ Adjust inventories and set up 2nd and 3rd sources of raw materials. ▪ Relocate the shipping location of finished products to low-risk areas. ▪ Set up alternative routes for cargo shipments and reduce the impact of regional conflicts.	Avoid high-risk regions to bolster the flexibility of operations and the production model, as well as fortify the cooperative relationship with the suppliers.
	IT Information and Communication	Cyber attacks	IT system has come under attack from hackers, resulting in the system's malfunctioning or loss of important data.	▪ Run the SOC (Security Operations Center) as a dedicated unit. ▪ 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, ensuring stable delivery schedules and safeguarding customer assets to uphold the company's reputation.
	Regulatory Change	New laws or regulatory requirements	Changes in laws/regulations impact the existing operating model.	▪ Establish mechanisms for regulatory inspections and change management, quickly detecting updates in legislations. ▪ Formulate response strategies through the Risk Management Committee and the management team to ensure quick adjustments and response to regulatory changes.	compliance in operations helps the company win orders and establish long-term partnerships with customers, enhancing the organization's responsiveness.

Execution of Risk Training

To ensure that personnel understand risk management and its practical content, as well as possess adequate risk identification capabilities. PTI arranges for directors to undergo risk management training annually, and regular risk management training courses are also held, covering topics such as extreme climate and hazard identification, cybersecurity risks, regulatory change risks, operational environment monitoring, ethics and anti-bribery risks, human rights risks and so on. These efforts continuously enhance employees' risk awareness, risk management capabilities, and culture.

2024 Risk Training Overview

No.	Courses	Trainees	Hours	Attendees	Total Hours
1	Risk Management Training for Directors	Directors	7.5	8	60
2	Climate Risk and Opportunity Identification Workshop (TCFD)	Employee	1	14	14
3	Bribery Risk Assessment Workshop	Employee	1	23	23
4	Work Environment Monitoring	Employee	2	167	334
5	Hazard Risk Assessment	Employee	2	60	120
6	Education and Training in Information Security	Employee	1	21,595	21,595
Total				21,867	22,146

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 "Chapter 5.6.7 Emergency Response Drills" in the report for details.

2.3.3 IT Security/ Cybersecurity Governance

With the acceleration of global digital transformation, the semiconductor industry plays a crucial role in the supply chain, facing increasingly severe information security risks. Particularly, the assembly and testing processes involve customer confidential data, process parameters, and intellectual property. In the event of a cybersecurity incident, it could not only cause economic losses but also impact the stability of the global supply chain. PTI deeply understands the importance of information security protection, viewing cybersecurity management as a cornerstone of corporate development. Besides constructing cybersecurity protection facilities, PTI actively invests in cultivating cybersecurity talents and uses quantitative indicators to track management effectiveness, striving to build an impregnable cybersecurity fortress.

Cybersecurity Management Organizational Structure

In February 2016, PTI established the "Information Security Committee" responsible for promoting and coordinating the establishment and maintenance of the information security management system. Besides obtaining ISO 27001 Information Security Management certification, PTI regularly reports the progress of cybersecurity management to the board of directors, thereby enhancing the level of information security.

Board Governance and Oversight

Governance

- The board of directors regularly reviews the cybersecurity operations, risks and opportunities.
- The Risk Management Committee regularly reports to the board on cybersecurity protection and management measures.

Oversight

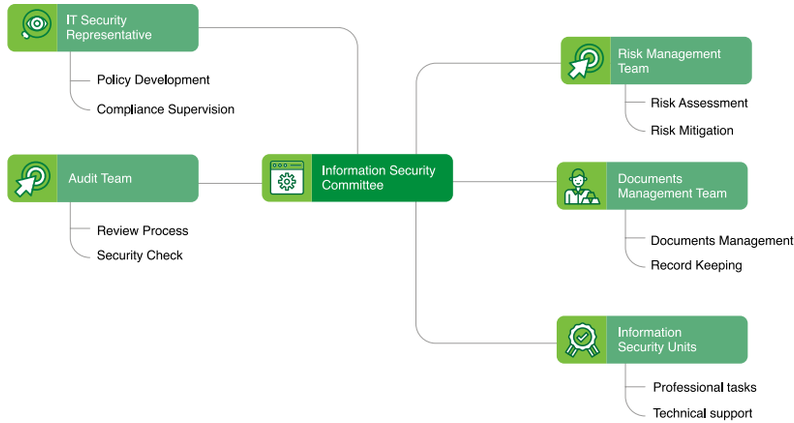


Triple-Layer Cybersecurity Protection

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

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Information Security Committee Structure



Information Security Protection Measures

PTI implements rigorous cybersecurity protection measures across four key areas: ensuring the security of sensitive information, enhancing network security, endpoint security protection, and strengthening personnel awareness. These comprehensive measures collectively maintain the stability of the overall information environment.

Security of Sensitive Information	Ensure the confidentiality and integrity of sensitive information through measures such as encryption, access control, and data backup. These measures prevent unauthorized access, modification, or disclosure.
Network Security	Focus on protecting network infrastructure and data transmission by utilizing technologies such as firewalls, intrusion detection systems, and virtual private networks (VPNs). These technologies defend against hacking attempts, malware propagation, and data interception.
Endpoint Security Protection	Prioritize the security of user devices by implementing measures such as installing antivirus software, endpoint detection and response (EDR) systems, and regularly updating operating systems and applications. These steps help prevent malware intrusions and data leaks.
Personnel Awareness	Enhance personnel cybersecurity awareness and practices through measures such as providing cybersecurity education and training, establishing password management strategies, and raising awareness of phishing emails and social engineering attacks. These efforts aim to reduce cybersecurity vulnerabilities caused by human error.

Information Security Management Programs and Achievements

PTI formulates and discloses cybersecurity policies to ensure all employees are aware. PTI internalizes cybersecurity as part of each employee's daily habits and continuously invests in the maturity of information security practices. The related measures are as follows:



Note: "Education and Training in Information Security" is included in the annual compliance training and is linked to the annual performance appraisal of employees. Employees must complete the annual compliance courses to obtain scores.

Information Security Policy

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

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Response to IT Security Incidents

PTI has established a comprehensive cybersecurity incident response process and ensures that all employees are clearly informed on how to respond and handle such incidents through the following methods:

Response Manual	Provide all employees with an easy-to-understand response manual, detailing descriptions of various cybersecurity incidents, reporting procedures, and handling steps for swift and orderly response.
Reporting System	PTI implements a rigorous cybersecurity 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 cybersecurity incident response team, to ensure timely reporting at any time.
Scenario and Drills	PTI conducts regular annual cybersecurity 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.

Statistics on Information Security Incidents in the Last 4 Years (Unit: Case)

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

Information Security Incident Category/Year	2021	2022	2023	2024
Data breach incident	0	0	0	0
Information security or cybersecurity breach	0	0	0	0
Information security incidents involving customer data	0	0	0	0



Corporate Governance

2.4 Business Conduct and Ethics

GRI 2-15、GRI 2-16、GRI 2-26、GRI 205-3、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. To further strengthen corporate responsibility, PTI has established the Sustainability Management Office as a dedicated unit under the Board's oversight. This office is responsible for formulating and coordinating PTI's ethical business practices and sustainable development strategies and objectives, with an annual report submitted to the Board of Directors. PTI has formulated the "Code of Business Conduct and Ethics" and the "Corporate Sustainable Development Practice Guidelines" to construct a comprehensive corporate governance framework and to implement business ethics while combating corruption and bribery. In 2021, PTI obtained certification for the "ISO 37001 Anti-Bribery Management Systems". PTI conducts annual internal audits and external third-party audits of the ISO 37001 Anti-Bribery-Management Systems to verify the effectiveness of business ethics and anti-bribery practices. Through systematic execution and implementation, PTI strengthens corporate governance. In 2024, PTI successfully passed the re-certification audit, further deepening the management of ethical business practices and enhancing corporate governance capabilities.

2.4.1 Implement Compliance Policies and Standards

In all business interactions, PTI upholds the highest standards of integrity, maintaining a zero-tolerance policy toward bribery. Clear guidelines on business ethics, anti-corruption, and anti-bribery practices have been established, including "Code of Business Conduct and Ethics", "Ethics Policy" and "Anti-Bribery Policy", all of which are publicly disclosed on PTI's official 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.

2.4.2 Regular Review of Ethics and Anti-Corruption Standards

PTI is committed to maintaining high standards of business ethics and anti-corruption, conducting both internal and external reviews annually to timely identify and address risks, thus improving the overall transparency and integrity of the company.

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 Committee.

External Review

ISO 37001 Anti-Bribery Management Systems

Proactively aligning with international standards, PTI introduced the "ISO 37001 Anti-Bribery Management Systems" in 2020 and obtained certification in 2021. Systematic implementation and execution strengthen corporate governance, with annual third-party external audits to verify the effectiveness of business ethics and anti-bribery implementation.

RBA Validated Assessment Program

Each site undergoes a biennial Validated Assessment Program (VAP) conducted by a third-party organization. This program is a recognized and shareable social responsibility audit based on the Responsible Business Alliance. The audit report is transparently shared with customers via the RBA-ONLINE platform and remains valid for two years.

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2.4.3 Business Ethics and Anti-Bribery Training and Promotion

PTI holds annual "Business Ethics and Anti-Bribery" promotions and related training to enhance the awareness of the Board, the management, and all employees (including contract workers) on business ethics, anti-corruption, and anti-bribery policies, ensuring they understand the operational standards to follow and the potential consequences of violations. Business partners (including contractors) are also informed about PTI's ethical policies and reporting mechanisms through emails, the annual supplier social responsibility forum, and pre-entry contractor guidelines. Employees are required to take online courses to learn Integrity Code of Conduct training which covers ethics, anti-bribery and anti-corruption policies, reporting mechanisms, and channels. The course is linked to the annual performance appraisal system to ensure employee compliance.In 2024, PTI provided training to a total of 11,172 participants. Every new employee is required to complete an employee ethics course and sign an integrity pledge, achieving a 100% signing rate in 2024.

100% signing rate

Additionally, PTI discloses its ethical business policies through internal regulations, annual reports, the official website, and other communications. Furthermore, during product launches, supplier engagement meetings, investor briefings, and other external events, the company reaffirms its commitment to integrity, ensuring that customers, suppliers, and other stakeholders understand and respect PTI's principles and ethical standards.

2.4.4 Avoidance of Conflicts of Interest

To promote corporate integrity and prevent improper benefit transfers, the company requires its Board of Directors, committee members, executives, and other stakeholders attending or participating in board meetings to maintain a high level of self-discipline. Any individual with a conflict of interest, whether personal or on behalf of a represented entity, must refrain from participating in discussions and voting if such a conflict could potentially harm the company's interests. Additionally, affected individuals must recuse themselves during deliberations and voting and are prohibited from representing other directors in exercising voting rights. Directors are also expected to uphold self-discipline, strictly prohibiting any improper mutual support.

PTI employees, while conducting business on behalf of the company, must not leverage their position or influence to obtain illegitimate benefits for themselves, their spouses, parents, children, affiliated entities, or any other individuals. In 2024, for employees subject to annual conflict-of-interest disclosure requirements, the declaration rate reached 100%, reinforcing the company's unwavering commitment to transparency and ethical governance.

100% reporting rate

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 2021 to 2024, PTI has made no political contributions in any form.

2.4.6 Whistleblowing Mechanism

PTI has established an independent reporting and inquiry email address, available for both internal and external stakeholders to submit reports and inquiries, either anonymously or with their identity disclosed. Upon receiving a report, the designated department promptly initiates relevant investigative procedures, diligently verifying and addressing the reported concerns. All reports related to violations of professional ethics or fraudulent activities are handled with the utmost confidentiality. The identity of whistleblowers and the content of their reports are safeguarded, ensuring that individuals who report misconduct are protected from any form of retaliation or adverse treatment.

Reporting and Inquiry Email Address

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

Breaches of Ethics and Integrity

Reporting Areas	Number of Breaches in 2024
Corruption or Bribery	0
Conflicts of Interest	0
Insider Trading	0
Privacy / Data Confidentiality	0

Corporate Governance

2.5 Regulatory Compliance

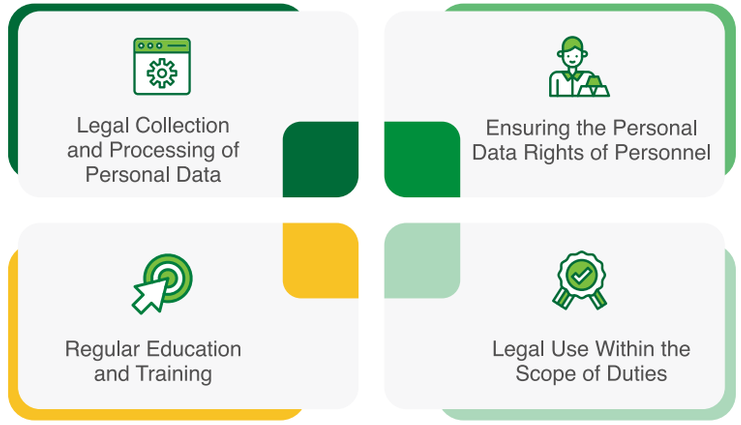
GRI 2-27、GRI 205-3、GRI 206-1

Regulatory compliance serves as the foundation of corporate governance. To ensure adherence to local laws across all operational sites, PTI continuously monitors domestic and international policies and regulations that may affect its operations. We have established robust regulatory processes and systems, conducted regular compliance audits, and closely tracked legislative developments that could impact the company. Additionally, we strategically design training programs to deepen employees' understanding and compliance with business-related laws, fostering legal awareness and strengthening adherence through continuous education initiatives.

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. By reviewing inventory lists, we remind departments holding personal data to enhance their awareness and promote adherence to privacy and data protection policies. We only collect, process, and use personal data within the necessary scope and minimum extent. If personal data needs to be disclosed due to business requirements, it will be masked to ensure proper protection measures.

To safeguard the rights of personal data owners, the Intellectual Property Management Department has established various personal data forms and application systems to ensure that those whose data is collected can exercise their legal rights, such as querying or requesting access, requesting correction or amendment, requesting to stop collection, processing, or use, and requesting deletion of personal data. Additionally, we conduct annual personal data protection training for all employees, emphasizing the regulations for using personal data encountered during work to ensure that personal data is only used within the scope of work-related business and never for personal use. PTI's "Privacy and Cookie Policy" is published on the company's website, ensuring that all website users, including stakeholders, suppliers, and customers, can exercise their rights granted by Personal Data Protection Act. We commit to processing and using personal data collected through the website within the specified purpose and adopt appropriate technical and strict management measures to protect the personal data security of website users. To help users understand how we protect personal data, PTI provides a transparent and clear data processing policy and regularly monitors changes in laws and policies to update the policy promptly, continuously striving to protect the privacy and security of website users.



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2.5.2 Administrative Fines

In 2024, PTI had no major violations (fines exceeding NT$1 million). After inspections by the competent authorities, three cases of non-compliance were found in 2024 (based on the time of occurrence), resulting in fines totaling NT$150,500. After communication with the competent authorities, all deficiencies have been rectified. The items penalized for regulatory violations in 2024 are as follows:

Violation	Fine Amount (NT$)	Description	Improvement Measures
Article 24 of the Labor Standards Act(Note 1)	50,000	The Labor Affairs Department audit found that two personnel violated the provisions of Article 24, Paragraph 1 of the Labor Standards Act, resulting in fines.	■ To prevent similar incidents from happening again, the company completed the "Overtime Work Process Promotion" for all employees by the end of December 2023 and retained training records. ■ Unit supervisors maintain good interaction and communication with their personnel, continuously providing care and proper management.
Regulations for the Occupational Safety and Health Equipment and Measures Article 21 and Occupational Safety and Health Act Article 6, Paragraph 1	100,000	Workplace passageways were not maintained in a safe condition to prevent workers from falling or other safety measures were not taken.	■ Revised material storage principles. ■ Requested contractors to implement site management and ensure proper fencing. ■ Promoted accident prevention and pre-hazard notification in construction areas within the plant.
Air Pollution Control Act Article 40, Paragraph 3	500	No record of passing the vehicle smoke emission tests within one year.	■ Passed the Ministry of Environment's waste gas inspection on March 1, 2024, and obtained the Ministry of Environment's air quality control environmental compliance seal. ■ The F/Gs Material Warehouse Department established a system to automatically notify the need for inspection before the vehicle's regular inspection expires to prevent overdue inspections.

Note:
1. This violation occurred in 2023, and the fine was imposed in 2024.
2. Disclosure principles for administrative fines: The incident is published on any of the following platforms- the regulated pollution source data (including penalty information) inquiry system, the labor law violation business unit (employer) inquiry system, or the public information observatory.



3

Innovation and Service

3.1 Customer Relations 66

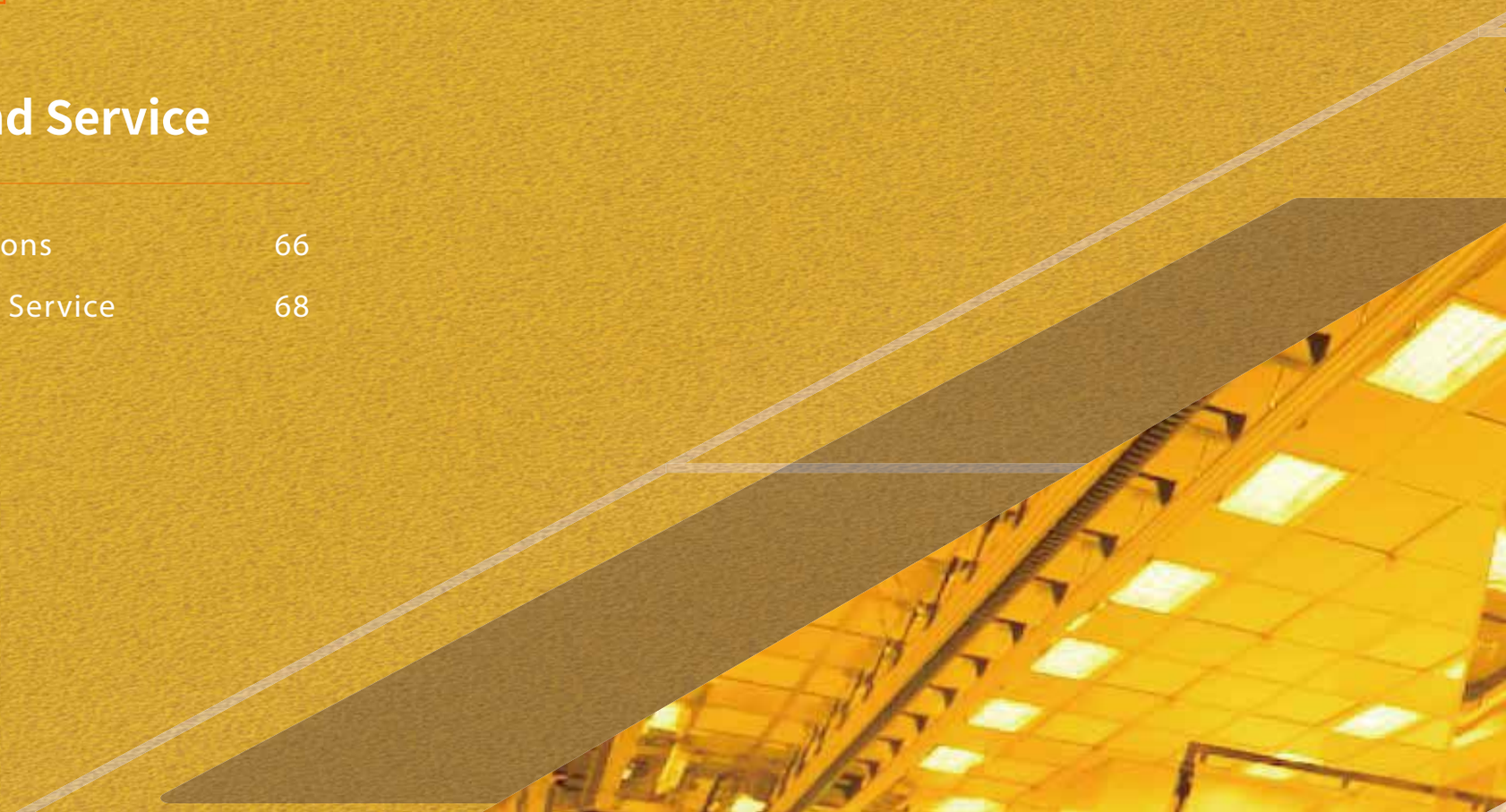
3.2 Technology and Service 68

Approved

Accumulated 999 approved patents as of 2024.

Award

2024 Micron Supplier Award Winner (External Manufacturing)





3.1 Innovation and Service Customer Relations

GRI 2-25、GRI 2-26、GRI 418-1

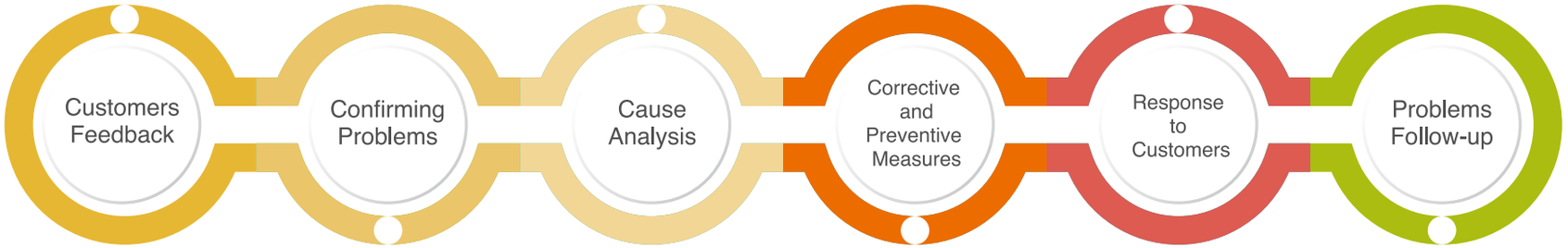
PTI is committed to delivering best-in-class services and maintaining strong communication with its clients. By approaching challenges from the customer's perspective, PTI continuously enhances its technological capabilities with the goal of becoming a reliable and indispensable partner. Through this commitment, PTI aims to build mutually beneficial, win-win partnerships.

3.1.1 Customer Relationship and Quality Management

PTI is committed to providing high-quality products and services, viewing customer feedback as essential for continuous improvement and building mutual trust. By gathering information such as complaints, quality issues, returns, and audit findings, PTI aims to ensure accurate handling and prompt response. The customer service team maintains close communication with clients throughout all stages of the product lifecycle, including the design phase, manufacturing phase, and post-delivery support. The company follows international quality standards, including ISO 9001 and IATF 16949, to ensure its offerings align with market trends and meet customer needs. In 2024, there were no customer-initiated product recalls related to health or safety risks.

To ensure effective communication of customer feedback, PTI adopts a customer-centric approach, prioritizing client concerns. In addition to regular meetings and ad hoc discussions, PTI has established a transparent Voice of Customer (VOC) process, enabling timely delivery of customer input to management for prompt action and improvements. PTI will continue strengthening client relationships through collaboration. Communication channels via info@pti.com.tw and legal@pti.com.tw are available to support open dialogue and help customers achieve outstanding results.

Customer Complaint Management



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3.1.2 Protection of Customer Privacy Information

Protecting customer privacy is a key responsibility for PTI. With advancing technology, company data is increasingly vulnerable to theft. A breach could result in lost orders, damaged reputation, and impact operations. We prioritize customer information security, enforcing strict access controls and continuously enhancing security measures. PTI ensures that proprietary technologies, trade secrets, personal information, and other confidential data are protected with the same security as the company's own. Employees must also maintain confidentiality. In 2024, there were no complaints (0 cases) regarding customer privacy violations or data loss.

Measures for Protecting Customer Privacy Information

- Established the "Trade Secret Management Policy" and require compliance by all personnel.
- Established protection standards for customers' intellectual property rights and sign confidentiality agreements.
- Set up a dedicated document management unit and system and set confidential document management and access privileges.
- Implemented information security protection measures and organized employee training for "building a confidential protection network" to continuously strengthen employees' awareness for protecting customers' confidential information.
- The electronic fence is implemented to manage the camera of personal phones to prevent data leaks.

3.1.3 Customer Satisfaction

PTI conducts annual customer satisfaction surveys and engages in two-way communication with customers to stay closely aligned with their needs. At the same time, customer feedback is reviewed internally, and appropriate improvement plans are developed. The results of these improvements are also reviewed during management review meetings with senior executives, serving as the basis for customer relationship strategies. In 2024, the average score of the key customer satisfaction survey was 4.1.

PTI Key Customer Satisfaction

Year	2021	2022	2023	2024
Customer Satisfaction	4.4	4.2	4.4	4.1

Note: The full score of customer satisfaction rating is 5.

Method
- Research and planning
- Questionnaires distributed and recovered
- Compile, analyze data, and response
- Corrective action plan

Related Regulations
- Customer Satisfaction Management Methods
- Customer Complaints Handling Methods

Purposes
- To understand the customer's satisfaction and related feedback on the 5 aspects of quality, delivery date, engineering capability, price, and service and to listen to the possible future needs of our customers.

Goal
- The satisfaction survey facilitates two-way communication and interaction with our clients, to maintain ongoing improvement and become their most trusted partner.

3.2 Innovation and Service Technology and Service

GRI 2-4、GRI 2-6

The wave of emerging technologies has brought greater convenience to everyday life, with the semiconductor industry playing a pivotal role. Leveraging its advanced packaging and testing capabilities, PTI is driving the development of future technologies across key areas such as Artificial Intelligence(AI), High Performance Computing (HPC), Silicon photonics, High Bandwidth Memory (HBM), and Power modules for electric vehicles (EVs). To meet customer product requirements, we continue to collaborate with clients in the co-development of new products and process technologies. PTI is committed to delivering environmentally friendly and energy-efficient product designs, while also developing materials free from hazardous substances to ensure that its products do not pose risks to human health.

3.2.1 Technology

PTI's technological capabilities form the foundation of its core competitiveness. The company offers a comprehensive range of packaging and testing technologies, including traditional Wire Bonding, Flip Chip, Wafer Level Package (WLP), System in Package (SiP), as well as advanced 2.5D/3D IC packaging and Fan-Out Panel Level Packaging (FOPLP). The maturity and advancement of these technologies enable PTI to meet the diverse needs of customers across various application domains.



Wire Bonding：PTI has extensive experience and mature processes in traditional packaging technologies, providing stable and reliable packaging solutions to meet the wide-ranging needs of mature products. Its technologies cover various packaging forms, including TSOP, LGA, BGA, and QFP, while continuously optimizing processes to enhance product performance and cost-efficiency.

Flip Chip, FC：With its high-density interconnect technology, PTI effectively improves chip performance and thermal management, meeting the demands of high-end applications and being widely used in processors, graphics chips, and other high-performance chips.

Wafer Level Package, WLP：PTI continues to innovate in the WLP field, offering advanced packaging solutions such as Fan-In WLP and Fan-Out WLP. Its excellent ability to shrink size and improve electrical performance has enabled widespread applications in mobile devices, the Internet of Things (IoT), and other sectors.

SiP：By integrating multifunctional chips, passive components, and other elements into a single package, PTI significantly increases system integration and reduces overall product size. This technology is critical in applications such as consumer electronics and wearable devices.

2.5D/3D IC Packaging：PTI actively positions itself in the 2.5D/3D IC packaging field. Through its Through Silicon Via (TSV) technology, it forms Silicon Interposer or Fan-out RDL Interposer, enabling multi-chip vertical stacking and horizontal integration. This significantly improves inter-chip interconnect bandwidth and data transfer rates. This technology plays a critical role in High-Performance Computing (HPC), Artificial Intelligence (AI), and other advanced fields.

Fan-Out Panel-Level Packaging (FOPLP)：PTI views Fan-Out Panel-Level Packaging (FOPLP) as one of the key growth drivers for the coming years. FOPLP breaks through the limitations of traditional wafer sizes by using larger panels for packaging, thus significantly reducing production costs. Additionally, FOPLP offers smaller package sizes, increasing the integration of components within the package.

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Wide Range of Applications: Showcasing PTI's Technological Strength

PTI's technologies support the development of multiple forward-looking industries by providing high-performance, high-reliability packaging and testing solutions. The following are several key application areas:

01 Artificial Intelligence, AI

PTI's advanced packaging technologies, such as 2.5D/3D IC packaging and flip-chip packaging, are designed to meet the high bandwidth, low latency, and high performance requirements of AI chips. We collaborate with multiple AI chip design companies to provide strong support for the mass production of AI chips.

02 High Performance Computing, HPC

2.5D/3D IC packaging technologies integrate multiple processor cores with high-bandwidth memory, significantly enhancing computing performance and data transfer rates.

03 Silicon Photonics

PTI collaborates with silicon photonics chip design companies to provide advanced packaging solutions that ensure the transmission efficiency and stability of optical signals. These packaging technologies involve precise alignment and sophisticated assembly processes to maintain signal integrity.

04 High Bandwidth Memory, HBM

PTI provides packaging and testing services for High Bandwidth Memory (HBM), ensuring its performance and reliability. PTI's expertise in HBM is closely integrated with its 2.5D and 3D IC packaging technologies, jointly advancing the development of Artificial Intelligence (AI) and High-performance Computing (HPC).

05 Power Modules for Electric Vehicles

PTI provides automotive-grade packaging and testing services to ensure the reliable operation of power modules under harsh environmental conditions. Its packaging technologies address specific requirements such as high power and advanced thermal dissipation, thereby ensuring the safety and driving range of electric vehicles.

06 Mobile Devices

PTI plays a crucial role in the mobile device sector, offering high-performance, power-efficient packaging solutions. For example, advanced packaging technologies such as WLCSP and FOWLP enable smaller, thinner packaging sizes while improving chip performance and reducing power consumption, meeting the stringent requirements of smartphones, tablets, and other mobile devices.

07 Internet of Things (IoT)

PTI's packaging technologies, such as SiP and WLP, integrate multiple chips and passive components into a single compact package, achieving high integration, low power consumption, and low cost to meet the demands of various IoT applications.

08 5G Communication

PTI's advanced packaging technologies, such as FCBGA and FOWLP, provide higher bandwidth, lower latency, and lower power consumption, meeting the packaging requirements of critical chips such as 5G baseband chips and RF chips.



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3.2.2 Services

In addition to leading-edge technologies, PTI offers one-stop packaging and testing services, covering the entire process from design and manufacturing to testing, providing customers with customized solutions.

Comprehensive Packaging and Testing Services

PTI offers a complete range of packaging and testing services, including wafer testing, packaging, final testing, and customer-side testing of finished products. Additionally, services such as pre-burn-in, tape and reel packaging, and global delivery of finished products are also provided, meeting the full spectrum of customer needs from chips to finished products.

Customized Solutions

PTI deeply understands customer requirements and offers tailored packaging and testing solutions. Its professional team works closely with customers to design optimized packaging and testing processes based on product characteristics and application needs, ensuring product performance and reliability.

Rigorous Quality Control

PTI has a strict quality management system, certified by multiple international standards such as ISO 9001 and IATF 16949. Its stringent quality control processes ensure the product's quality and reliability, earning the trust of its customers.

Strong R&D Team and Advanced R&D Equipment

PTI boasts an R&D team composed of experienced engineers dedicated to developing new packaging and testing technologies and solutions. At the same time, the company continuously invests in advanced R&D equipment to ensure its technological leadership.

Establishing Long-Term Partnerships with Customers

PTI is committed to building long-term partnerships with customers by gaining a deep understanding of their product roadmaps and technical needs. PTI provides timely technical support and customized services to help customers succeed in the competitive market.

Proactively Responding to Market Changes and Technological Challenges

PTI closely monitors the development trends in the semiconductor industry and adjusts its technology and service strategies in response to market changes and technological challenges. For example, with the rapid development of emerging applications such as Artificial Intelligence and High-Performance Computing, PTI has actively invested in R&D for packaging and testing technologies in these fields and collaborates with leading chip design companies to provide customers with cutting-edge solutions.

Focusing on Corporate Social Responsibility and Sustainable Development

PTI not only focuses on its own business development but also actively fulfills its corporate social responsibility and promotes sustainable development. For instance, PTI is committed to improving energy efficiency, reducing waste emissions, and actively participating in social welfare activities.

In response to the rapid transformation of the semiconductor industry, PTI will continue to invest in the research and development of advanced technologies, such as next-generation 3D IC packaging, heterogeneous integration, and chip-scale optical packaging, to meet the evolving demands of future application domains. At the same time, we will continue to enhance our service infrastructure and strengthen collaboration with customers to jointly drive innovation and sustainable growth across the semiconductor industry.

Production and Marketing Policy

- Provide the turn-key and drop-ship services to customers to reduce cycle time and save on the transportation costs.
- Increase revenue from Commodity DRAM, Mobile DRAM, NAND Flash and Logic products.
- Continue developing Logic business and enhancing the technology development of Flip-Chip, SSD, wafer level packaging, CP, and panel-level fan-out to create business growth.
- Develop new customers, new markets and new products; in the meantime maintaining the existing customers.
- Continue to conduct activities for cost control, fully utilize and integrate resources in order to improve our competitive advantages.

3.2.3 Intellectual Property Management

PTI adheres to the Taiwan Intellectual Property Management System (TIPS) to accurately execute the "PDCA" cycle operation, continuously improving the control mechanisms for patents, trademarks, and trade secrets, which are important intangible assets. This includes establishing systematic management, implementing inventory usage, conducting regular internal audits, and setting intellectual property management goals that align with operational strategies. By utilizing the intellectual property system, PTI aims to enhance the company's competitiveness. All intellectual property management plans set for 2024 have been successfully executed.

2024 Intellectual Property Management Plan

Intellectual Property Policy	Assessment Indicators	Implementation Results	Achievement Status
Utilize Intellectual Property to Strengthen Competitiveness	▪ The target number of patent proposals and patent applications reached.	▪ The number of patent proposals and applications in 2024 exceeded the target number.	Completed
Implement Intellectual Property Management	▪ Participate in TIPS (Grade A) and Corporate Governance Intellectual Property Compliance Training Courses. ▪ Strengthen new employees' understanding of their related obligations.	▪ Employees completed TIPS (A Level) and Corporate Governance Intellectual Property Compliance Training Courses and obtained self-assessment certificates. ▪ Revise employment contracts to add fields for filling in obligations.	Completed
Implement corporate governance and regulatory compliance for sustainable operation	▪ Report to the Board of Directors on the implementation of the intellectual property management plan linked to operational goals.	▪ Reported the intellectual property management plan and implementation status to the 10th Board of Directors at the 9th meeting on November 8, 2024.	Completed
Strengthen Intellectual Property Deployment	▪ Set target number for pre-R&D evaluation reports.	▪ Pre-R&D assessment report reaching the target number of cases.	Completed

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3.2.4 Patents, Trademarks and Trade Secrets

PTI continuously improves its patent management system. In addition to the existing systematic management approach, the intellectual property (IP) team actively strengthens collaboration with the R&D department. By leveraging prior art search techniques, the company enhances its patent portfolio strategy, helping to eliminate potential infringement risks at an early stage. Through technical discussions, the company identifies potential patent value, ensuring that all R&D outcomes receive optimal protection. In response to regulatory changes, the company proactively adjusts its patent management strategies, carefully monitors the quality of patent-related documents, and mitigates procedural risks. These efforts ensure that innovative technologies are properly safeguarded and maintain a strong competitive edge in the market.

Regularly inventory the status of trademark usage. By combining the registered trademarks with the technical features of packaging products, PTI strengthens the promotion of its packaging testing services. These trademarks include Fan-Out in Package (FOiP®), Embedded Panel Level Package (ePLP®), Embedded Panel Level BGA (ePLB®), Bump-Free Fan-Out (BF^2O®) with cost-competitive advantages, Chip Last Integration Package (CLIP®) utilizing flip-chip packaging combined with redistribution line technology, Chips Integration Embedded Fan-Out Solution (CHIEFS®) packaging architecture integrating multiple chips with size and cost advantages, Pillars in Fan-Out (PiFO®) vertical stacking design, In Process Unit Test (InPUT®) performing electrical testing during the process to eliminate failed blocks and continue packaging to reduce costs. These advanced technologies and mass production capabilities are key factors for PTI to maintain its leading position in the semiconductor packaging and testing competition.

Conduct annual trade secret inventories and training programs to strengthen employees' awareness of sensitive data and information security. Core trade secrets are managed with system support and presented in digital form, with proper retention of access records to ensure effective information security management. These efforts enhance the protection of core technologies and provide comprehensive and efficient intellectual property protection, thereby increasing customer trust and reinforcing the company's position as a reliable partner for both customers and suppliers.

Number of Patents Granted in 2024 (Including Utility Model Patents)

Taiwan	16
U.S.	5
China	9

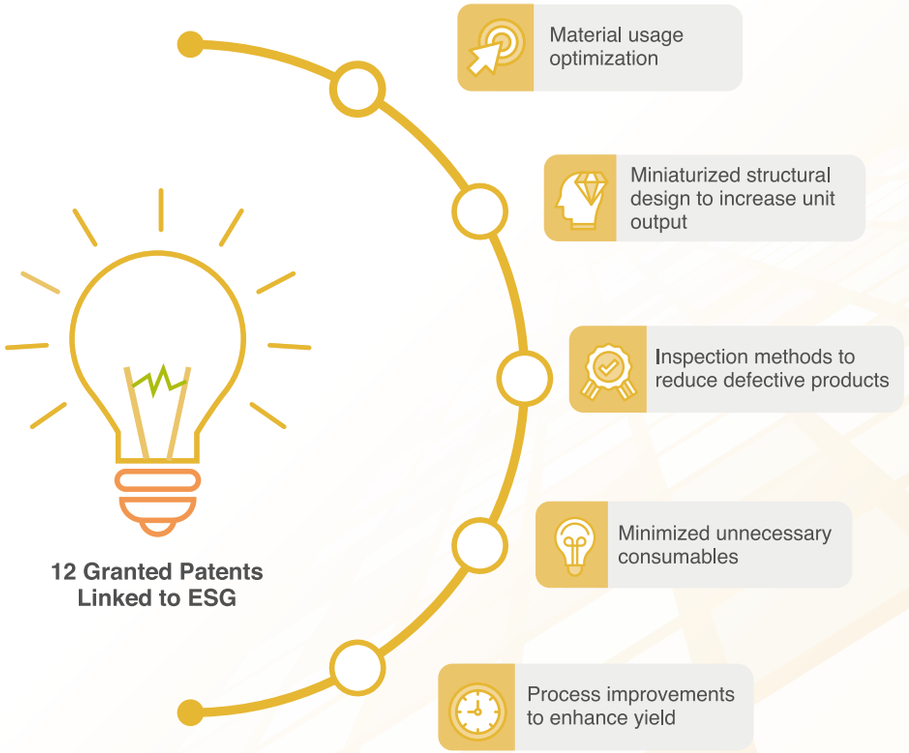
Cumulative Number of Patents Granted Over the Years

Year	Other Countries	Taiwan	U.S.
2021	162	561	159
2022	168	582	176
2023	179	598	192
2024	188	614	197

Note: The number of U.S. granted patents in 2023 has been corrected to 16, bringing the cumulative total to 192.

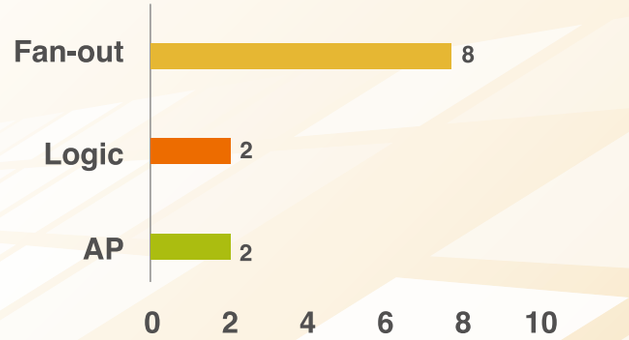
Patents links to ESG, Promoting an Eco-Friendly Environment

In 2024, PTI obtained 12 patents related to ESG (Environmental, Social, and Governance). These patents contribute to environmental protection and energy efficiency in various ways, such as reducing material usage to minimize waste, developing miniaturized structural designs that enhance unit production efficiency, utilizing advanced inspection technologies to decrease defective products, improving manufacturing processes to increase yield rates, and minimizing unnecessary consumables to reduce resource consumption. By integrating these patented innovations, we are actively advancing sustainability while optimizing production efficiency.



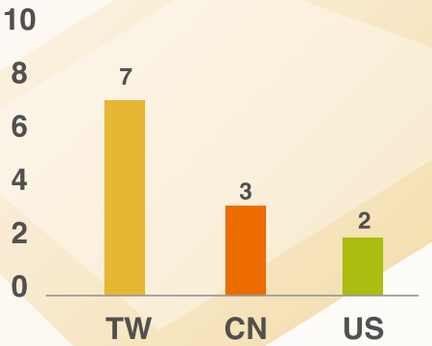
Patents Linked to ESG - Technology

(number)



Patents Linked to ESG - Countries

(number)



4

Collaboration with Partners

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Conflict-free

100% of PTI's suppliers are conflict-free mineral providers.

Anti-Bribery

Passed the ISO 37001 Anti-Bribery Management Systems renewal audit.

RBA Membership

Hukou Plant (P2), Datong Plant (3A), Datong Plant (3C), Datong Plant (3D), and HSP Plant 3 (P11B) received the RBA Factory of Choice Award (FOC).

Passed certification

PTI Taiwan Plants passed SA8000 certification.





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 company's 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 2024, the meeting approved and discussed three significant resolutions.

Date	2024/5/30
Significant Resolutions	▪ Approval of 2023 business report and financial statements. ▪ Recognition of the 2023 surplus distribution proposal. ▪ Participate in the issuance of overseas depositary receipts through the issuance of ordinary shares through cash capital increase, and/or the issuance of ordinary shares by cash capital increase, and/or private placement of ordinary shares in cash increase, and/or private placement of overseas or domestic convertible corporate bonds, and/or the issuance of overseas or domestic convertible corporate bonds.

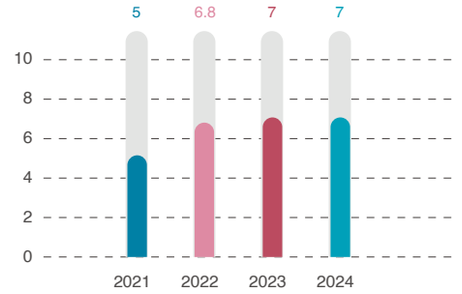
Shareholder Composition

Shareholder Composition	Number of People	Shareholding Ratio
Government Agencies	5	3.16%
Financial Institutions	27	10.43%
Other Legal Persons	531	38.07%
Personal	73,626	16.71%
Foreign Institutions and Foreigners	474	31.63%
Total	74,663	100%

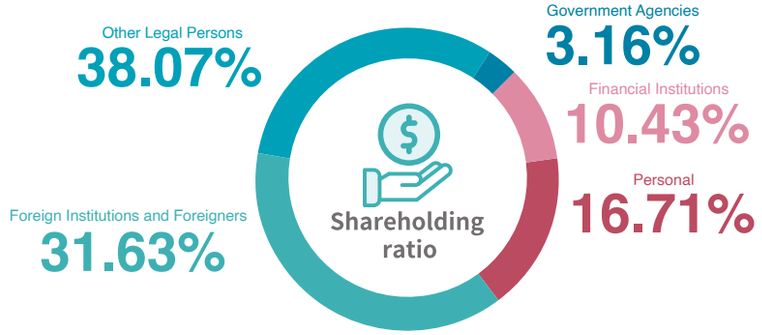
Note: Reference date is March 30, 2025.

Dividends Information

Cash Dividends and Capital Surplus Cash (NT$)



Shareholder Holding Percentage



4.2 Collaboration with Partners Supply Chain Partnerships

GRI 2-6、GRI 2-23、GRI 2-26、GRI 409-1、GRI 414-2

In addition to quality and delivery considerations, we urge our suppliers to pay attention to and comply with the requirements of professional ethics, labor and human rights, safety and environmental protection, etc., to create a win-win sustainable supply chain.

4.2.1 Supplier Code of Conduct

PTI is committed to technology and new product development, and has listed the Supplier Code of Conduct as an important responsibility for our partners, requiring our suppliers to follow the RBA Code of Conduct, and formulating the "Supplier Code of Conduct" for labor rights, environmental protection and business ethics. Among them, business ethics include the Code of Integrity, Integrity and Business Ethics, Anti-Competition and Anti-Bribery Policy, etc. PTI also passed the ISO 37001 Anti-Bribery Management Systems certification in 2021 to implement ethical management and require all owners and suppliers to follow it.

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)

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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 2024, local suppliers accounted for 54.0% 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	2021	2022	2023	2024
Local Supplier Procurement Amount	52.8%	49.8%	55.1%	54.0%
Overseas Supplier Procurement Amount	47.2%	50.2%	44.9%	46.0%
Total	100%	100%	100%	100%

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, so as 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 sustainability responsibilities by supporting and upholding human rights and the use of conflict-free minerals. In accordance with the RBA Code of Conduct, we also require our suppliers to pay attention to the issue of conflict minerals. In order to avoid the possibility of inadvertent acquisition of minerals mined in the Democratic Republic of the Congo and neighboring countries, such as Tantalum, Tin, Tungsten, Gold (3TG) and Cobalt and other minerals in the manufacturing process, PTI has not only formulated a Responsible Minerals Sourcing Policy, but also actively joined the Responsible Minerals Initiative (RMI) to become its member.

Responsible Minerals Sourcing Policy

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

To ensure 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, "Responsible Minerals Sourcing Policy" practices are follows:

- Exercise due diligence with relevant suppliers consistent with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and encourage our suppliers to do likewise with their suppliers.
- RMI "Conflict Mineral Reporting Template (CMRT)", "Extended Minerals Reporting Template (EMRT)" are used for investigation on supplier's conflict metal. PTI also requests suppliers to commit to the prevention over the use of metals from CAHRAs.
- Require suppliers to trace the source of metals, confirm the RMAP Conformant Smelters & Refiners in our supply-chain to meet conflict-free.
- Immediately discontinue engagement with suppliers who pose a reasonable risk to be supporting conflict.

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Conflict Minerals Management Process

We support the principles of the Responsible Minerals Initiative (formerly CFSI, Conflict-Free Sourcing Initiative), developed by two international organizations: the Responsible Business Alliance and the Global enabling Sustainability Initiative (GeSI). Our commitment aligns with the OECD Due Diligence Guidance for Responsible Mineral Supply Chains. Through the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative, we assist suppliers in sourcing raw materials from non-conflict-affected and high-risk areas.

To ensure products do not contain conflict minerals, PTI has been conducting comprehensive conflict minerals investigations since 2012. The company traces the sources of 3TG in its products to confirm they do not originate from conflict-affected areas. Suppliers are required to disclose the list of smelters and mines they collaborate with, complying with international regulations, RBA Code of Conduct, and customer requirements, as well as PTI's Responsible Minerals Sourcing Policy. Additionally, when the CMRT is updated, we conduct thorough supply chain investigations for direct materials and packaging suppliers, assisting them in addressing non-compliant items, making necessary corrections, and ensuring the implementation of qualified smelter conversion plans. Our goal is to maintain and achieve 100% sourcing of tantalum, tin, tungsten, and gold from certified smelters. In 2024, a total of 257 suppliers whose products contain 3TG, cobalt, or mica responded, with 100% of them verified as conflict-free, providing products that meet PTI's requirements.

PTI Conflict Minerals Management Process



Joint Carbon Reduction in the Supply Chain

In order to achieve the 2050 net-zero emission goal, 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 13 companies have joined this carbon reduction action, which is expected to reduce carbon dioxide emissions by 5,667 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. By 2024, PTI had 6 diverse suppliers, one more than in 2023, with a transaction value growth of about 3% compared to the previous year, striving for a more diverse and inclusive supply chain.

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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 materials, 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

No.	Item	Target	2024 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

Supplier Sustainability Management

New Supplier Evaluation

- Conduct evaluations for new suppliers, including written evaluations, factory evaluations, and sample evaluations.
- Prospective suppliers are required to sign a commitment to conduct business with integrity and comply with the RBA Code of Conduct.
- Complete the supplier bribery risk and due diligence procedures, and implement social responsibility, anti-bribery and anti-corruption.
- Only those who meet the evaluation requirements of PTI can become qualified suppliers.

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 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 2024, the raw material supplier evaluation results all meet the qualified supplier score standard.

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

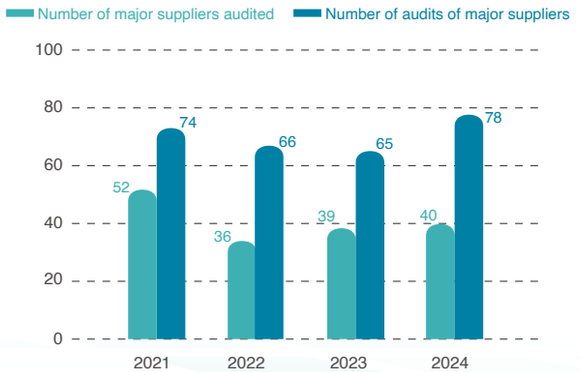
Aspect	Evaluation Content
Business Relevance	Suppliers are selected according to production needs, and supplier bribery risk assessment and due diligence operations are carried out before establishing relationships with suppliers. (Including direct and indirect suppliers of materials, machinery and equipment, parts, engineering and services).
Environmental	Include, but is not limited to, greenhouse gas emissions, hazardous substance management, business continuity management, and compliance.
Social	Include, but is not limited to, child labor, human rights and labor ethics, conflict minerals management, health and safety, and compliance.
Governance	Include, but is not limited to, business ethics, information security, risk management, and compliance.
Sector-specific	Based on the designated sector, evaluations are conducted on quality, lead time, cost, technology, and other relevant factors.

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 2024, audits were conducted on key suppliers, including 2 new suppliers and 38 existing ones, totaling 40 audit sessions. Additionally, 36 suppliers identified through annual audit planning or classified as high-risk, along with 2 labor suppliers, underwent audits based on the RBA Code of Conduct System and Business Continuity Management System, resulting in 38 audits. These audits help mitigate or prevent negative social impacts. In 2024, PTI carried out 78 audits on key direct raw material suppliers, contractors, and labor suppliers through either Quality System Audits or audits aligned with the RBA Code of Conduct and Business Continuity Management System. The audit results confirmed that no high-risk suppliers were present.

The supplier audit identified non-conformities primarily in process control, occupational safety and health management, fire safety, operational standard implementation, and production line 6S management. Suppliers were required to make corrections within a specified timeframe. Through continuous tracking and verification, all non-conformities have been resolved, and no suppliers have been classified as non-compliant. According to the audit results, PTI's supply chain does not present major risks related to forced or compulsory labor or child labor.

Item	2021	2022	2023	2024
Number of major suppliers audited	52	36	39	40
Number of audits of major suppliers	74	66	65	78



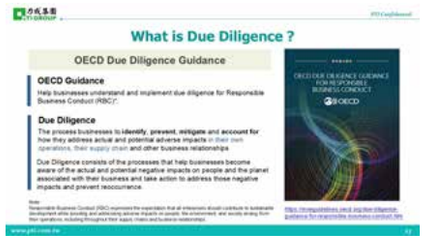
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4.2.5 Annual Supplier Social Responsibility Forum

To build a sustainable supply chain and effectively convey ESG awareness, the company 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, and facilitates the exchange of ESG implementation results. In 2024, the "Supplier Social Responsibility Forum" covered key topics such as business ethics, supply chain carbon management, the RBA Code of Conduct, and supply chain due diligence. A total of 148 suppliers and 181 participants from chemical products, direct materials, and labor agencies successfully attended. 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.









KPIs for Supplier Chain Management	2024
Supplier Screening	
Total number of Tier-1 suppliers	621
Total number of significant suppliers in Tier-1	51
% of total spend on significant suppliers in Tier-1	52
Total number of significant suppliers in non Tier-1	0
Total number of significant suppliers (Tier-1 and non Tier-1)	51
Supplier Assessment	
Total number of significant suppliers assessed via desk assessments/on-site assessments	40
% of significant suppliers assessed	40
Number of suppliers assessed with substantial actual/potential-negative impacts	9
% 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	40
% 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	148
% of unique significant suppliers in capacity building programs	100

4.3 Collaboration with Partners
External Organization Participation

GRI 2-28

PTI positions itself as an advocate for key issues in the semiconductor industry, actively engaging with external organizations and supporting initiatives related to technological innovation, environmental sustainability, human rights, and supply chain management. It is committed to fostering sustainable partnerships that contribute meaningfully to economic, environmental, and social development. In response to growing information security concerns, PTI has proactively joined intelligence-sharing organizations such as TW-ISAC (TWCERT/CC) and SP-ISAC to stay abreast of global cybersecurity trends, integrate with international information-sharing platforms, and mitigate security risks.

4.3.1 Main External Organization Participation (as a member)

Social Responsibility/Supply Chain

- Responsible Business Alliance (RBA)
- Responsible Minerals Initiative (RMI)
- Taiwan Center for Corporate Sustainability (CCS)
- CommonWealth Magazine - Talent Sustainability Ecosystem
- CommonWealth Sustainability (CWS)
- TW-ISAC Taiwan Computer Emergency Response Team/Coordination Center (TWCERT/CC)
- Science Park Information Sharing and Analysis Center (SP-ISAC)

Industry-Academia Collaborations

- Gap of Learning & Field (GOLF) (Angel member & Alliance Director)
- Global Research & Industry Alliance, National Yang Ming Chiao Tung University (GLORIA-NCYU)

Industry/Business

- Taiwan Semiconductor Industry Association (TSIA)
- Chinese Society for Ouality
- Taiwan ElectroStatic Discharge Association (T-ESDA)
- Hsinchu County Industrial Society
- Hsinchu County Chamber of Commerce
- Hsinchu County Industrial Park Company Association
- The Allied Association for Science Park Industries

4.3.2 External Initiatives

- As a member of the Responsible Business Alliance (RBA), PTI adheres to the norms set by the RBA and extends them to major suppliers and contractors, mentoring and urging them to use relevant tools and standards to continuously monitor implementation performance and extend management effectiveness.
- As a member of the Responsible Minerals Initiative (RMI), PTI is committed to not using or procuring conflict minerals from affected regions. Upstream raw material and component suppliers are required to comply, ensuring the fulfillment of social and environmental responsibilities. All related transactions must adhere to the RBA Code of Conduct. In addition, suppliers must adopt GeSI-recognized smelters to ensure raw materials are not sourced from conflict areas.
- In order to grasp the latest sustainability trends and gain insight into the pulse of industry development, PTI actively participates in member training and communication activities organized by the Taiwan Center for Corporate Sustainability (CCS) to cultivate sustainable competitiveness and promote the sharing of sustainability information.
- In response to Goal 13 of the United Nations Sustainable Development Goals (UNSDGs), PTI participated in CDP's climate initiative by disclosing climate change and water security questionnaires. We also adopted the Task Force on Climate-related Financial Disclosures (TCFD) framework under the Financial Stability Board (FSB) to identify climate-related risks and opportunities. Based on these insights, we established metrics and target management strategies to support the Paris Agreement and address global warming challenges.

4.4 Collaboration with Partners
Social Responsibility Management System

GRI 2-23、GRI 406-1、GRI 409-1

PTI adheres to the principle of integrity in business operations, strives to protect employee rights, promotes environmental sustainability, and creates a healthy and safe workplace. We extend these values throughout the entire supply chain. We continuously operate and maintain a social responsibility management system that complies with legal and customer requirements, following the RBA Code of Conduct and the SA8000 Social Accountability International Standard. We regularly inspect the implementation of the management system and control potential risks to ensure that our commitment to sustainable development is concretely realized.

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", "Energy Policy", as well as the "Responsible Minerals Sourcing Policy". All policies are reviewed and approved by senior management; announced on the bulletin board and official website of PTI.

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: Five Sites Awarded Factory of Choice (FOC) Recognition

In 2024, PTI's Hukou Plant (P2), Datong Plant (3A), Datong Plant (3C), Datong Plant (3D), and HSP Plant 3 (P11B) were awarded the Factory of Choice (FOC) recognitio n by the RBA, demonstrating PTI's firm commitment to social responsibility and concrete actions.

Note: Three conditions must be met to obtain FOC.

1. With a minimum RBA VAP score of 160 (out of 200) and all priority findings closed.
2. Factory representatives obtained the RBA certificate.
3. Have a functioning platform for employees to make 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 Taiwan. In 2024, 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, the plants of PTI regularly receive Validated Assessment Program (VAP) performed by a third-party assessment firm. VAP is an effective and sharable social responsibility audit standard certified by the Responsible Business Alliance. 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 operational locations with major risks such as forced or compulsory labor and child labor.

2024 PTI Site Assessment

Plant	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	★

Plant	SAQ	VAP	FOC
	Risk Level	Score	
HSP Plant 1 (P8)	Low	200	★
Wenhua Plant 1 (P9)	Low	200	★
Xinxing Plant (P10)	Low	200	★
HSP Plant 2 (P11A)	Low	196.5	★
HSP Plant 3 (P11B)	Low	200	★

Note: 1. VAP Assessment Period: November 2022 to December 2024. 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.

4.4.4 Implementation of SA8000 International Standard

The SA8000 (Social Accountability 8000) International standard was launched by the SAI (Social Accountability International) in 1997 as a global corporate social responsibility (CSR) management tool and certification standard. It is designed according to the International Labour Organization (ILO) pact, the United Nations Convention on the Rights of the Child, and the Universal Declaration of Human Rights and consists of nine key elements, namely Child Labour, Forced or Compulsory Labour, Health and Safety, Freedom of Association and Right to Collective Bargaining, Discrimination, Disciplinary Practices, Working Hours, Remuneration and Management System. PTI proactively adheres to the SA8000 standard and participates in training and promotions organized by SAI.

This international standard not only specifies the requirements of social responsibility and management system but also echoes the core values of PTI. Since obtaining the SA8000 system certification in 2016, PTI has been performing tracking audits semi-annually. Follow-up audits were completed in March and August 2024, and all audit findings were improved.



5

Inclusive Workplace

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Employees

Total number of employees in PTI Group: 17,134

Taiwan : 16,655

(The number of employees in Taiwan is the total number of PTI and affiliated companies)

Japan: 479

Zero-payment

Implemented a zero-payment and direct hiring policy for migrant workers.

The ratio

The ratio of males to females is close to 1:1.

Employed people with disabilities

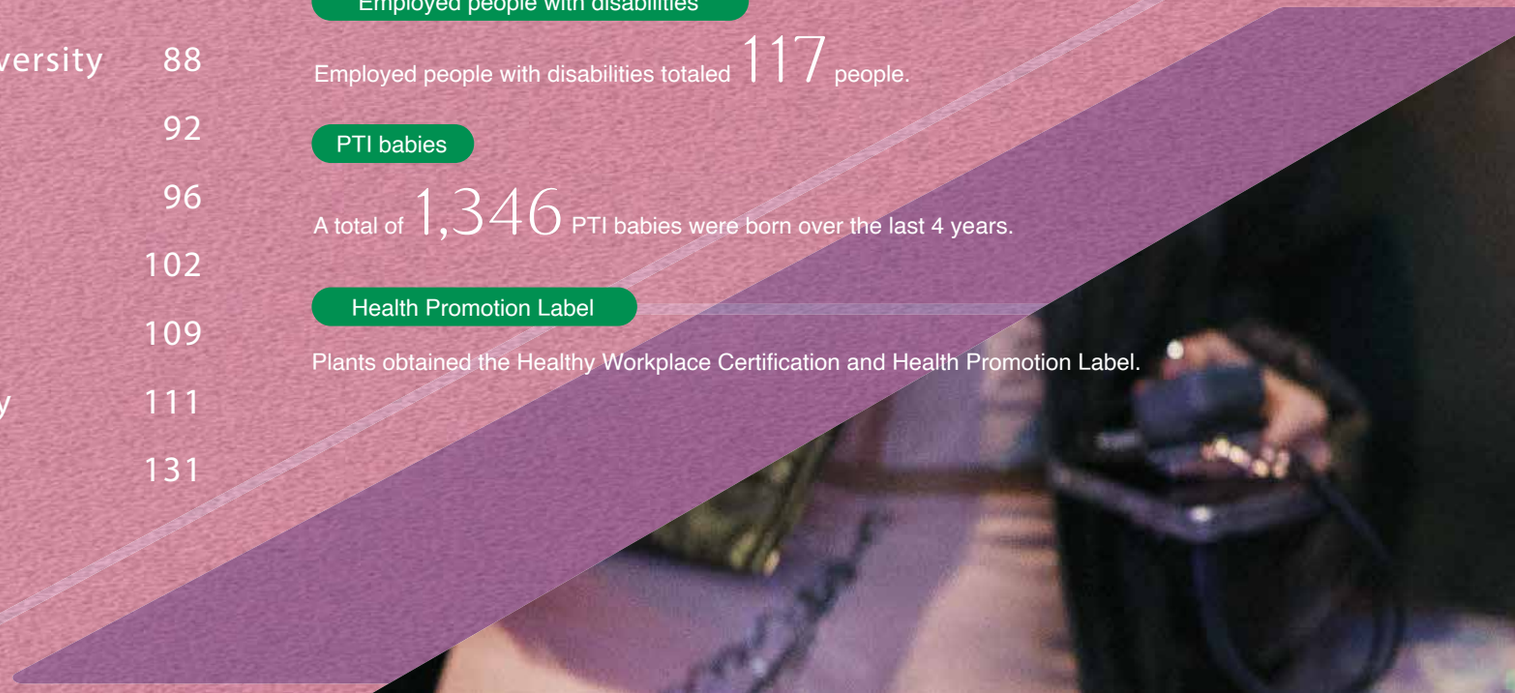
Employed people with disabilities totaled 117 people.

PTI babies

A total of 1,346 PTI babies were born over the last 4 years.

Health Promotion Label

Plants obtained the Healthy Workplace Certification and Health Promotion Label.





5.1 Inclusive Workplace
Workforce Composition and Diversity

GRI 2-4、GRI 2-7、GRI 401-1、GRI 405-1

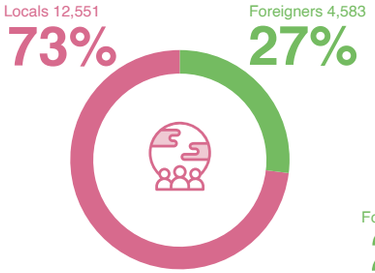
5.1.1 Employee Distribution

In 2024, as the global economy gradually recovered, international market stability also improved. PTI continued to prioritize human resource management. Employees are distributed across different countries and regions, allowing the company to better understand and meet diverse market needs. This approach brings innovative thinking and problem-solving capabilities, jointly driving corporate development. As of December 31, 2024, PTI Group had a total of 17,134 employees.

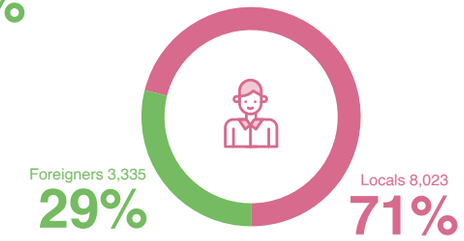
Region	PTI	Greatek	TeraPower	Tera Probe PTI Japan	Total
Number of Employees	11,358	4,292	1,005	479	17,134

Looking ahead, PTI recognizes that nurturing, attracting, and retaining talent is essential for maintaining a competitive edge. To achieve this, PTI is adjusting its product portfolio, integrating resources, and controlling costs while also implementing a succession plan to train mid-level and senior management. As of the end of 2024, there were 606 managerial positions. Additionally, PTI emphasizes local employment to drive regional economic development and provide job opportunities. By December 31, 2024, PTI Group had 12,551 local employees (73% of total employees) and 4,583 foreign employees (27%). Among PTI's employees in Taiwan, 71% were local (8,023 employees) and 29% were foreign (3,335 employees). This reflects the group's diversity and inclusiveness in both local and international talent, demonstrating its commitment to global markets and diverse cultures.

2024 Local Employment Status of PTI Group



2024 PTI Local Employment Status



Note:
1. The reference date for the data calculation is December 31, 2024, based on the number of employees in service.
2. The Locals refers to individuals with local nationality, while the Foreigners refers to individuals without local nationality.
3. The "Management position" refers to supervisory personnel at the assistant manager level and above.

2024 PTI Employee Ratio and Management Ratio by Nationality

Country	All Staff		Management Position	
	Number of people	Proportion	Number of people	Proportion
Taiwan	8,023	70.64%	606	100.00%
Philippines	3,314	29.18%	0	0.00%
Vietnam	8	0.07%	0	0.00%
Others	13	0.11%	0	0.00%

5.1.2 Workforce Structure

Employees aged 18 to 24 make up 2.63% of the workforce. These individuals are mostly newcomers to the job market, representing a new generation full of potential, injecting vitality and enthusiasm into PTI. Employees aged 25 to 44 constitute the backbone of PTI, accounting for approximately 79.85% of all employees. They are young yet possess a certain degree of practical experience, contributing their expertise to PTI's continuous innovation and growth. Employees aged 45 to 54 make up 16.14% of the workforce. They have richer practical experience and accumulated technical skills, ensuring PTI's steady progress.

Employees aged 55 to 64 account for 1.34% of the workforce. These individuals are often key leaders or senior reserve cadres within the company, possessing sufficient capability and performance to lead teams towards a common vision. Employees aged 65 and above make up 0.04% of the workforce. These individuals are the most important leaders of the company, setting business goals and future directions.

In response to the advent of the new technological era and to meet the stringent product standards of international customers, PTI's human resources structure is dominated by technical positions, accounting for 78.93%; followed by engineering positions accounting for 11.97%, administration positions accounting for 3.76%, and management positions accounting for 5.34%.

Furthermore, under the principle of gender equality, PTI ensures that both female and male employees have equal employment rights and aims to achieve a 50% female workforce representation. As of December 31, 2024, male employees accounted for 49.93% of the total workforce, while female employees comprised 50.07%, showing an almost equal gender distribution. This demonstrates that female employees in the company have fair and objective job security as well as opportunities for career growth.



Gender		Male		Female		Total	
Category	Group	Number of People	Proportion	Number of People	Proportion	Number of People	Proportion
Age	18~24	157	1.38%	142	1.25%	299	2.63%
	25~44	4,395	38.70%	4,674	41.15%	9,069	79.85%
	45~54	1,039	9.15%	794	6.99%	1,833	16.14%
	55~64	75	0.66%	77	0.68%	152	1.34%
	65+	5	0.04%	0	0.00%	5	0.04%
Position	Technical	3,885	34.20%	5,081	44.73%	8,966	78.93%
	Engineering	1,056	9.30%	303	2.67%	1,359	11.97%
	Administration	182	1.60%	245	2.16%	427	3.76%
	Management	548	4.83%	58	0.51%	606	5.34%
Employment Contract	Permanent	5,650	49.74%	5,674	49.96%	11,324	99.70%
	Temporary	21	0.18%	13	0.12%	34	0.30%
Employment Type	Full-Time	5,671	49.93%	5,687	50.07%	11,358	100.00%
	Part-Time	0	0.00%	0	0.00%	0	0.00%

Note:
1. The data is calculated based on the workforce on December 31, 2024.
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.

Female Workers (%)

Item	2021	2022	2023	2024
Women in Total Workforce	47.70	47.50	47.86	50.07
Women in All Management Positions (Note 1)	10.42	9.90	9.72	9.60
Women in Junior/Middle Management Positions	11.40	11.32	11.24	11.00
Women in Top Management Positions	3.75	1.15	0	0
Women in Management Positions in Revenue-generating Functions	6.21	6.30	5.76	5.70
Women in STEM-related Positions (Note 2)	20.27	21.31	22.26	22.30

Note:
1. The scope of women in all management positions has been adjusted in 2024. The reported information for 2021~2023 has also been updated.
2. STEM-related positions: Engineering related jobs.

5.1.3 New Employee Hires

PTI has multiple recruitment channels and adopts a multi-pronged strategy. Through human resources banks, industry-university cooperation, and the LinkedIn platform, we have established connections in different aspects and recruited a large number of outstanding talents from different industries and age groups to join PTI. Through an open and transparent selection process, comprehensive assessment and examination of personal characteristics, we help companies find the right talents for the right positions and future potential that fits the corporate culture!

In 2024, PTI hired a total of 1,664 new employees. In addition to providing comprehensive new employee training and growth-oriented work challenges, it continues to promote a new employee care mechanism, inject corporate culture through team activities, and enhance new employees' sense of identity. At the same time, we spare no effort in hiring and caring for disadvantaged groups. In addition to actively participating in regional recruitment activities, such as the 2024 Disability and General Employment Expo, to help friends from disadvantaged groups find suitable jobs, as of December 31, 2024, PTI has newly hired 61 employees from disadvantaged groups, arranged suitable job content according to their physical and mental conditions, helped them have a stable income, and implemented the spirit of giving back to society and creating friendliness and inclusiveness.

Note: Disadvantaged groups refer to those who have been unemployed for more than 3 consecutive months, or specific groups who have been unemployed for more than 30 days, such as unemployed people aged 45 to 65, indigenous peoples, and people with disabilities.

PTI New Employees Hires in 2024 (by gender and age)

Gender		Male	Female
18~24	Number of People	98	87
	Proportion	62.42%	61.27%
25~44	Number of People	531	922
	Proportion	12.08%	19.73%
45~54	Number of People	12	6
	Proportion	1.15%	0.76%
55~64	Number of People	3	3
	Proportion	4.00%	3.90%
65+	Number of People	2	0
	Proportion	40.00%	0.00%
Total	Number of People	646	1,018
	Proportion	11.39%	17.90%

Note: New Employee Ratio = Number of new employees in each group / Total number of employees in each group

Number of Hires and Average Hiring Cost

In 2024, PTI's internal transfer rate was 23.8%, providing appropriate job rotation opportunities. The hiring rate was 14.7%, with an average hiring cost of NT$45,818.

Item	2021	2022	2023	2024
Total Number of New Employee Hires	1,705	2,322	665	1,664
Hiring Rate (%)	14.8	19.5	6.0	14.7
Internal Transfer Rate (%)	6.6	6.3	27.2	23.8

Note:
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

In 2024, PTI hired 30 new employees with disabilities, totaling 117 disabled employees under its employment programs. PTI believes in creating opportunities for disabled individuals to thrive in their roles, enhancing inclusive practices.

Year	2021	2022	2023	2024
Disability Employment Positions	116	123	111	117

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5.1.5 Employee Turnover

"Talent" is an indispensable key element for the sustainable operation of an enterprise. In order to actively retain outstanding talents, PTI has created a sound communication platform to consolidate the centripetal force of the enterprise, and appropriately provide rotation opportunities and work improvements; it also designs the organization based on "career development" to ensure that employees are "suitable for the job". When an employee proposes to resign, we will explore opportunities for retention or transfer, and simultaneously confirm the employee's willingness to return to work at PTI, respecting the employee's choice.

PTI Employee Turnover in 2024 (by gender and age)

Gender		Male	Female
18~24	Number of People	50	30
	Proportion	31.85%	21.13%
25~44	Number of People	562	508
	Proportion	12.79%	10.87%
45~54	Number of People	38	27
	Proportion	3.66%	3.40%
55~64	Number of People	6	8
	Proportion	8.00%	10.39%
65+	Number of People	2	0
	Proportion	40.00%	0.00%
Total	Number of People	658	573
	Proportion	11.60%	10.08%

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

Employee Turnover Rate (%)

Item	2021	2022	2023	2024
Turnover Rate	14.91	15.45	13.65	10.84
Voluntary Turnover Rate	14.2	14.7	13.3	10.5

Note:
1. Turnover rate includes voluntary resignation, retirement, and layoffs due to absence from work, etc.
2. Turnover Rate = Total number of resignations throughout the year / Total number of employees at year-end (Updated 2023 turnover rate data.)

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 one of the keys to business success, which is why we are committed to caring for our employees and creating a workplace where they can work with the right people and peace of mind. By providing a high-quality remuneration system, a comprehensive welfare system, and implementing gender-equal pay, we are committed to creating a friendly, diverse and inclusive workplace of "Promising, Thriving, Inspiring". Such a working environment can not only attract more outstanding and like-minded talents to join, but also ensure the retention of existing employees, bring a steady stream of momentum to the company, and lay a solid foundation for sustainable operation.

5.2.1 Quality Remuneration System



To align with the company's long-term operations and development while considering employees' living standards, overall remuneration is determined based on professional knowledge and skills, job position, performance, and long-term commitment, combined with the company's operational objectives and profitability. To ensure salary competitiveness, PTI conducts annual market salary surveys to review compensation conditions, measure industry salary levels, and refer to macroeconomic indicators such as the price index. Appropriate salary adjustments are made based on these evaluations to enhance competitiveness and attract outstanding talent. Additionally, data is verified and updated to actively promote salary conditions that meet living wage standards. PTI strictly complies with relevant labor laws and offers salaries above the local minimum wage, with the minimum approved salary set at NT$30,900 per month.

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

2024 PTI Mean and Median Salaries of Full-time Non-Managerial Employees

Category	Number of Full-time Non-Managerial Employees	Mean		Median	
		2024 (NT$1,000)	Compared to 2023 (%)	2024 (NT$1,000)	Compared to 2023 (%)
Indirect Labor	3,824	1,329	+8.8%	1,246	+8.0%
Direct Labor	7,170	624	+9.8%	584	+7.6%
Overall Employees	10,995	869	+8.1%	689	+8.5%

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 on the basis of the employee salary income for the immediate year, adopting accrual basis accounting.
4. Indirect Labor includes administrative staff, R&D engineering staff. Direct Labor refers to operators.
5. The difference between the sum of "direct labor" and "indirect labor" and the number of "overall employees" is calculated as a weighted average.

5.2.2 Gender Equal Pay and Opportunities

"Creating equal working conditions" is PTI's unwavering business principle. Our salary design and approval process are based on employees' educational background, professional expertise, years of experience, job category, and individual performance, ensuring a fair and impartial system. We uphold the principle of equal pay for equal work, determining salaries based on job roles rather than gender. After employment, salary adjustments and promotions are granted annually based on work performance, ensuring appropriate compensation regardless of gender, race, religion, political stance, marital status, or union affiliation. Our compensation system fully complies with labor-related regulations. PTI actively promotes workplace diversity and supports the growth and career development of female employees. In the annual promotion on April 1, 2024, women accounted for 39.9% of all promotions.

2024 PTI Employee Compensation Ratio by Job Type and Gender

Gender/Job Type	Indirect Labor	Direct Labor
Female	1.00	1.00
Male	1.20	1.03

Note:
1. Indirect labor does not include the 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 on the basis of the employee salary income for the immediate year, adopting accrual basis accounting.

2024 PTI Employee Compensation by Position and Gender

Item	Position	Female: Male
Fixed Salary	Managerial Position	1：1.12
	Non-managerial Position	1：1.32
Annual Salary	Managerial Position	1：1.16
	Non-managerial Position	1：1.45

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

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 recommendations 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 (Note). 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.

Annual Total Compensation Ratio for Senior Executives

Ratio of the annual total compensation for the highest-paid individual to the median annual total compensation for all employees	Not disclose this time.
Ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase in annual total compensation for all employees	Not disclose this time.

Note: Due to the confidentiality of information, the company will not disclose the annual total remuneration of the highest individual.

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 is superior to the law, so as to achieve common prosperity and common good. PTI's rewards and benefits are as follows, with a welfare subsidy of NT$297,991,589 in 2024.

Category	Content
Bonus	■ Year-end bonus: twice a year, respectively in January and July. ■ 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	■ Festival gifts (Chinese New Year, Labor Day, Dragon Boat Festival, Moon Festival) ■ Free group insurance (including life insurance, accident insurance, medical insurance and cancer insurance, among others, for dependents). ■ Periodical free health examinations ■ Benefit subsidies (wedding, childbirth, hospitalization, funeral) ■ Travel subsidies ■ Meal subsidy ■ Birthday gift ■ Movie tickets ■ Employee club activities ■ Corporate activities (online/offline activities will be held depending on the annual plan) ■ Affiliated stores (discounts offered in more than 800 affiliated stores) ■ Childcare measures (in contracts with outstanding kindergartens and childcare facilities near our employees' residences to provide them with a diverse selection of preschool education courses or afterschool clubs.)
Friendly Workplace Environment	■ Remote Work: Based on applicable company policies and conditions (e.g., pandemic-related requirements).

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In 2024, PTI provided all employees with welfare items such as holiday gifts, wedding, funeral, maternity, hospitalization subsidies, insurance, birthday, service awards, travel, movies, meals, health checkups, club activities and various major events in accordance with the welfare management regulations.(Note)

No.	Benefits	Total (NT$)
1	Annual Festival Payments/Gifts	85,315,429
2	Birthday Coupons	6,513,971
3	Wedding/Funeral Subsidies	3,099,700
4	Maternity Subsidies	528,000
5	Emergency Relief	188,000
6	Tenure Bonus	4,113,038
7	Annual Trips	21,610,612
8	Movie Tickets	5,344,940
9	Family Day/Large-Scale Events/Club Activities	4,672,769
10	Meal Subsidy	120,814,327
11	Group Insurance	21,961,643
12	Health Examinations for Employees	20,349,850
13	Health Examinations for Executives	3,479,310
Total		297,991,589

Note: Please refer to the Contract Manpower Management Measures for the relevant benefits of contract personnel.

Long-term Incentives

In order to further enhance employee well-being and stimulate their enthusiasm and motivation, 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 motivate employees to work together with the company to continuously create better performance. An ESOP not only gives employees the opportunity to directly participate in the company's growth and share operational results, but also helps to enhance employees' sense of belonging and internal identity, thereby achieving a win-win situation for both the company and employees, as detailed in the "Chapter 0.4 2024 Feature Story" of this report.

Online Welfare Platform

In addition to the welfare of our employees, we also value caring for the earth, and help us save energy, reduce carbon emissions and improve efficiency through the power of technology! Since 2023, we have officially introduced the online welfare platform to distribute the benefits of the company, the welfare committee and some department activities in the form of electronic points. In 2024, a total of 46,447 welfare incentives will be issued, which can reduce carbon emissions by 90.8% compared to paper vouchers issued electronically (Note). Switching from physical to digital not only improves efficiency, but also saves the use of paper, printing inks and packaging materials, and reduces the carbon emissions generated by transportation, so that employees can enjoy benefits while protecting more of the earth's resources.

Note: Referring to the calculation formula of the online welfare platform, the carbon emissions of paper distribution are about 12.13 grams of CO2e per sheet, and the carbon emissions of electronic distribution are about 1.12 grams of CO2e per sheet, so the carbon emissions decreased by about 90.8%.

〈PTI Life〉 Website

In order to provide a more friendly and convenient service environment for employees, we have launched the "PTI Life" website in October 2024, so that employees can log in and inquire about the relevant information of the Welfare Committee both inside and outside the company. At present, it provides functions such as "Latest Franchise Store", "Franchise Store List Query" and "Problem Helper", and other functions are being built one after another.



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. As of the end of 2024, the old pension system reserve account held approximately NT$353 million, sufficient to meet retirement fund claims for eligible employees. In 2024, the total combined allocation for the old and new pension systems, including employee contributions, amounted to approximately NT$421 million, ensuring that employees can enjoy peace of mind after retirement.

PTI Pension Contribution Percentage

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

5.2.6 Outstanding Employees Rewarding

In order to maintain an innovative and positive attitude among employees, PTI continues to encourage positive behaviors and stimulate teamwork and healthy competition through a number of incentive measures such as "Proposal Awards", "Patent Awards", "Good Deeds Awards", "Cross-functional Committee Awards" and "Annual Model Employee Selection Activities".

In 2024, the total number of PTI awards reached 3,270. Among them, in addition to the uninterrupted implementation of routine awards, we also organize model employee selection activities every year, including indirect labor, direct labor and migrant workers, through each group to select models and hold award activities for recognition, which can not only make outstanding personnel praised, but also stimulate the potential of all employees, create a positive and pursuit of excellence corporate culture, and continue to promote the future development of the company.

Number of Award-Winning Employees in PTI

Year	2021	2022	2023	2024
Number of Employees	2,578	2,560	2,905	3,270



Highlights from the Model Employee Award Ceremony and Acceptance Speech



PTI Good Image I 2023 Model Employee Shining Star・Thank You – Award Ceremony Highlights Edition"

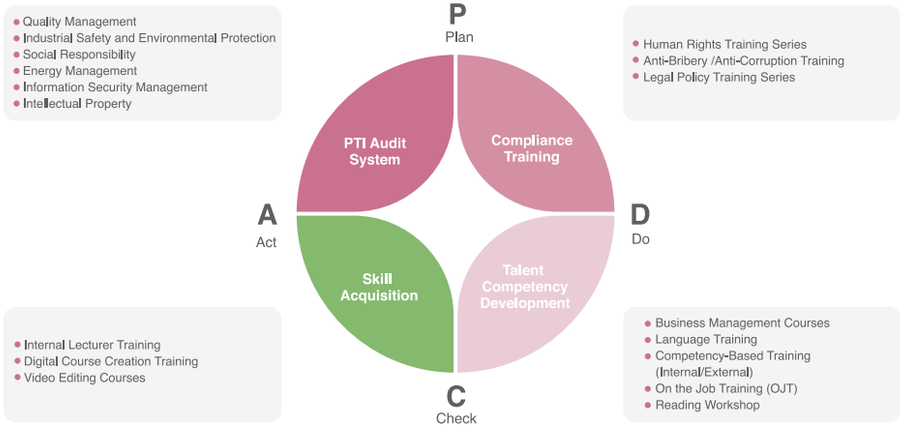


PTI Good Image I 2023 Model Employee Shining Star・Thank You – Full Version of Speech Sharing"

5.3 Inclusive Workplace Talent Development

GRI 404-1、GRI 404-3

PTI adopts advanced technologies to support steady growth and long-term development. Committed to talent development, PTI provides diverse learning resources to help employees build comprehensive skills. The company conducts annual reviews to identify skill gaps and has established four key training blueprints, guided by the Plan-Do-Check-Act (PDCA) cycle, to continuously enhance training effectiveness and support sustainable talent growth.



5.3.1 Four Key Training Blueprints

PTI follows four key development blueprints to implement comprehensive training programs, including:

Talent Competency Development

Training programs are tailored to job roles. Direct employees focus on machine operation, gaining certification and cross-training for stability. Indirect employees (e.g., engineers) develop diverse skills through a "Departmental Professional Skills Form" to adapt within three months. Managerial levels follow a "Tiered Training System" for structured development.

Key Outcomes

Talent Competency Development
▪ Direct Employees: Total training hours are 859,144 hours
▪ Indirect Employees New Employee Skill Assessment: Pass rate is 100% Competency Internal Training: 19 courses offered, 1,107 participants completed, average course satisfaction rate is 93%
▪ Managerial Levels: 27 courses offered, 4,972 participants completed, average course satisfaction rate is 95%

PTI Audit System

Training programs are developed based on international quality standards, customer product requirements, and the occupational safety management system. This ensures the delivery of "high-quality technical services" to global customers and fosters a safe and trustworthy workplace for employees.

Key Outcomes

PTI Audit System
▪ Quality System and Tool Training: 71 courses offered, 17,613 participants trained, average course satisfaction rate is 92%
▪ Occupational Safety and Environmental Protection Training: Internal Training: 54 courses offered, 49,884 participants completed, average course satisfaction rate is 96% External Training: 503 participants obtained professional training certificates

Compliance Training

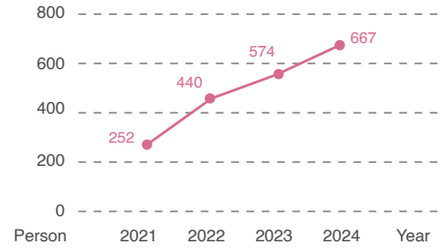
The company conducts regular digital training on legal and human rights awareness for all employees. To align with sustainability strategies and goals, training on waste reduction (waste management) and water resource management is provided. In 2024, a total of 11,793 training hours were completed by 12,552 participants.

No.	Courses	Hours	Attendees	Total Hours
1	Taiwan Intellectual Property Management System Training	1	3,839	3,839.00
2	Protection and Management of Personal Information	1	11,172	11,172.00
3	General Education Training for New Employees (Company Information Confidentiality Regulations)	0.45	1,380	621.00
4	Business Conduct and Ethics	1	11,172	11,172.00
5	Information Security Training - Phishing Email Reinforced Training	1	98	98.00
6	Education and Training in Information Security	1	21,595	21,595.00
7	Protection of Trade Secrets Management	1	11,172	11,172.00
8	Workplace Sexual Harassment Prevention	1	11,172	11,172.00
9	General Safety and Health Education Training	1	10,123	10,123.00
10	General Hazardous Chemical Awareness Training	1	11,172	11,172.00
11	Energy Management and Energy Conservation Awareness Training	1	11,172	11,172.00
Total			104,067	103,308.00

Skill Acquisition

With the goal of knowledge transfer, experienced employees are encouraged to serve as internal trainers, ensuring sustainable expertise sharing while reducing redundant training costs. As of 2024, 93 new internal trainers have been trained, bringing the total to over 600.

Number of Internal Instructors at PTI



Highlight Courses - P+ Leadership Lectures

Led by senior executives from various operational units, the P+ Leadership Lectures share years of management insights and career experiences to develop future leadership talent, enhance leadership perspectives at all levels, and continuously pass on PTI's core organizational culture. These sessions are recorded as online courses, allowing more colleagues to participate and learn, thus amplifying the benefits of the program. In total, 524 participants completed the training, with an average satisfaction rate of 95%.

"This series of leadership lectures provides a relaxed and stress-free environment for learning various career development experiences!"

"Leadership and management approaches should be adapted to the situation. The factory director's experience sharing helps us better understand how to apply these methods in practice!"

Highlight Course - Cross-Generational Leadership Training

Through an analysis of supervisor training needs surveys, PTI identified that supervisors often face challenges in managing and communicating with colleagues from different generations. In response, PTI launched Cross-Generational Leadership Training in 2024 for junior and mid-level supervisors. The training began with online foundational courses to widely educate supervisors and enhance their understanding of effective communication across generations. This was followed by advanced in-person courses, where supervisors practiced and simulated communication techniques to address key challenges and improve learning effectiveness. A total of 572 participants completed the training, with an average satisfaction rating of 95%.

"Through this course, supervisors can gain an understanding of the expectations of the new generation of employees and appropriately adapt their personal traits and behaviors in response."

"Both the course content and the teaching techniques of the instructors are highly valuable, and the in-person sessions are essential."

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5.3.2 Creating a Culture of Self-Directed Learning

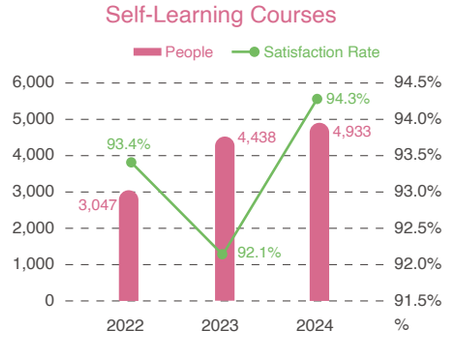
To encourage employees to proactively enhance their expertise, PTI promotes diverse self-learning programs from the top down, creating flexible and accessible resources. These programs are tailored to different job levels and development needs, fostering a habit of active exploration and continuous improvement. This initiative not only strengthens job skills and interdisciplinary knowledge but also gradually cultivates a culture of internal growth, injecting long-term talent momentum into the organization.

Item	Self-Learning Program				
	Online Learning Platform for Supervisors	Learning Self-Service Bar	PTI Library	English Self-Learning Program	Mandarin Learning Program
Description	Introduce external online platforms to help supervisors quickly grasp industry trends and key management points.	Combine internal instructors with external organizations to build internal e-learning resources, encouraging employees to engage in self-directed learning.	Set up reading areas in various factories, using book borrowing raffles and new book launches to stimulate employees' reading habits.	Offer English learning opportunities at 30-40% below market prices, motivating employees to pursue self-study through scholarship competitions.	Provide online Mandarin courses to encourage migrant workers to learn, preparing them for future transition into intermediate skilled talents.
Trainees	Supervisors at all levels	All employees	All employees	All employees	Migrant employees
Cumulative Participation	343	3,051	385	133	1,012

Effectiveness and Employee Participation

01 Steady Improvement in Self-Learning Course Satisfaction

In 2024, self-learning courses, which included the internal e-learning platform and language learning subsidies, achieved an average satisfaction rate of 94.3%. This reflects the ongoing recognition of their practicality and design, further reinforcing employees' motivation and commitment to self-directed learning.



02 Increasing Participation, Strengthening Learning Culture

Total training attendance for self-learning programs reached 4,933 in 2024, reflecting an 11% growth compared to 2023. As employee participation steadily rises, the learning culture is becoming an integral part of the organization, fostering a stable internal learning environment and laying a strong foundation for talent development. The participation rate among full-time employees stands at 43%.

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5.3.3 Cultivating Intermediate Skilled Talent

To support migrant workers in improving language proficiency and workplace adaptability, the company has developed diverse Mandarin learning resources, including customized workplace-specific language courses and an online learning platform in collaboration with schools. Additionally, in response to the government's "Retention Program for Migrant Workers", advanced in-person training is provided to assist and encourage potential candidates to transition into mid-level technical positions.

Item	Mandarin Training for Intermediate Skilled Talent
Description	Through integrated learning in language acquisition, career development, and cultural inclusion, migrant workers' sense of belonging and retention willingness are strengthened. This facilitates their gradual promotion to mid-level technical positions, fosters a diverse and inclusive workplace culture, and creates a work environment that emphasizes both respect and inclusion.
Trainees	Migrant employees
Cumulative Participation	Over 99 migrant employees have participated in advanced in-person Mandarin training, with a total of 1,012 participants in online Mandarin courses, accounting for 10% of the total workforce.

Effectiveness and Employee Participation

01 Diversifying Talent Composition and Expanding Internal Employment Flexibility

Through language learning and career transition training, potential migrant workers successfully advance to mid-level technical positions, establishing a stable and sustainable talent pipeline. This enables the company to retain and cultivate necessary talent from within, strengthening organizational talent continuity.

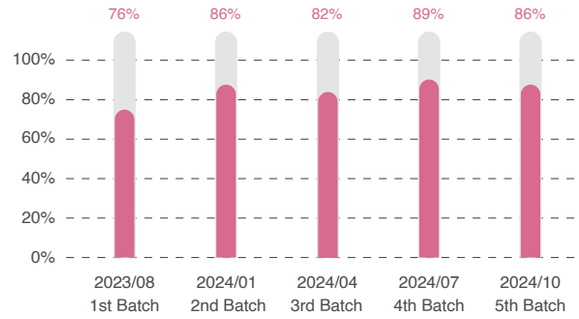
02 Reducing Employment Stability Fees and Optimizing Labor Costs

Upon transitioning to mid-level technical roles, migrant workers can increase the hiring quota for blue-collar foreign employees. Statistics show that each transition saves an average of NT$2,000 to NT$11,000 per month in employment stability fees, generating long-term cost optimization benefits for the company.

03 Steady Improvement in Course Satisfaction and Enhanced Language Learning Outcomes

In 2024, the overall satisfaction rate for in-person Mandarin training reached 85%, maintaining a stable upward trend since 2023. This reflects strong recognition of the course content and practicality among migrant worker trainees. Consistent learning outcomes not only enhance language proficiency but also improve preparation efficiency and confidence for transitioning into mid-level roles, further supporting career growth and long-term development within the company.

Satisfaction Rate of In-Person Mandarin Training

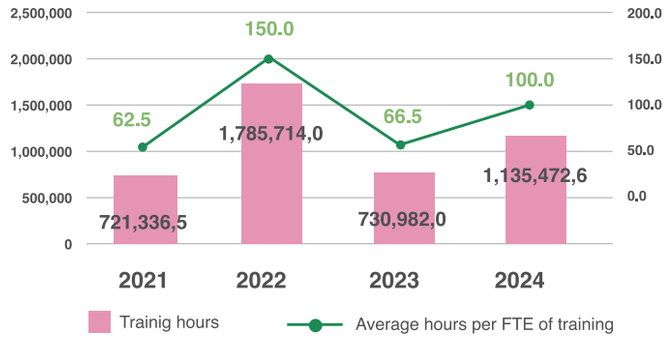


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5.3.4 Training Outcomes by Job Type

In 2024, PTI conducted 331 internal training courses, achieving an overall satisfaction rate of 94% and a pass rate of 99%. A total of 205,348 participants completed training, accumulating over 1.13 million training hours, with an average of 100 hours per employee. Through regular reviews by the Training Committee, all annual courses are systematically managed to ensure continuous improvement.

Job Type	Total Hours		Attendees		Average Hours	
	Male	Female	Male	Female	Male	Female
Engineering	37,788.00	9,653.50	1,056	303	35.78	31.86
Administration	4,750.00	6,162.81	182	245	26.10	25.15
Technical	334,687.50	723,088.50	3,885	5,081	86.15	142.31
Management	17,307.50	2,034.83	548	58	31.58	35.08
Total	394,533.00	740,939.64	5,671	5,687	69.57	130.29



In training hour statistics, female employees have a significantly higher average training time than male employees. This difference is primarily due to the higher proportion of female employees in "technical positions" within the company. Since employees in technical roles typically participate in more specialized skill courses, the total training hours for female employees are relatively higher, contributing to the overall gender difference in average training time.

5.3.5 Performance Management and Talent Development

To achieve performance management goals, PTI implements the PDCA cycle with a strong focus on objectives. This structured approach includes initial planning (Plan), mid-cycle execution and review (Do & Check), and final evaluation (Appraisal). Three assessment systems—annual performance evaluation, monthly reviews, and probationary assessments—ensure continuous development, with the annual evaluation serving as the core. By integrating management by objectives and multi-source feedback, employees receive guidance on execution, results, and career growth. This framework aligns individual goals with corporate strategy, fostering mutual growth and supporting its long-term human capital strategy.

5.3.6 Management by Objectives: Empowerment and Accountability

PTI fosters a culture of empowerment and accountability through the design of its goal-setting mechanism. The performance cycle is planned across three key stages: beginning, middle, and end; encouraging employees to reflect on their roles and actively shape their performance direction. Two-way communication between employees and supervisors ensures annual goals are personalized yet aligned with organizational expectations.

Beginning of the Period

Employees review job responsibilities and work plans, engaging in discussions with supervisors to set clear and suitable goals.

Middle of the Period

Supervisors track progress, provide feedback, and adjust targets. High performers receive development resources, while underperformers enter the Performance Improvement Plan (PIP) for targeted support.

End of the Period

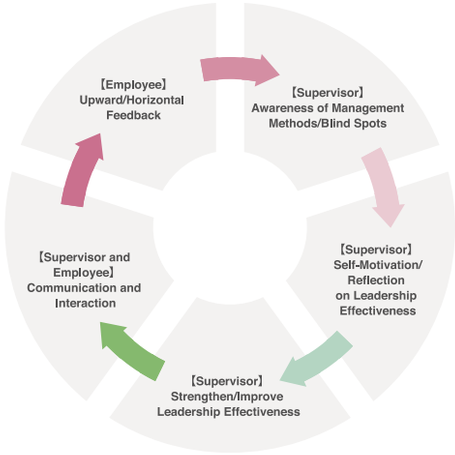
Annual assessments evaluate performance, competencies, and goal achievement. HR offers resources and briefing sessions to help supervisors navigate the evaluation process and minimize biases.



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5.3.7 Multi-Source Feedback for Management Enhancement

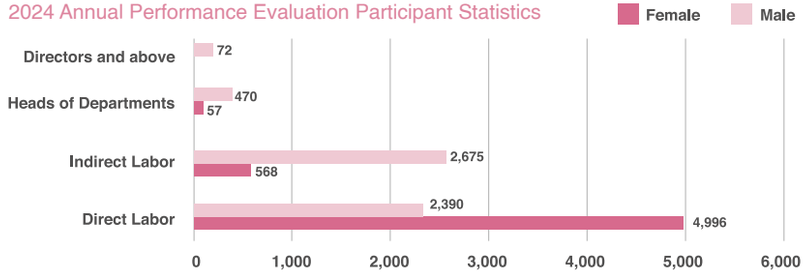
PTI fosters a feedback culture built on trust, authenticity, and openness. To enhance supervisory evaluations, it has implemented a multi-source feedback system, incorporating upward feedback from subordinates and peer input from project collaborators. This approach moves beyond traditional top-down assessments, increasing supervisors' self-awareness of their management practices and creating a continuous cycle of motivation and reflection.



5.3.8 2024 Performance and Career Review Overview

PTI values employee performance and career development, upholding fairness, impartiality, and transparency without distinction by nationality or gender. All employees undergo regular performance evaluations. In 2024, 11,228 employees were scheduled for reviews, achieving a 100% completion rate.

2024 Annual Performance Evaluation Participant Statistics



5.3.9 Talent Development Program through Performance Management

PTI supports corporate talent cultivation by providing training and development programs for high-performing employees. Those ranking in the top 3% of their department's annual evaluations with excellent ratings are prioritized for next-year training. Based on business needs, they may also engage in job rotations or project participation to enhance skills and prepare for managerial roles. Additionally, supervisors are encouraged to recommend outstanding and high-potential talents. The company refers to proposed training plans and provides relevant learning resources, accelerating talent growth and implementing performance management to strengthen corporate development.

5.3.10 Performance Improvement Plan (PIP)

PTI implements the Performance Improvement Plan (PIP) for three categories of employees: those with lagging annual performance (C grade or bottom 5% with scores below 70), those who fail probation assessments (scores below 70), and those with ongoing performance issues (identified by supervisors and evaluated by HR) to provide targeted support.

In 2024, 151 employees were required to participate in PIP. After excluding those who left during the improvement period, 141 employees completed the plan, with 135 passing the assessment—an improvement rate of approximately 95.7%. Most employees successfully enhanced their performance with guidance from supervisors and HR, continuing their tenure with the company.



5.4 Inclusive Workplace
Human Rights Protection

GRI 2-23、GRI 2-25、GRI 406-1

Respecting human rights is crucial for the sustainable development of enterprises. PTI actively promotes a diverse and inclusive work environment, offering comprehensive salary and benefits, a well-established training system, and diverse and accessible communication channels. This creates an equal and secure workplace for employees, fostering a friendly workplace that values human rights and inclusiveness.

5.4.1 Human Rights Commitment and Policy

PTI is committed to prohibiting slavery, child labor, human trafficking, forced labor, and any form of inhumane treatment. It supports and adheres to internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Conventions, and the OECD Guidelines for Multinational Enterprises. It also complies with the laws of the countries where it operates to formulate human rights-related policies, applicable to all stakeholders, including customers, suppliers/contractors and joint ventures.

By joining the Responsible Business Alliance (RBA) and obtaining the SA8000 Social Accountability certification, PTI regularly reviews its human rights policies, management, and practices to ensure that the human rights of our own operations (Note 1) and value chain (Note 2) are protected. (For detailed content of PTI's human rights policy, please refer to the company's website.)

Note:
1. Own operations: including employees, direct activities, products, or services.
2. Value chain: including customers, suppliers/contractors, joint ventures, partners, and others.

5.4.2 Performances of PTI's Human Rights Indicators

Item	Description	Target	2024 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 3 discrimination/harassment cases in 2024. They were closed after internal investigation and resolution, and further awareness initiatives were continuously reinforced.

5.4.3 Human Rights Due Diligence Process

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

Own Operations	▪ Follow RBA Code of Conduct management, SA8000 Social Accountability International Standard.
Value Chain (Suppliers)	▪ Annual supplier risk assessment and audit. ▪ Require suppliers to sign the "PTI Supplier Code of Conduct Commitment".
Value Chain (Customers)	▪ Follow RBA Code of Conduct management. ▪ Protect customer privacy and confidentiality. ▪ Follow Taiwan Intellectual Property Management System (TIPS).

Through the establishment of management methods and the implementation of internal audits, combined with the RBA Code of Conduct and the SA8000 Social Accountability International Standard as the management framework, PTI regularly conducts internal audits and external third-party verifications at each plant. In the annual management review meetings, the achievement and improvement of relevant performance indicators are reported to ensure effective implementation.

(For the status of RBA VAP Audit, please refer to "Chapter 4.4 Social Responsibility Management System" in this report.)

● Conducted ○ Not conducted

Social Responsibility Management System	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)
RBA Code of Conduct (Completion of RBA VAP(Note) Audit)	●	●	●	●	●	●	●	●	●	●
SA8000 International Standard (Obtained SA8000 Certification)	●	●	●	●	●	●	●	●	●	○

Note: VAP stands for Validated Assessment Program.

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.



Issue Identification

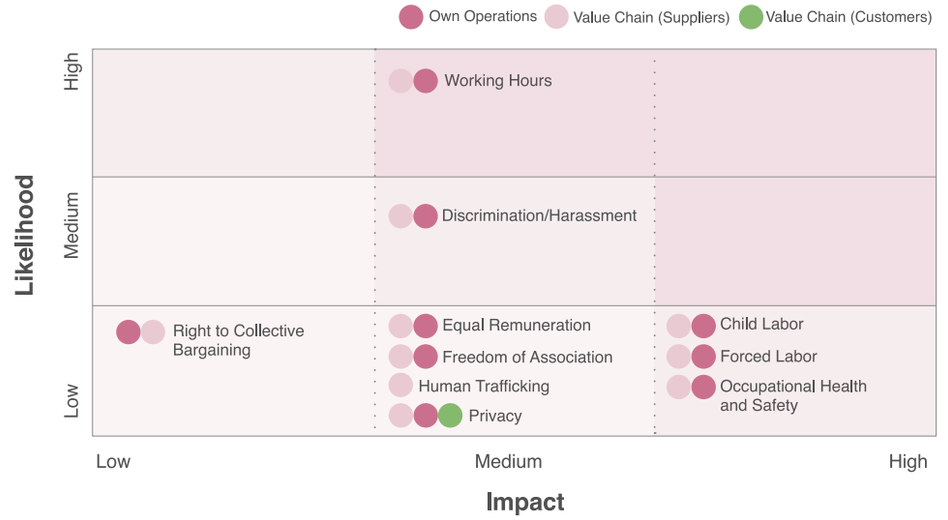
PTI collects human rights issues with reference to domestic and international regulations and international standards. The relevant impact identification conditions are as follows:

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

Note: "Third-party Employees" refer to individuals who are not PTI employees, including dispatched or outsourced workers, such as cleaners, security staff, catering service providers, etc.

Risk Assessment

PTI adopts the "Responsible Business Alliance Code of Conduct" as a framework to target potential human rights risk issues in its own operations and value chain, and based on the probability of occurrence and degree of impact of the risk issues.



Note: Risk = Impact × Likelihood; below 3 is low risk, 3 (inclusive) to 5 is medium risk, 6 (inclusive) and above is 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, Occupational Health and Safety, Equal Remuneration, Freedom of Association, Right to Collective Bargaining, Privacy	▪ RBA Self-Assessment Questionnaire ▪ RBA Code /SA8000 Internal and External Audit ▪ Annual Workplace Abuse Risk Assessment ▪ Annual Labor and Ethical Risk Assessment ▪ Employee Health Examination Report Index
Value Chain (Suppliers)	Child Labor, Working Hours, Discrimination/Harassment, Forced Labor, Occupational Health and Safety, Equal Remuneration, Freedom of Association, Right to Collective Bargaining, Privacy, Human Trafficking	▪ Supplier Audits
Value Chain (Customers)	Privacy	▪ Annual Risk Assessment ▪ Internal Audit, Independent External Audit

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Action Taken

Mitigation and Remediation Measures

PTI implements human rights mitigation and remedial measures in its own operations across 10 sites. Annual human rights due diligence is conducted to identify potential risks and impacts, forming the basis for mitigation and remediation measures within a continuous improvement framework. Findings and corrective actions from the human rights due diligence process are reported to the management to ensure effective human rights protection.

Impact Object	Main Human Rights Issues	Risk Identification	Mitigation Measures	Remediation Measures
Own Operations	Working Hours	High	【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.	【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.
	Child Labor	Medium	【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.	【Regulation】 ■ Develop and implement human rights policies to prevent the employment of child labor. 【Compensation】 ■ Initiate remediation measures for child labor if employed inadvertently.
	Discrimination/ Harassment	Medium	【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.	【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.
	Forced Labor	Medium	【System】 ■ Establish workplace-friendly operational guidelines and ensure compliance. 【Advocacy and Training】 ■ Regularly organize advocacy and training on human rights issues.	【Regulation】 ■ Establish and implement human rights policies. 【Compensation】 ■ Take appropriate and immediate corrective actions for violators. ■ Conduct related advocacy and training sessions.

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Impact Object	Main Human Rights Issues	Risk Identification	Mitigation Measures	Remediation Measures
Own Operations	Occupational Health and Safety	Medium	【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 262 sessions held in 2024. 【Advocacy and Training】 ▪ Regularly organize advocacy and training on occupational health and safety topics.	【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.
Value Chain (Suppliers)	Working Hours	High	【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 audit information. 【Advocacy and Training】 ▪ Regularly hold the annual supplier forum to promote the importance of human rights; one session was held in 2024.	【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.
	Child Labor	Medium		
	Discrimination/ Harassment	Medium		
	Forced Labor	Medium		
	Occupational Health and Safety	Medium		

Effectiveness Tracking and Stakeholders Communication

Human Rights Due Diligence Report and Continuous Improvement

In 2024, PTI's human rights risk assessment identified four medium-risk items and one high-risk item. We regularly review human rights control mechanisms, evaluate the effectiveness of related measures, and provide human rights due diligence reports to the management team for effective human rights management. In the future, we will continue to maintain positive communication and interaction with stakeholders and use their feedback as a basis for reviewing and adjusting our human rights commitments and policies.

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

The stable operation of enterprises is closely related to various laws and policies. To enhance employees' and suppliers' awareness of laws and policies, PTI regularly conducts human rights education and training for all employees (including contract workers) to enhance their awareness of laws and policies. This training aims to continuously strengthen employees' understanding of laws and human rights policies. For partners (including contractors), PTI also promotes human rights through emails, the annual supplier social responsibility forum, and pre-entry contractor guidelines, continuously building a workplace culture that respects human rights. In 2024, the "Supplier Social Responsibility Forum" involved 148 suppliers and 181 representatives from chemical, direct material, and labor agencies.

In 2024, PTI's human rights-related education and training had a total of 42,599 participants, with a total training time of 28,674.50 hours. For more details, please refer to the table.

No.	Courses	Hours	Attendees	Total Hours
1	RBA and SA8000 Training Course Series	0.50	21,483	10,741.50
2	Analysis of Revised Provisions in the RBA VAP Standard	3.50	37	129.50
3	Employee Management Regulations (Online course)	1.00	1,496	1,496.00
4	Supervisor Interviews Online Courses	1.00	72	72.00
5	Supervisor Management and Care Skills Enhancement	3.00	128	384.00
6	Newcomer Caring Program - Mentor Training Online Course (Basic)	0.50	125	62.50
7	Newcomer Caring Program - Mentor Training (Advanced)	4.50	82	369.00
8	General Educational Training for New Employees (RBA Code of Conduct, Employee Ethics, and SA8000)	0.65	1,380	897.00
9	Introduction and Risk Assessment of Workplace Abuse	1.00	78	78.00
10	Prevention of Workplace Sexual Harassment	1.00	11,172	11,172.00
11	Guidelines for Foreign Workers in Taiwan (Accommodation Section)	0.50	3,273	1,636.50
12	Guidelines for Foreign Workers in Taiwan (General Section)	0.50	3,273	1,636.50

5.5 Inclusive Workplace
Employee Communication

GRI 2-25、GRI 2-30

5.5.1 Comprehensive Communication Channels

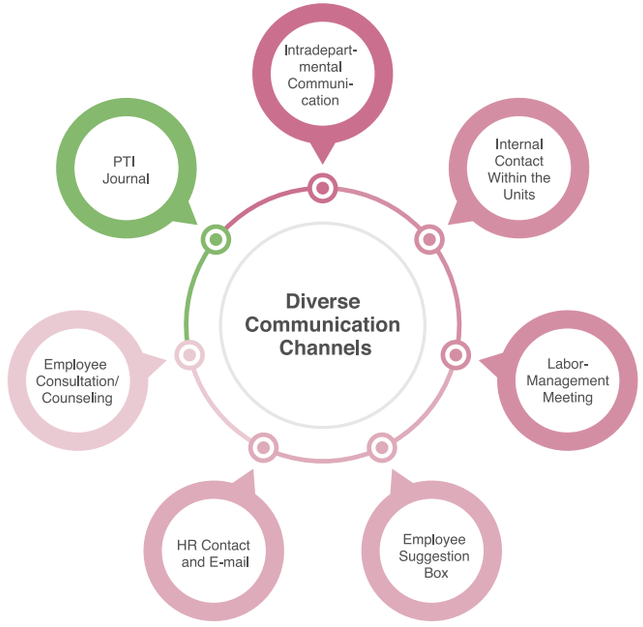
PTI strengthens labor-management relations and protects employee rights through quarterly labor-management meetings and regional welfare committees. Employee representatives actively voice concerns, fostering consensus and cohesion. Multiple communication channels bridge labor and management, ensuring smooth dialogue while continuously refining policies to meet employee needs.

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 open, two-way response channels 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 prohibiting retaliation.

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

PTI Diverse Communication Channels





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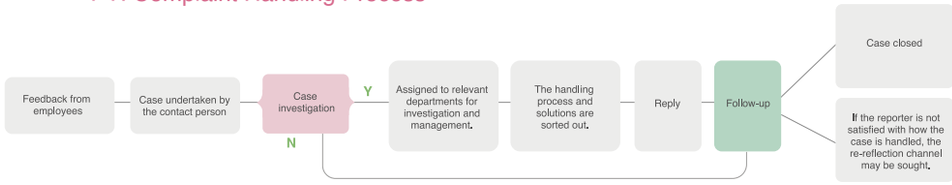
Grievance Processing Status of PTI in 2024

Nature of Case	Type of Case	Number of Cases	Number of Resolved Cases	Resolution Rate
Management	Leadership Management	4	4	100.00%
	Personal Discipline	6	6	
Communication	Communication Awareness	7	7	
Demand	Regulations	0	0	
	Consultation and Reflection	0	0	
	Sexual Harassment	2	2	
	Stalking and Harassment	1	1	
	General Affairs, Chores	1	1	
	Unit Referral	0	0	
Others	Colleagues Quarrels	1	1	
	Other	2	2	
Total		24	24	

5.5.2 Procedures for Handling Employee Grievances

1. Receiving an employee's complaint.
2. Investigating and confirming the truth of the complaint.
3. Recording the complaint.
4. Notifying relevant departments and executives for an explanation.
5. Requiring relevant departments to address the issue with a resolution.
6. Sending the results to the feedback provider.
7. Case closed and regular follow-ups.

PTI Complaint Handling Process



5.5.3 Freedom of Association

PTI upholds labor rights, respecting employees' freedom of collective bargaining, assembly, and association without interference. Comprehensive communication mechanisms ensure employees' voices are heard and concerns addressed promptly. Labor representatives engage in quarterly meetings with management to advocate for rights, maintaining smooth internal communication with 100% employee coverage over the years.

Item	2021	2022	2023	2024
Labor-Management Meeting	4	4	4	4
Description	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.			
Frequency	Once per quarter, conducted in 9 factories			

Item	2021	2022	2023	2024
Welfare Committee	4	4	4	4
Description	The company holds quarterly meetings in accordance with the law to review employee activity plans and welfare distribution projects, ensuring fair and proper use of welfare funds. Additionally, the results of employee-organized club activities are regularly assessed.			
Frequency	Once per quarter			

5.5.4 PTI Journal

PTI Journal captures the essence of employees' professional and personal lives, serving as an exclusive publication for PTI community. Established in 2004, it is published quarterly, with 81 issues released to date. Through this magazine, we share corporate culture, industry news, policies, and employee experiences, encouraging creativity and broadening perspectives.

In addition to print editions, an abridged electronic version is available on the company's website and social media platforms (LinkedIn, Instagram, Facebook, and Line@), offering featured articles to employees and external stakeholders for deeper engagement with PTI.



Inclusive Workplace

5.6 Occupational Health and Safety

GRI 2-4、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

PTI is committed to creating a safe and friendly workplace as a consistent principle for achieving corporate sustainability.

With the "Environment, Safety and Health Policy" pledged by senior management and the "EHS Management Manual" as the framework, we continuously improve our occupational health and safety management system, and provide clear guidelines for employees, management, and all stakeholders. This aims to reduce safety and health risks for all workers in the workplace, prevent occupational injuries and enhance the health and safety of the 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

PTI has introduced an Occupational Health and Safety Management System to improve workplace safety and health management. All personnel involved in work-related activities must comply with the company's environmental safety and health policy. The scope of verification for the Occupational Health and Safety Management System includes all operational processes, activities, services, both routine and non-routine, and across all PTI production sites. This includes not only employees but also other personnel working on-site who are directly supervised by the company.

Occupational Health and Safety Management System

PTI has established an occupational health and safety management system based on ISO 45001, covering 100% of its 10 production sites and 11,358 employees (96.67%), along with 391 non-employees (3.33%) (Note). The company undergoes annual audits by certification bodies to maintain the effectiveness of its management system.



Note:
1. The calculation base date is December 31, 2024.
2. The definition of non-employees includes dispatched or outsourced workers, such as cleaners, security staff, catering service providers, etc.

Occupational Health and Safety Management System Performance

To enhance safety and health management at each facility, we have established performance indicators for occupational health and safety. Through monthly EHS meetings at each business unit, these indicators are explained to department managers and workplace supervisors. If there are any non-conformities, the responsible units must immediately propose corrective and preventive measures. These indicators include strengthening the annual identification of legal compliance, enhancing the management and supervision of relevant personnel, and operations to ensure that plant facilities and personnel comply with regulatory standards, thus fulfilling corporate responsibilities.

In 2024, there was one occupational health and safety penalty case. Due to the high number of disability loss days, the severity rate (S.R.) did not meet the annual standard. PTI central EHS Committee has reviewed this case, and senior management has issued directives to conduct improvement measures. All incidents that occurred in 2024 have been systematically addressed across all production sites and these cases have been closed. The company aims to ensure that performance indicators meet the required standards in the coming year.

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Description of 2024 Major Occupational Injury

Description:

The contractor failed to fence off the work area and material storage area, causing unrelated personnel to enter the area and trip.

Root Cause:

The contractor failed to implement safety and health management matters.

Corrective Actions:

1. Re-establish material storage principles.
2. Ask contractor to implement on-site management and fence off the work area.
3. Promote accident prevention and advance hazard notification in the construction area.



2024 OHS Management Performance and Goals

Item	Execution Method	2024 Targets	2024 Achievements	Short-term Goals (2025)	Medium-term Goals (2027)	Long-term Goals (2030)
Regulatory Compliance	To ensure that the plant facilities comply with occupational health and safety regulations, we review the results of regulatory compliance annually and assess the impact of newly introduced regulations monthly.	▪ 0 penalties for safety and health	▪ A total of 43 safety and health regulations have changed, all of which have had no impact. ▪ Penalty imposed on safety and health in 2024: 1 case (Details please refer to "Chapter 2.5 Regulatory Compliance".)	▪ 0 penalties for safety and health	▪ 0 penalties for safety and health	▪ 0 penalties for safety and health
Inspection Deficiencies	Each plant facility has established daily inspections, regular inspections, and project inspection plans.	▪ The improvement rate for inspection deficiencies is 100%.	▪ There was a total of 658 inspection deficiencies across all facilities, with a 100% improvement rate.	▪ The improvement rate for inspection deficiencies is 100%.	▪ The improvement rate for inspection deficiencies is 100%.	▪ The improvement rate for inspection deficiencies is 100%.
Change of Management	Each factory follows the change management regulations. All the introduction of new chemicals, new equipment, and process changes must be reviewed and approved before operations in the factory are completed.	▪ Accidents or false alarms arising from new chemicals or new machines: 0	▪ Completed a total of 82 change management reviews, including 20 applications for new chemicals and 46 applications for new machines. All applications were reviewed according to the process. There were no accidents or false alarms associated with new chemicals or new machines.	▪ Accidents or false alarms arising from new chemicals or new machines: 0	▪ Accidents or false alarms arising from new chemicals or new machines: 0	▪ Accidents or false alarms arising from new chemicals or new machines: 0

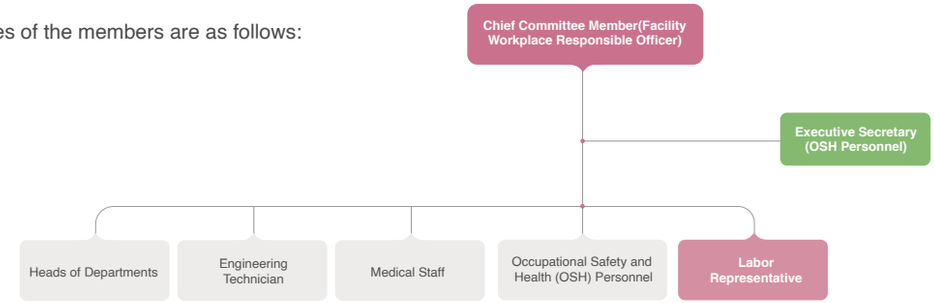
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Item	Execution Method	2024 Targets	2024 Achievements	Short-term Goals (2025)	Medium-term Goals (2027)	Long-term Goals (2030)
Contractor Management	The contractor shall apply to enter the plant according to the Specification for Contractor Management according to the process.	▪ In-plant accidents of contractors: 0	▪ A total of 11,026 contractor applications were implemented according to regulations. ▪ In-plant accidents of contractors: 0	▪ In-plant accidents of contractors: 0	▪ In-plant accidents of contractors: 0	▪ In-plant accidents of contractors: 0
Communication Records	Respond to safety, health and environmental protection matters through internal and external issue collections and communication with employees and other stakeholders.	▪ 100% closure of safety and health communication case	▪ There was a total of 152 communication records, all of which were completed and closed.	▪ 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 plant has formulated an emergency response drill plan, and all units implement drills according to the emergency response drill plan.	▪ 100% implementation of the drill plan.	▪ A total of 435 emergency response drills were conducted in all factories, with 100% of the drills being carried out according to the drill plan.	▪ 100% implementation of the drill plan.	▪ 100% implementation of the drill plan.	▪ 100% implementation of the drill plan.
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	▪ S.R. did not meet the annual target in 2024. F.R. – 0.86 S.R. – 29 F.S.I. – 0.15	▪ 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	Cases of occupational diseases caused by work or exposure to chemicals in the factory.	▪ Number of work-related ill health: 0	▪ Number of work-related ill health in 2024: 0	▪ Number of work-related ill health: 0	▪ Number of work-related ill health: 0	▪ Number of work-related ill health: 0

Composition of the EHS Committee and the Members' Responsibilities and Operations

PTI complies with the Occupational Health and Safety Act by implementing the occupational health and safety management system for local business units and the head office. We have also established the Occupational Health and Safety Organization and the Occupational Health and Safety Committee (EHS Committee) for the head office and various plant areas. We convene a meeting of the EHS Committee every 3 months. The EHS committee consists of the heads of workplaces in each factory as chairmen, the OSH personnel as executive secretary, the heads of various departments, the engineering and technical personnel related to occupational safety, medical staff as members, and labor representatives. Labor representatives are appointed and elected through labor-management meetings to meet the statutory quota. The number of labor representatives in each factory and the headquarters committee exceeds one-third of the total committee members. The committee reviews occupational health and safety management matters, education and training, health management, accident investigation, etc. and reviews proposals related to occupational health and safety. A total of 37 items in 2024 have been implemented, with a completion rate of 100%.

The composition and responsibilities of the members are as follows:



Chief Committee Member(Facility Workplace Responsible Officer)	Executive Secretary (OSH Personnel)	Labor Representative
Consolidate the plant EHS committee's affairs, as well as supervise and decide on the operation of the EHS Committee of the plant.	Regularly convene meetings and assist the chairman of the EHS committee of the plant to manage the affairs of the meeting.	1. Represent employees in the development and review of policies, health and safety practices and related procedures to manage risks. 2. Participate in hazard identification, risk assessment, accident investigation and work environment monitoring in accordance with the law. 3. Participate in the discussion and review of regulatory non-compliance, accident investigation and improvement of corrective and preventive measures. 4. Assist in consulting and participating in any changes that may affect workplace health and safety issues. 5. Inform, collect and reflect on health and safety-related matters to the management and participate in decision making to ensure that the health and safety requirements of employees are taken seriously. 6. Participate in the EHS Committee and other occupational health and safety discussions or initiatives, respond to colleagues' suggestions for improving safety management, and assist in planning, executing, and monitoring health and safety measures across individual factories.

Plant	Hsinpu Plant (P1)	Hsinpu 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)	Central
No. of Committee Members	9	9	9	9	14	15	9	8	11	8	14
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%	38%	36%	38%	36%

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EHS Committee Meeting Frequency and Operation Description

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

Monthly EHS Meeting of Regional Business Units	Regional Business Unit EHS Committee	Central EHS Committee
▪ Meeting Frequency: Once a month ▪ Participants: Plant leaders of local business units, heads of various departments, OSH personnel and health management personnel. ▪ Matters for Review: OSH management matters, education and training, health management, accident investigation, etc.	▪ Meeting Frequency: Once a quarter ▪ Participants: Plant leaders of local business units, heads of various departments, OSH personnel, and health management personnel, and engineering staff related to occupational health and safety. ▪ Matters for Review: In accordance with Article 12 of Regulations on Occupational Health and Safety Management.	▪ Meeting Frequency: Once a quarter ▪ Participants: President, plant leaders of local business units, heads of various departments, OSH personnel and health management personnel and engineering staff related to occupational health and safety. ▪ Matters for Review: In accordance with Article 12 of Regulations on Occupational Health and Safety Management.

Health and Safety Stakeholders Communication and Consultation Management

PTI has established a management framework for communication and consultation with stakeholders on environmental, health, and safety (EHS) matters. Employees can provide feedback on occupational health and safety issues through various channels such as email and the employee feedback mailbox. They may also communicate directly with OSH personnel or labor representatives, who present and discuss these opinions during EHS Committee meetings. Safety and health information is regularly shared with all employees via electronic bulletin boards, internal publications, training sessions, and email announcements.

For external communication and promotion, stakeholders may submit occupational health and safety feedback via telephone, email, or through the security office. The EHS management unit records and processes these inputs and provides updates to the relevant external parties. PTI also promotes its EHS policies through various channels, including meetings, seminars, correspondence, phone calls, and purchase orders to ensure that customers, contractors, suppliers, and other stakeholders are informed, compliant, and aligned in preventing and mitigating occupational health and safety risks.

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5.6.2 Hazard Identification and Risk Assessment Management

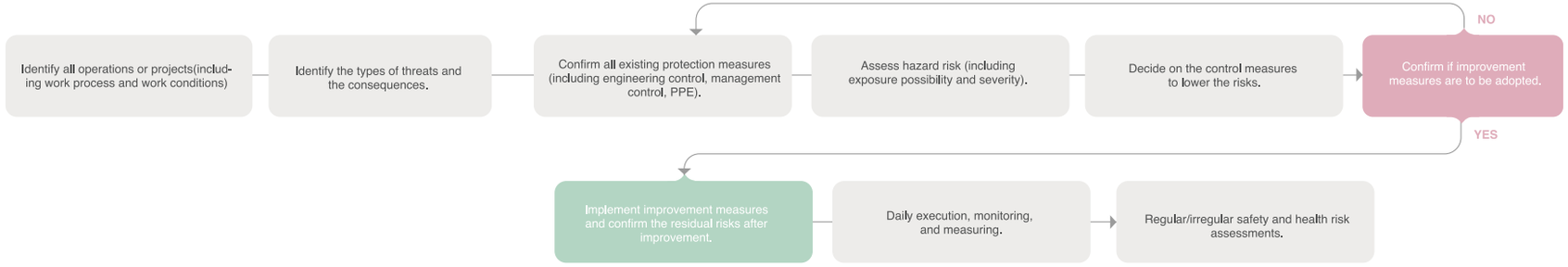
To practice workplace safety and comply with regulations, PTI has integrated various safety and health management systems into the workplace. Through the Plan-Do-Check-Act (PDCA) management cycle, we can ensure that the occupational health and safety management goals are fulfilled every time to comply with occupational health and safety laws and the requirements of the occupational health and safety management system.

Identification and Risk Assessment

PTI refers to the "Risk Assessment Technical Guidelines" and the Occupational Health and Safety Management System to establish a hazard identification and risk assessment process. The process includes the identification, assessment, and management of occupational health and safety risks arising from routine and non-routine operations and abnormal handling activities within the company. The risks are managed based on the risk rating in the assessment. The company implements routine safety and health risk identification and update information procedures each year for all plant operations. Safety and health risks will be assessed and revised if there are changes to operations, occupational incidents, false alarms, or updates to laws and regulations. Annual training courses will be provided to the inspectors in each department regarding risk assessment methods and tests to help them understand the relevant risk assessment and hazard control evaluation methods.

Each year, PTI regularly reviews the applicability and effectiveness of its risk control measures. The results of these reviews are reported to senior management, disclosed in public meetings, and used to revise safety and health policies, goals, and management plans. Based on actual risk conditions and available resources, the company adjusts the criteria for unacceptable risks as needed and implements control measures and improvement recommendations to reduce the risk levels of moderate and higher-risk operations. These efforts aim to continuously improve safety, eliminate potential hazards in the facility, and minimize risks to the lowest possible level.

Hazard Identification and Risk Assessment Flowchart

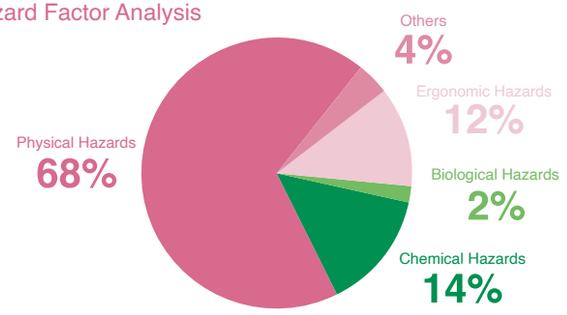


The occupational health and safety risks are identified by the evaluators of each unit. A total of 1,888 operations were identified in each plant, and 22,257 hazard factors were analyzed, including physical, chemical, and human factors. The majority were physical hazards, accounting for approximately 68.45%, followed by chemical factors, accounting for about 14.20%. Based on the classification of risk levels, possible impacts, corresponding control methods and improvement measures are planned, and actions are taken. Classify the risk levels of various hazard factors, distinguish the potential impacts based on risk levels, and plan corresponding control methods and improvement measures.

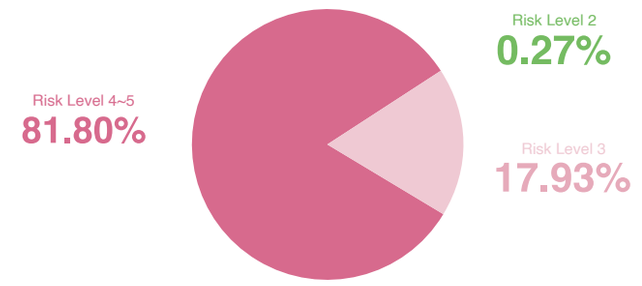
Based on the risk assessment results, 48 occupational health and safety improvements were planned in 2024 to reduce worker risks for hazard factors with risk levels of 1, 2, and significantly moderate risks at level 3. All planned improvements have been successfully completed. In the coming year, efforts will continue to implement further risk-reduction measures, aiming to enhance workplace safety and minimize the likelihood of occupational accidents.

Plant		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)	Total
No. of Hazard Identification Operations		159	142	212	211	135	255	223	81	181	289	1,888
Hazard Factor		1,891	1,601	2,224	2,138	1,556	3,011	3,517	1,303	2,275	2,741	22,257
Risk Level	2	3	0	7	2	0	32	0	0	8	8	60
	3	507	199	316	220	388	429	702	313	542	375	3,991
	4~5	1,381	1,402	1,901	1,916	1,168	2,550	2,815	990	1,725	2,358	18,206
No. of Health and Safety Proposals Established		2	0	12	10	1	5	5	2	4	7	48
No. of Improvements Completed		2	0	12	10	1	5	5	2	4	7	48

Hazard Factor Analysis



Risk Level Analysis



Risk Level	Risk Level Description	Risk Control Planning	Note
1	Very high risk	If there is a possibility of immediate hazard, take immediate measures to reduce the risk, and do not operate the equipment until the risk has been reduced.	Unacceptable risks require immediate corrective measures to reduce the risk to below Level 3.
2	High risk	1. Risk control measures must be adopted within a certain period of time, and operation shall only be performed once the risk has been reduced. 2. Reducing the risk may require considerable resources and time, and the operator should take temporary protection or alternative measures during the risk improvement period.	
3	Moderate risk	Efforts must be made to reduce risks, such as: 1. Based on cost or financial considerations, it is advisable to gradually implement risk reduction measures to progressively reduce the proportion of moderate risks. 2. For moderate risks with significant or very significant severity, it is advisable to further assess the likelihood of occurrence as a basis for improving control measures.	Conditionally acceptable risks can be mitigated by implementing appropriate operational controls when necessary.
4	Low risk	No risk reduction measures are required for the time being, but the effectiveness of existing protective measures must be ensured.	Acceptable risks require the implementation of maintenance and upkeep of existing protective measures, along with supervision, inspection, and training mechanisms.
5	Mild risk	No risk reduction measures are required, but the effectiveness of existing protective measures must be ensured.	

5.6.3 Workers' Occupational Disease Prevention and Continuous Management

"Ensuring the safety and health of all employees" is PTI's commitment. The company continuously implements chemical, physical, biological, and social/psychological management measures to reduce occupational health and safety risks associated with various operations.

Chemical Management

PTI conducts hazard identification and risk assessment, evaluating exposure to various hazardous factors during work, including chemical, physical, biological, and ergonomic risks. The company continuously implements effective management measures to mitigate safety and health risks associated with different operations and activities. The following will provide an overview of the achievements in 2024.

Achievements in 2024

In 2024, PTI conducted operational environment monitoring twice, once in the first half of the year and once in the second half. The monitoring covered a total of 3,055 points, including carbon dioxide and chemical operation assessments. All chemical monitoring results remained below 1/2 TWA, confirming the effectiveness of existing control measures. If any monitoring results exceed regulatory standards, the company will follow appropriate control procedures to establish corrective measures and improvement plans. Additionally, monitoring results and updates on improvements will be regularly reported in the EHS Committee for review by senior management and ongoing supervision.

According to operational environment monitoring results, all factory sites use legally approved chemicals classified under Level 1 management. Additionally, chemical classification management methods are applied, referencing the exposure control table to oversee workplace facility protections and personal protective equipment usage. In 2024, no occupational disease cases were reported due to chemical exposure.

Plants	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.

Continuous Management Measures

1. Identify the necessary protective equipment for various operations and establish selection principles. Apart from contractors preparing their own protective gear, the company will provide relevant protective equipment to employees and visitors free of charge. Each department may request protective equipment based on their needs.
2. Conduct environmental monitoring of chemical usage in workplaces and implement a tiered management approach. Currently, all management is at Level 1, and further control measures will continue to be enforced.
3. Other than substances monitored in the work environment, all other chemicals are managed using a classification system and reference exposure control forms to regulate workplace protective facilities and personal protective equipment usage.
4. Utilize a digital chemical management system to continuously monitor and manage hazardous chemicals, priority-managed chemicals, factory hazardous substances, and public hazardous materials. If the controlled quantity is exceeded, appropriate control measures will be immediately activated.
5. For high-risk chemical usage sites, arrange occupational physicians to assess chemical exposure risks and ensure that personnel protection measures are adequate.

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Physical Management

Achievements in 2024

PTI regularly commissions third-party organizations to conduct inspections on workplace illumination levels, environmental noise, and individual noise exposure dosages within the facility. In 2024, a total of 3,076 inspection areas were completed. If any areas with abnormal illumination or excessive noise are identified, corrective actions are implemented immediately, except for officially designated noise-regulated workplaces. This ensures that employees are not exposed to excessively loud noise or insufficient lighting conditions and provides a comfortable working environment.

In accordance with the "Regulations on the Management of Radioactive Materials and Ionizing Radiation Equipment", strict control standards are established for radiation equipment within the facility. Currently, all radiation equipment in use falls under the registered record-keeping category and undergoes mandatory inspections every five years as required by regulations. To ensure that employees operating radiation equipment are not exposed to radiation leakage risks due to equipment abnormalities, PTI conducts monthly self-monitoring of radiation leakage and commissions third-party verification units for annual measurements. In 2024, a total of 61 radiation devices were under management, with all measurement results below 0.5 μSv/h and zero incidents of abnormal radiation exposure.

Plants	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)
Illumination	○	○	○	○	○	○	○	○	○	○
Noise (environmental)	△ (Note 1)	△ (Note 1)	△ (Note 1)	△ (Note 1)	○	○	○	○	○	○
Noise (environmental)	○	○	○	○	○	○	○	○	○	○
Radiation measurement results (Note 2) μSv/h	○	○	○	○	○	○	○	N/A	○	○

Note:
1. There were 9 incidents of environmental noise exceeding 90 dBA, mainly in the plant operation areas. These areas have been identified as noise-controlled workspaces and appropriate control measures have been implemented.
2. The leakage measurement shall not exceed 0.5 μSv/h.

Continuous Management Measures

1. Conduct monitoring of workplace noise and illumination. If any discrepancies are found, immediate corrective actions are required.
2. Implement radiation leakage monitoring for radiation equipment within the facility. The responsible units conduct monthly leakage measurements, occupational safety management unit arranges third-party verification agencies for annual inspections to ensure employees are not exposed to radiation risks.
3. For outdoor operations, contractors and their employers or supervisors are required to provide workers with rest periods in case of high temperatures.

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Biological Management

Achievements in 2024

To enhance employees' resistance to influenza viruses, a vaccination program was implemented to boost collective immunity and reduce the risk of severe illness after infection. In 2024, a total of 1,600 doses of influenza vaccine were administered to employees.

Additionally, in response to official reports of six confirmed cases of legally regulated infectious diseases, workplace contact tracing was conducted, identifying 41 individuals. Due to the effective implementation of control measures, none of the contacts were infected, preventing a wider outbreak.

Continuous Management Measures

1. Provide influenza vaccines for employees.
2. Regularly monitor infectious diseases, establish BCP (Business Continuity Plan) implementation principles, and set management regulations for specific legally regulated infectious diseases to ensure employee health and prevent epidemic outbreaks.
3. Implement control measures for confirmed cases of specific legally regulated infectious diseases and cooperate with government contact tracing investigations. Regularly promote epidemiological health education and reinforce infectious disease management.

Ergonomic Management

Achievements in 2024

2024 Achievements, please refer to "Chapter 5.6.10 Implementation of Occupational Disease Prevention" in this report.

Continuous Management Measures

1. Regularly monitor employees' injury and illness status and investigate musculoskeletal symptoms to identify work-related cases. Exposure groups with similar risk factors are analyzed to determine assessment targets. The KIM checklist is utilized for ergonomic task analysis and hazard assessment.
2. Continuously develop a safe and healthy working environment by regularly reviewing job content and workflows. High-risk ergonomic tasks are identified based on risk assessment methods, followed by ergonomic risk evaluations and on-site inspections in collaboration with occupational medicine specialists.

Social/Psychological Management

Achievements in 2024

2024 Achievements, please refer to "Chapter 5.6.10 Implementation of Occupational Disease Prevention" in this report.

Continuous Management Measures

1. Continue to pay attention to the in-house maternity protection personnel, middle-aged and elderly health protection personnel, and abnormal workload personnel in the factory to follow up the management according to the law.
2. Provide psychological counseling services to support employees in managing work-related stress, emotional regulation, and interpersonal relationships.

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5.6.4 Occupational Injury Investigation Management

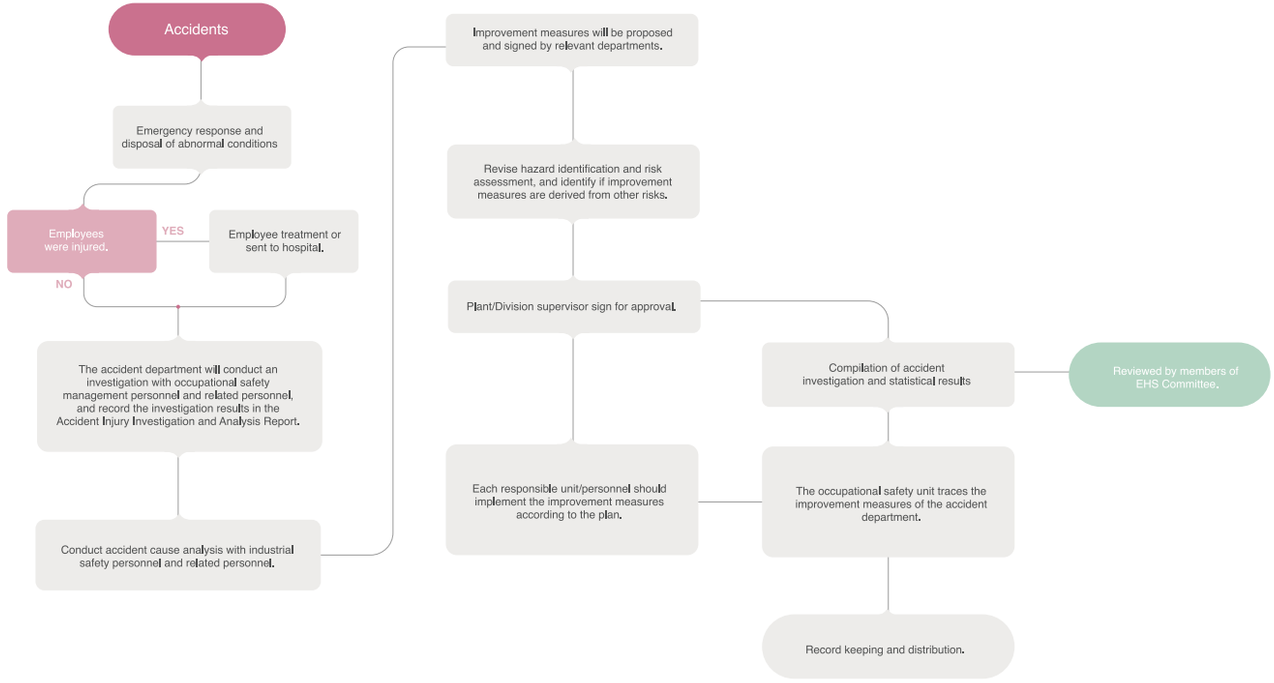
PTI has established an operating procedure for reporting, handling and subsequent investigation of accidents and environmental abnormalities in the plant, so that relevant departments and personnel can be contacted quickly to assist in handling the accident, as well as to identify the cause of the accident and propose measures to prevent the recurrence of the accident. Applicable to all workers and other stakeholders in the company's workplace for safety and health accidents including fire accidents, chemical disasters, earthquakes, personnel injuries, false alarms and other incidents.

Occupational Injury Investigation Process

After the occurrence of an accident and the completion of emergency response measures, a follow-up investigation must be conducted to identify the direct, indirect and fundamental causes of the accident through personnel interviews, equipment inspection, and analysis, material testing, relevant documentation and record checking or accident site reconstruction to review effective improvement measures. This serves to eliminate or reduce the chance of accidents and the immediate and fundamental causes occurring or to reduce the severity of the accident after its occurrence.

The Occupational Safety Management Department will help to make sure that no other risks will be created by confirming the improvement measures as well as risk identification and assessment of the improvement measures to ensure that they do not cause additional risks. Moreover, the improvement measures will be forwarded to relevant departments, where various departments will carry out various improvement measures according to the plan. After the improvements are completed, the case is closed and preserved for future reference.

Occupational Accident Investigation Flowchart



The Statistic of Occupational Accident in 2024

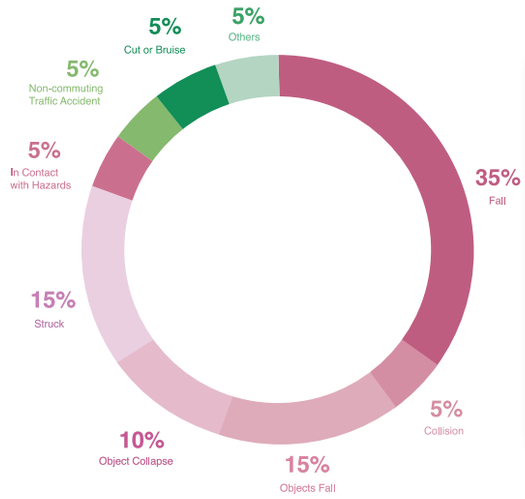
To carry out a healthy and safe workplace, PTI has continued to conduct training promotions and activities. We also established incident reporting and investigation procedures, where the cause of incidents is analyzed and appropriate preventive measures are taken. For continuous improvement in our performance in health and safety, we have adopted the Frequency-Severity Indicator (FSI) defined by the authorities to assess the effectiveness of health and safety management. The indicator also represents frequency rate (FR) and severity rate (SR). PTI's workplace safety performance results in 2024 were: FSI of 0.15, and the occupational injury rate per thousand employees was 1.74%. In 2024, there were no major occupational injury cases, including fatalities, at PTI.

In the past three years, the FSI indicators have been better than other electronic components, and non-employees have not experienced any disability injuries from 2021 to 2024. It shows that the company has achieved remarkable results in the implementation of occupational health and safety. In the future, PTI will continue to promote on-site inspections, operation observations, safety proposal improvements and training, reaching ZERO occupational accident.

PTI Work Hours and Occupational Injury Metrics (2021~2024)

Item	2021	2022	2023	2024
Total Work Hours	22,318,752	23,756,456	22,321,960	23,100,928
Number of Disability Injuries Cases	9	14	16	20
Days of Disability Injuries	153	307	201	673
FR	0.40	0.58	0.71	0.86
SR	6	12	9	29
FSI	0.04	0.08	0.07	0.15
Occupational Injury Incidence Rate per 1,000 People (‰)	0.78‰	1.19‰	1.43‰	1.74‰

Note:
1. FR (disabling injury frequency) = Incidence of disabling injuries x 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 x 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)÷1000]^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) *1000
5. Occupational injury statistics have excluded commuting accidents.
6. The total working hours are defined by the declaration statistics website, including workers and non-laborers but under the command or supervision of the workplace manager.



The classification statistics of occupational injury in 2024 is the highest with "fall" of 35%, and a total of 7 cases occurred in 2024.

The main cause of falls:

- Unsafe behavior caused by insufficient awareness of safety hazards for personnel, and failure to pay attention to the road surface status of the walking line.
- Falling and injured if don't pay attention to the difference in height and drop when go to the toilet.
- No fence was built in the operation area, causing non-related personnel to enter the area and fall.

PTI Work-Related Injury Statistics in 2021~2024

Number of Event by Work-Related Injury	2021	2022	2023	2024
Fall/Roll	0	0	1	0
Fall	1	3	7	7
Collision	0	0	1	1
Struck	1	1	2	3
Objects Fall	1	2	0	3
Clamp, Rolling up	2	3	3	0
Cut or Bruise	1	2	2	1
In Contact with Hazards	1	1	0	1
Object Collapse	0	0	0	2
Non-commuting Traffic Accident	0	0	0	1
Others	2	2	0	1
Total	9	14	16	20

Employee Absenteeism Rate

PTI fosters a safe and secure workplace through health promotion programs and proactively prevents accidents to maintain occupational safety. The company is committed to reducing employee absenteeism caused by injuries and illnesses. By cultivating a supportive and friendly work environment, PTI promotes employees' physical and mental well-being while continuously monitoring absenteeism due to health-related issues.

Item	2021			2022			2023			2024		
	Male	Female	Average	Male	Female	Average	Male	Female	Average	Male	Female	Average
Absenteeism Rate	0.90%	1.04%	0.97%	1.19%	1.34%	1.26%	1.56%	1.67%	1.61%	1.41%	1.56%	1.49%
Employee Data Coverage		100%			100%			100%			100%	

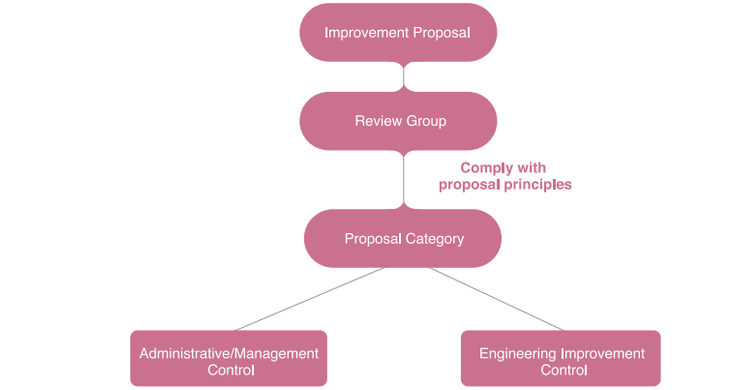
Note:

1. Absenteeism Rate (%) = (Total absentee 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 local standard daily working hours: 8 hours per person per day.
3. Absenteeism includes occupational injury leave and sick leave.
4. Revised reporting figures for 2021~2023.

Occupational Injury Prevention and Management Measures

In order to effectively reduce the occurrence of occupational injuries, in addition to the aforementioned risk assessment to identify high-risk operations and formulation of goal/target management plans for high-risk operations, we also have a safety and health voluntary proposal incentive system for units approved by the senior executive of the EHS Committee at the headquarters. 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 537 cases were improved in 2024 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 by senior executives, as well as production line safety and health audits and operation observations, the frequency of occupational injuries can be effectively reduced to fulfill corporate social responsibilities.



Ergonomic improvement in shipment and packaging	▪ Add 6 packaging slides to increase the working height. ▪ Increase the transport trolley to improve the angle of the operators bent over and reduce hazards. ▪ Using the transport trolley in operation area. operation should be paid attention to and SOP update and training.
Improvement of chemical operations	▪ Add a waste liquid draw motor to avoid manpower from retrieving waste liquid and reduce human harm. ▪ Optimization of operation process, establishment of safety and hygiene SOP and conduct personnel training.
Improvement of machine lockout device	▪ Solving the problem of synchronousness and reducing sensor misjudgment abnormalities. ▪ Change to the same platform to reduce the situation of abnormal lifting and lowering. ▪ Optimization of operation process, establishment of safety and hygiene SOP and conduct personnel training.

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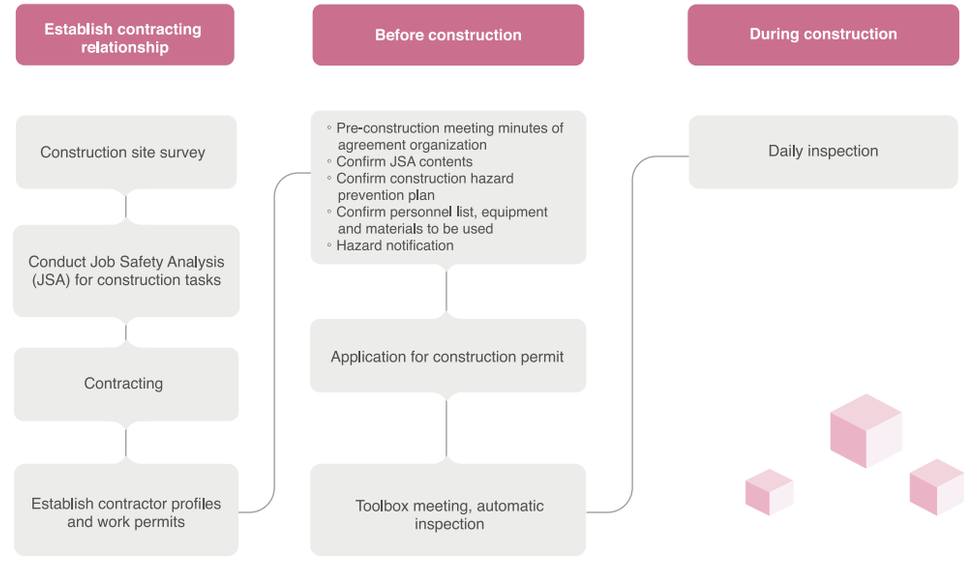
5.6.5 Contractor and Supplier Management

PTI implements stringent contractor entry management measures to ensure that all contractors comply with the company's occupational health and safety regulations, before commencing operations within the facility.

Prior to entry, contractors are required to submit a valid job safety analysis and sign an agreement to adhere to the company's occupational health, safety, and environmental protection rules. Only upon approval through the review process are they permitted to operate within the facility. Additionally, all contractor personnel must complete occupational health and safety training before entering the site. Before the commencement of any engineering work, contractors must hold coordination meetings and hazard communication briefings to ensure a thorough understanding of potential hazards, workplace safety regulations, and emergency response procedures within the facility.

During operations, contractors are required to strictly follow the facility's safety operation guidelines, and the occupational health and safety management unit conducts periodic on-site inspections. Furthermore, for high-risk tasks such as hot work, elevated work, confined space operations, and hoisting, comprehensive safety measures must be implemented and inspected by occupational health and safety personnel before work can proceed.

In 2024, a total of 11,026 construction projects were conducted across the entire facility, including 3,022 high-risk special operations. The on-site inspection rate for special operations reached 100%. A total of 248 deficiencies were identified, resulting in a deficiency rate of 2.25%, all of which have been rectified.



Plants	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 / 3 (P11A / P11B)	Total
Construction applications	546	993	1,567	2,343	452	1,239	984	98	2,804	11,026
Special jobs applications (height work, hot work...)	140	284	574	710	102	187	301	30	694	3,022
Special jobs review rate	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Non-compliance	19	82	25	23	24	39	8	1	27	248
Non-compliance rate	3.48%	8.26%	1.60%	0.98%	5.31%	3.15%	0.81%	1.02%	0.96%	2.25%

Statistics on Occupational Injuries of Contractors in 2021~2024

Item	2021	2022	2023	2024
Lost working hours statistics	0	0	0	0
Work-related fatalities	0	0	0	0

Every year, PTI evaluates contractors, including occupational health and safety management issues, and provides guidance and improvement to contractors that do not meet the standards, and terminates cooperation when necessary. These measures are aimed at protecting the work safety of all employees and contractors and ensuring compliance with the factory's working environment.

5.6.6 Occupational Health and Safety Training

In accordance with the Occupational Safety and Health Education and Training Rules, we established the Code of Practice for EHS Educational Training and developed a comprehensive training program. Training is tailored to the nature of each worker's duties and includes environmental protection, occupational health and safety, and license-based programs. In addition to regulatory certifications, employees also receive professional training such as ISO 14001, ISO 45001, and process safety assessment to strengthen technical competencies. In 2024, PTI invested approximately NT$2.26 million in occupational safety and hygiene training to enhance employee awareness, reduce workplace risks, and ensure regulatory compliance.






Category	Courses	Trainees	Sessions	Attendees	Total Hours
Statutory Environmental Health and Safety Training	General Health and Safety Education Training	Newly hired and transferred employees	59	1,638	4,914
		On the job employees	1 (Note)	11,592	11,592
	Chemical Hazard General Awareness Training	Newly hired and transferred employees	59	1,638	4,914
		On the job employees	1 (Note)	11,555	11,555
	Initial Training for Professional Certifications (e.g., occupational safety personnel, organic solvents, specific chemicals, radiation operators, forklift operators, etc.)	Special operations personnel	Internal training/external training	523	Training according to law
	On-the-Job Licensee Retraining (e.g., occupational safety personnel, organic solvents, specific chemicals, forklift operators, etc.)	Special operations personnel	Internal training/external training	151	Training according to law
	Hearing Protection Program Education and Training	Noisy workplace Operators	1 (Note)	164	328
	Respiratory Protection Program Education and Training	Personnel using respiratory protective equipment	1 (Note)	707	707
Other Professional Training	Other Training Requirements (e.g., automatic inspection training, on-site personal protective equipment management training, etc.)	Operational safety and security risk personnel	26 (Note)	21,387	58,449

Note: Online training based on e-learning is counted as 1 session.

5.6.7 Emergency Response Drills

To ensure that the company can mitigate personnel injuries, property loss, and environmental impact caused by accidents during emergencies, we have established an emergency response management protocol. This includes the legally mandated establishment of an Emergency Response Team (ERT) trained biannually. Each plant has an emergency response plan tailored to various scenarios such as fires, earthquakes, gas/chemical leaks, flood and injury rescue situations, enhancing the immediate on-site response. Additionally, to enhance the coordination and command abilities of on-site commanders, improve overall disaster prevention capabilities and respond to the impact of future extreme climates.

Emergency Response Team (ERT) Training






In accordance with the Enforcement Rules of the Fire Protection Act, the company has established a fully composed emergency response team (ERT) at each plant. These teams undergo firefighting, reporting and evacuation training every six months. In 2024, 18 training sessions were conducted across all plants, with 2,097 participants. This training strengthens their initial response capabilities, including first aid, rescue operations, firefighting gear and self-contained breathing apparatus (SCBA), fire extinguishers and indoor fire hydrants, and emergency evacuation drills.

Commander Training

To enhance the emergency response capabilities of on-site commanders, we arrange annual commander training for plant and department-level personnel at each facility from 2022. This training strengthens their ability to manage the situation on-site, utilize response support, and issue correct commands. Additionally, when external rescue units arrive, they assist in explaining the on-site situation to the external units and complete the transfer of command authority. In 2024, a total of 4 training sessions were conducted, with 245 participants.

Rescue Team - Gear Use and Firefighting Training

In addition to regular training on the donning of firefighting clothing in the factory every quarter, the rescue team members of the ERT team were sent to the Minghu Training Base in Hsinchu City for professional training and simulated fire drills to enhance the personnel's emergency response capabilities, allowing employees to gain practical experience in using water jets in a fire scenario. In 2024, 7 sessions were completed, with a total of 140 participants receiving training.

Emergency Response Drills with Full Employee Participation

Facility-wide Evacuation Drills

In addition to regular training to enhance emergency response capabilities, the emergency response team conducts one facility-wide evacuation drill in each half of the year for all employees and on-site contractors. One of these drills is conducted without prior notice to ensure realistic preparedness. Given Taiwan's increased seismic activity following the April 3 earthquake, earthquake scenarios have been integrated into these drills. Through these exercises across different facilities, all personnel gain a clear understanding of how to evacuate correctly and orderly in the event of an emergency.

Departmental Unit Drills

Based on past experiences, immediate containment of abnormal incidents can prevent the escalation of disasters. In addition to preventive measures, grasping emergency response protocols at the moment an incident occurs effectively reduces personnel and property damage. Each department formulates emergency response plans tailored to potential risks within their areas of responsibility, such as fires, gas/chemical leaks, and earthquakes, to strengthen employees' ability to manage crisis situations.

Exercise Items	Sessions	Attendees
Emergency Response Team (ERT) Training	18	2,097
Commander Training	4	245
Rescue Team - Minghu Professional Training	7	120
Plenary Evacuation Drill	18	By the number of employees on duty
Unit Drill - Fire	222	3,308
Unit Drill - Gas/Chemical Leakage	140	1,740
Unit Drill - First Aid	3	18
Unit Drill - Others (Earthquake, Confined Space Rescue, etc.)	70	1,064

Focus Cases

Ergonomic Risk Mitigation: Use of Handling Aids and Waist Protection

Due to the need to carry materials during production, workers may suffer from waist discomfort, body aches and tension over a long period of time. If they do not adjust their work in time and take a proper rest, they may be at risk of occupational diseases. Therefore, we cooperate with suppliers to provide auxiliary equipment and waist protection clothing for our colleagues to use, so as to reduce the physical burden of workers through ergonomic handling methods.

Auxiliary Equipment

- Wearing auxiliary clothing during work provides additional support to reduce musculoskeletal load.
- Helping the wearer maintain the correct posture for carrying in an ergonomic way.

Waist Protection Clothing

- Provide support and protection for waist.
- Stabilize the lumbar spine, reduce muscle burden, and reduce the risk of lumbar discomfort and injury caused by poor posture or excessive force.





Rescue Team - Fire Drills at Minghu Training Base

For strengthen the emergency response personnel, we arrange rescue team go to the Hsinchu Minghu Fire Training Base every year to experience firefighting and water shooting, to strengthen their response capabilities when real fire situations occur.

Fire Suit Wearing Training and Wading Experience

- Rescue team conducts fire suit wearing training every season.
- Learn fire water jets and control methods at the Minghu training base.

Fire Scene Experience

- Experience and conduct drills regarding the internal conditions of the fire scene and possible smoke, flash fire and other phenomena.
- Perform firefighting, increase the coordination methods and related firefighting tactics during fire rescue.





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5.6.8 Occupational Health Services

PTI values the safety and health of its employees, adhering to its commitment to "building a safe, healthy, friendly, and happy workplace". We have formulated workplace health and safety regulations and, through the creation of a healthy environment, health risk monitoring and health promotion management mechanisms, promote a friendly workplace and a healthy workplace. We also promote employee health and well-being and continue to promote the sustainable development of the company.

Each factory has appointed full-time nurses to track and manage employees' health. They also provide medical subsidies for new employees and special physical examinations. They also set a higher frequency of health checkups than the law requires. Physical examinations are arranged yearly for employees aged 30 years and above and based on the results, health risk classification management is conducted for 217 supervisors. We value employee satisfaction with health checkups. In 2024, the overall average satisfaction score was 4.2 (full score 5). In addition, on-site physician consultation services are arranged every month, and the number of services in 2024 was reach 262 times.

2024 Health Checkup Effectiveness Evaluation Results

Item	Number of People	Effectiveness Evaluation
Physical Examination	1,669	Completion Rate: 100%
Special Physique	62	Completion Rate: 100%
General Health Checkup	8,341	A-class: 183 people; B-class: 6,585 people; C-class: 1,573 people.
Special Health Examination	229	■ Level 1 management: 167 people; level 2 management: 62 people. ■ Personal health coaching 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. To enhance accessibility, four plant locations are available for resource sharing among neighboring facilities. In 2024, the service supported 459 consultations, bringing the cumulative number of consultations to 3,160 by year-end.

5.6.9 Healthy Workplace Promotion

PTI values the physical and mental health of its employees and is committed to the promotion of employee health. In order to enhance group protection and encourage employees to receive flu vaccinations as soon as possible, the plant has provided free annual influenza vaccinations since 2016. A total of 5,717 people were vaccinated between 2021 and 2024. In addition, we also plan regular health screening activities for specific groups, including middle-aged and elderly fitness tests, abdominal ultrasound examinations, lung computed tomography scans, and bone density screenings. These screenings are aimed at high-risk groups to detect lesions early and provide early treatment, thereby effectively implementing employee health management.

Item	Participants	Note
Flu Vaccination	1,600	
Physical Fitness Testing for the Middle-aged and the Elderly	62	
Blood donation activities	217	
Quitting smoking	28	
Abdominal Ultrasonography	170	3 people with serious abnormalities, the re-examination and follow-up were completed within 1 month.
Low-Dose Lung Computed Tomography	139	5 individuals with severe abnormalities, all of whom were selected from the high-risk group screened within the factory.
Bone Density Screening	138	12 individuals showed abnormal results, and they were provided with health education and consultation on the reports.

5.6.10 Implementation of Occupational Disease Prevention

PTI continues to actively establish a healthy and friendly work environment. We provide various safety and health protection measures based on the Occupational Health and Safety Act, use the risk identification method to assess any work-related injury and illness factors in the environment, establish corresponding preventive measures, and implement comprehensive hazard identification, risk and suitability assessments, as well as preventive improvement measures. We also track the effectiveness of these improvements, aiming to prevent occupational injuries and enhance work efficiency.

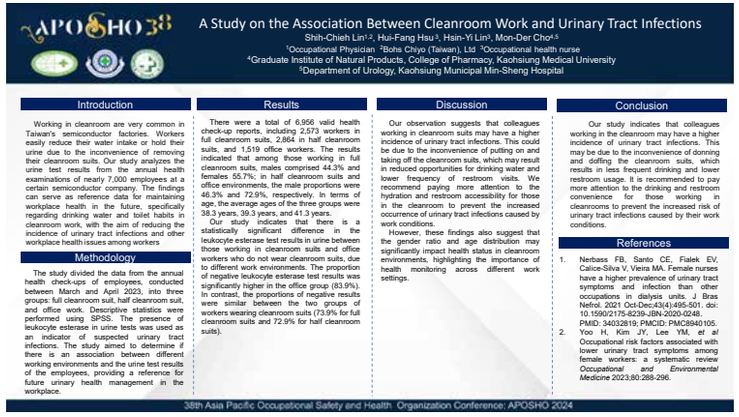
Item	Implementation Description	Effectiveness Evaluation
Maternity Health Protection	▪ Implemented an e-maternal health management system, maternal health protection subjects undergo maternal risk evaluation and proceed with health risk classification management. ▪ Production line personnel are provided with pregnancy armbands for identification. During the second and third trimesters of pregnancy, pro-active care is given to address physical and mental changes, along with conducting risk assessments. ▪ Announcement and dissemination of the results of hazard identification during the child-bearing period. Additionally, the list of reproductive toxic chemicals in the factory is checked every six months and employees during the maternity health protection period are prohibited from operating.	▪ 281 people completed the assessment, achieving a completion rate of 100%. ▪ Evaluation result: All are first-level management.
Abnormal Workload Evaluation	▪ For individuals on the list of those working overtime for more than 80 hours per month, control measures for 2 consecutive months are implemented. ▪ Complete the comprehensive assessment in conjunction with the annual health checkup, add HbA1c (glycated hemoglobin) to the health checkup items, and objectively assess the diabetes score.	▪ Completed the assessment of 8,266 people, with 65 identified as high-risk required interviews. ▪ Assessment results: 19 cases can be closed; 46 cases of moderate risk are under regular monitoring.
Prevention of Ergonomic Hazards	▪ Regularly monitor the injury and illness status of employees and investigate musculoskeletal symptoms, screen those that are relevant to work and determine the evaluation targets based on a similar exposure group analysis. ▪ The evaluation method utilizes the KIM checklist for human factors job analysis and hazard assessment. ▪ Continuously constructing a safe and healthy work environment involves regularly reviewing job content and processes. Using risk identification methods, high-risk operations with human factors are screened and undergo human factors job risk assessment. Collaborating with occupational medicine specialists, onsite visits are conducted.	▪ 1 person was valuated high potential risk; the evaluation rate was 100%. ▪ Assessment results: 1 case of moderate risk and has work restrictions. ▪ A total of 18 cases were inspected on-site, and 1 case were suggested for improvement; the improvement rate was 100%.
Workplace Misconduct Prevention	▪ Use the Hazard Identification and Risk Assessment Form for Workplace Harassment Prevention to identify and assess the extent of hazards and take relevant actions. ▪ Establish Incident Handling Procedures and Sexual Harassment Complaint Channel. ▪ Senior executives make a public statement to announce the zero-tolerance policy for workplace abuse. ▪ Organize illegal infringement-related education and training courses.	▪ 100% execution rate. ▪ The risk assessment result was 1 moderate risk, and the improvement measures were to strengthen the related hazard prevention and communication skill education and training.
Middle-aged and Elderly Health Protection	▪ Identify employees aged over 45 and conduct the Work Ability Index (WAI) questionnaire for the middle-aged. ▪ Strengthening the E-learning education and training of the response ability.	▪ 2,012 respondents completed the WAI survey, with 12 high-risk respondents, 310 moderate-risk respondents, and 1,690 low-risk respondents. ▪ High-risk job suitability assessment, assessment rate 100% ▪ Assessment result: No need to adjust the job, case closed.
Respiratory Protection Suitability Assessment	▪ Establish a respiratory protection physiological assessment process, implement physiological assessment questionnaires and add pulmonary function tests for qualified employees. ▪ Qualitative fit test: Respiratory protective equipment with a fit coefficient of ≤100 (real-time self-test). ▪ Quantitative fit test: Respiratory protective equipment with a fit coefficient of >100 (outsourced testing quarterly).	▪ Physiological assessment questionnaires and fit tests were provided for 709 people, of which 104 people required medical evaluation. ▪ Suitability evaluation results: 13 people were unsuitable for wearing respiratory protective equipment and the unit supervisor assisted in deploying workers.
Long-term Night Work	▪ Identify the departments/units that have night work, assign employees to serve as risk assessment team members, and implement key workplace night work safety and health audits. ▪ Check if there are any abnormal conditions, follow up the improvements and continue to follow up until the improvements are completed.	▪ 100%-night work audit rate. ▪ There is no abnormality in the audit results.

5.6.11 Highlights

Since 2018, PTI has actively collaborated with occupational medicine physicians to participate in research projects related to occupational health and occupational wellness. The research results over the years are representative local data, and the statistical analysis results can be used as a reference for work-related disease prevention and occupational health policies.

Year	Research Topics	Research Results
2020~2022	Analysis of health examination data of long-term night workers	▪ Items with higher abnormal proportions among night workers than non-night workers: systolic blood pressure, GPT, TG, BMI. ▪ Night workers sleep shorter than non-night workers, but the fatigue index of the overload questionnaire is higher for non-night workers, which suggests that night work is not a factor causing work fatigue. ▪ Research papers published in the Chinese Journal of Occupational Medicine, a total of 6 papers.
2023	COVID-19 Research	▪ The proportion of COVID-19 infection among employees wearing cleanroom clothing is lower than that among employees working in the same factory office. The reason may be that the production line requires cleanliness and employees wearing cleanroom clothing have stricter requirements for wearing respiratory protective equipment. ▪ The research results were published as a poster at the "2024 International Symposium on Occupational Health and Occupational Medicine".
2024	Study on the results of urine test in clean room operation	▪ Workers wearing cleanroom clothing may have a higher incidence of urinary tract infections, which may be due to the inconvenience of putting on and taking off cleanroom clothing, resulting in fewer opportunities to drink water and less frequent toileting. ▪ Research analysis results submitted to the 38th Asia Pacific Occupational Safety & Health Organization (APOSHO) Annual Conference (Bangkok, Thailand).







PTI actively creates a friendly workplace environment, implements smoke-free places and creates a healthy working environment, promotes Healthy Workplace Certification (AED+CPR) for all factories, and obtained Health Promotion Label for 6 factories in 2024; 3 factories applied for extension and were approved. In addition, it actively participated in the activities organized by the authorities and won the Hsinchu City Smoke-free Workplace-Enthusiastic Promotion Award and assisted in the Hsinchu Science Park corporate safety and health counseling-expert platform award.

PTI continues to improve employees' health awareness, culture and lifestyle to create a healthy and sustainable workplace.

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5.7 Inclusive Workplace
Employee Well-being

GRI 401-3

PTI continuously reviews and enhances management systems to foster a supportive workplace. We strengthen our care network to create a friendly work environment and improve employee well-being. This network facilitates communication across all levels, peer support, and empathy for colleagues facing serious illnesses, enabling personal and professional growth in an encouraging atmosphere. Beyond online support initiatives, we offer tailored in-person courses for supervisors and employees, focusing on concept development and practical care strategies. Our commitment is to empower every colleague to be a source of positivity, contributing to a brighter future for the company.

5.7.1 Concept Cultivation

Creating a friendly workplace requires contributions from various roles. To equip all roles with the knowledge and skills to support employees, we offer courses on interpersonal interaction, legal updates, and teaching and leadership techniques, fostering a work environment where human rights are valued by all.

Supervisor's Self-motivation, People Management and Caring Skills

To help first-line supervisors effectively support employees, the "Supervisor Self-Motivation, People Management, and Care Skills" course enhances their sensitivity to workplace dynamics, enabling early identification of employees' physical and mental health issues, crisis management, and timely care. Supervisors will learn caring techniques and communication strategies to address and prevent employee-related challenges, reducing management conflicts. The course covers empathy, care skills, self-motivation, positive communication, and stress management, fostering better workplace interactions and leadership effectiveness. In 2024, four sessions were held, training 140 supervisors.





Introduction to Personnel Management Law

As labor laws and human rights evolve, we have developed the "Introduction to People Management Law" course for front-line supervisors, equipping them with comprehensive legal knowledge and management tools. The course covers the Labor Standards Act, PTI's internal management system (including personnel transfers, working hours, overtime rules, leave and performance management, reward and punishment policies, and resignation procedures), as well as labor and human rights advocacy (anti-harassment, anti-retaliation, freedom of association, and diverse communication channels).

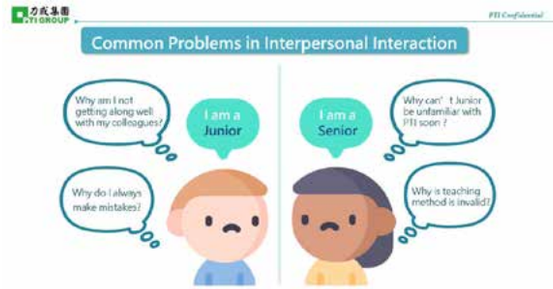
To ensure relevance to the company's practical contexts, we regularly review and update regulations and incorporate case studies. This approach helps supervisors acquire professional knowledge while adopting humane and effective management practices to minimize workplace risks and disputes. In 2024, two online course sessions were conducted, with 1,496 participants completing the training.



Effective Training and Care

With new direct personnel joining the company each year, ensuring a smooth transition is a priority. In addition to work-related learning plans and machine certification training, we have introduced the "Effective Training and Care" course to facilitate interactions between new employees and teaching staff. This course provides learning and communication strategies from both perspectives, offering clearer training guidance while strengthening workplace support networks to help new employees integrate into the PTI Family. In 2024, 7,768 employees completed the online course. To foster a welcoming learning environment, course materials are available in both Chinese and English.







Mentor Training Courses

We promote new employee training through the mentor model, helping them quickly adapt to the company environment, welfare system, and work-related processes. This approach facilitates knowledge transfer, fosters internal personnel exchanges, and provides comprehensive support beyond standard regulations, ensuring new employees feel valued and cared for. To equip mentors with essential knowledge before guiding new employees, we offer online audio and in-person courses covering mentor roles, key guidance principles, effective communication, and teaching techniques. These courses enhance mentors' ability to provide constructive feedback and build positive relationships, strengthening the future development of new employees. In 2024, 128 participants completed online courses, while 85 attended in-person training.









5.7.2 Caring Execution

PTI not only promotes friendly concepts, but also strives to create practical caring opportunities.

Personnel Category

New employees (indirect staff within 6 months of joining the company)

Caring Design Summary

Design a series of care mechanisms for different time points before and after joining the company.

Newbie All-Purpose Bag

Deepen the employee bonding to the company before joining by providing information about both the "life" and "knowledge" aspects of working at PTI.

Mentor System & New Employee Guidance Plan

Mentors guide new employees to adapt to the environment. When they encounter difficulties in work tasks or life adaptation, Mentors can provide comprehensive support and help.

Let's Café

Unit supervisors can have a relaxed conversation with new employees over a cup of free coffee, allowing new employees to feel respected and cared for by their supervisors.

Newcomer Adaptation Assessment Questionnaire

Through the adaptation assessment questionnaires after two weeks, one month, and one quarter of employment, we understand the self-assessed adaptation status and the degree of recognition of different aspects of new employees, and provide appropriate assistance.

Mentor Feedback Questionnaire

When new employees complete their first season, mentors provide feedback and suggestions to understand how they are adapting and getting started.

Let's Camp

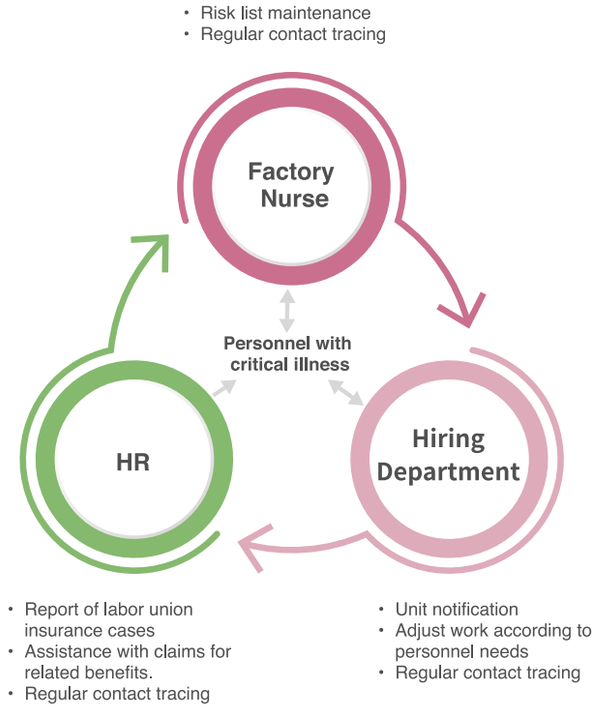
"One person can go fast, but a group of people can go further." Teamwork is one of the most important elements of work! Through fun and dynamic courses, Let's Camp allows students to get to know the team through games, learn work skills from games, quickly get to know new partners, build relationships with peers, and improve their teamwork, communication and coordination, as well as their ability to transform work processes. A total of 2 sessions will be held in 2024, with a total of 48 participants.



Personnel Category	Caring Design Summary
General staff (all PTI employees)	Reporting mechanism for work adaptation and illness.

Workplace Support and Care Network

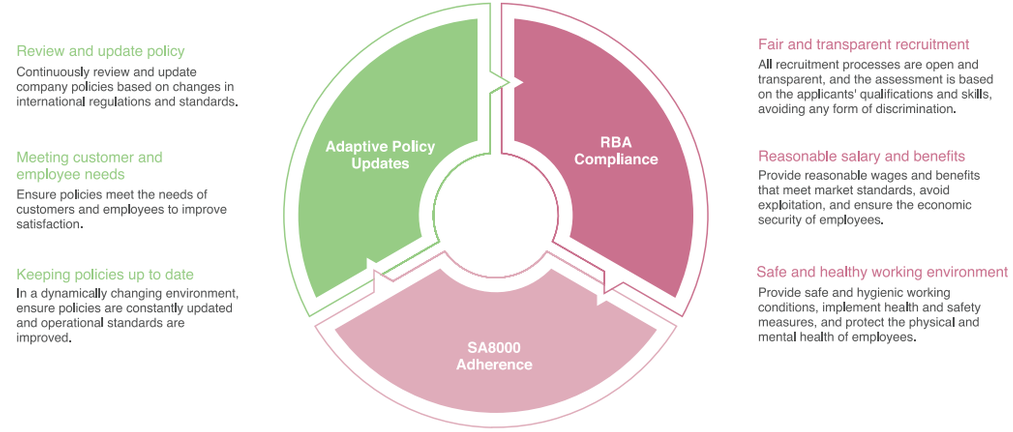
When an employee develops a serious illness, the employee care procedure is activated. HR or department units may receive notifications from employees or their families, or proactively identify health concerns through labor and group insurance cases. We provide detailed care records and collaborate with factory nurses and department heads for comprehensive follow-up support, ensuring employees feel respected and valued both professionally and emotionally. This approach helps employees achieve success and a fulfilling life.



5.7.3 Migrant Employees Assistance and Care

Cherish Human Rights and Create a Happy Workplace

PTI recognizes human rights protection as a universal value and prioritizes the rights and well-being of migrant workers. We strictly adhere to international standards, including the RBA Code of Conduct and SA8000, in recruitment, remuneration, life management, and employee relations. Our policies are continuously updated to ensure a warm, respectful, and safe work environment, fostering a workplace filled with care and support for every employee.



Regular audit
Ensure all policies and practices meet standard requirements through internal and external audits.

Comply with the highest ethical standards
The company operates in compliance with regulations, adheres to the highest ethical standards, and promotes a corporate culture of honesty, integrity and transparency.

Basic rights protection
Guarantee employees' basic rights such as freedom of association and privacy, and avoid forced labor and child labor.

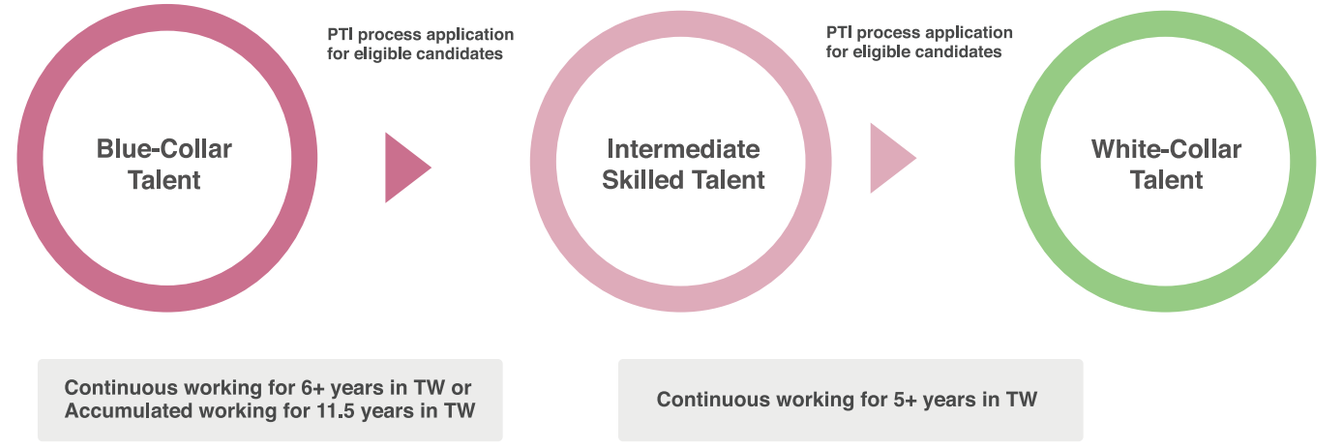
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Create a Career Blueprint for Migrant Employees and Cultivate Backbone Forces

Promote the "Excellent Migrant Workers Retention Program" to create a clear 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 on mid-level technical jobs, becoming mid-level talents with no age limit for working in Taiwan, being able to take on technical jobs, and enjoying salary and benefits growth. We also plan for migrant workers who have been working in mid-level technical positions for more than five years to be trained to become foreign white-collar professionals and apply for permanent residency. We hope that they can become the stable backbone of the company, thereby forming a specific and sustainable career path, so that migrant workers have clear development goals.

At the same time, we have designed a language training program suitable for all migrant workers and opened physical Chinese courses to help students obtain the Test of Chinese as a Foreign Language (TOCFL) basic level certification, eliminate the language barrier between local and foreign employees, and promote good communication and cooperation. Starting from 2023, we will initiate the rehire submission process for migrant workers every quarter. We hope that more outstanding migrant workers will be able to start a new career journey in PTI through this project in the future, and achieve the goal of self-growth and common progress of the company.

Foreign Talents' Career Ladder



Partners Work Together to Create a Friendly Workplace Environment

PTI and migrant worker's agencies are interdependent partners. They jointly abide by and implement RBA regulations, strive to create a more perfect workplace environment and living space, and ensure that every migrant worker can work and live with peace of mind under the protection of international human rights. To achieve this goal, we hold regular meetings every month, conduct regular and irregular audits and evaluations, and promote the RBA Code of Conduct and the company's latest policies through annual education and training, helping agencies to continuously optimize their recruitment processes, life care and dormitory management, making agencies the best assistants for companies to take care of migrant workers.

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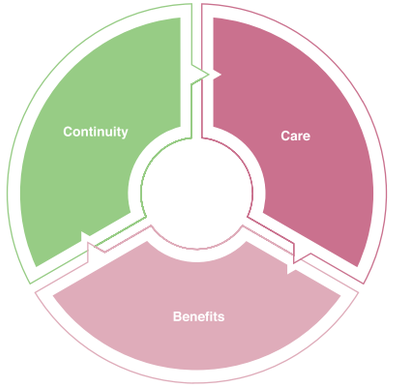
Communication Without Barriers, Warmth Without Borders

PTI understands the challenges migrant workers may face while working abroad and is committed to creating a workplace that feels like home. We provide a safe and comfortable environment where migrant workers feel respected and supported—not only during work hours but also in their daily lives. By fostering a sense of security and belonging, we aim to enhance employee well-being, boost morale, and promote mutual growth. To ensure migrant workers' voices are heard, we have established clear communication channels. These are introduced during onboarding to help new employees understand the company's care for their work and life needs. A Filipino administrator is appointed to support migrant workers in their native language and hosts monthly dormitory meetings to share company updates. In addition, we conduct monthly one-on-one care interviews to better understand and address any challenges migrant workers may face. In 2024, a total of 122 employees participated in these interviews.

Policy and demand adjustment
Based on employee feedback and demands, we continuously adjust and improve policies to meet the needs of migrant workers.

Caring interview
Conduct one-on-one life care interviews every month to understand the problems encountered by migrant workers in work or life.

Continuous policy improvement
Continuously update and improve policies to ensure that migrant workers work and live in an environment that complies with international human rights.



Warm and safe working environment
Make the company feel like home to the migrant workers and provide a safe and comfortable working environment.

Professional administrators to communicate smoothly
Administrators who are fluent in English and Filipino are employed to assist migrant workers in obtaining medical care and life consultations.

Dormitory Improvement and Inspection
Conduct dormitory inspections monthly to ensure a clean, safe and good living environment.

Maternal care
Regular follow-up and individual care visits are conducted to pregnant migrant workers to ensure the safety of mother and child.

Health Check and Tracking
Provide regular health checks and special health checks for migrant workers, manage abnormal health conditions, and make appropriate adjustments to the working environment.

Caring for employees' body and mind
Provide prayer rooms and organize various leisure activities to pay attention to the physical and mental health of employees.

Ensure the Quality of Accommodation for Migrant Employees and Build a Happy Living Space Together

Migrant workers from overseas not only provide Taiwan with much-needed labor, but also make important contributions to Taiwan's economic growth. Migrant workers living in PTI's dormitories have no access restrictions and can enter and exit freely 24 hours a day. They are equipped with professional dormitory managers to assist with daily life matters. The dormitories are also regularly inspected by dedicated personnel to ensure a safe, hygienic and comfortable living environment. According to the results of the "2024 Dormitory Living Quality Satisfaction Survey", the average score of accommodation satisfaction was 3.9 points (out of 5 points), an increase of 0.2 points compared to the previous year, indicating that the accommodation quality continues to remain above the standard. We attach great importance to the quality of life of migrant workers, and hope that through a series of warm and thoughtful initiatives, every migrant worker can feel the warmth of home.

Living Service	• Dormitory coordinators proficient in Filipino • 24-hour hotline & medical assistance • Annual dormitory sanitation for a safe & clean environment	Learning & Exploration	• Outdoors (Sightseeing & Tourism) • Religious (Mass & Blessings) • Knowledge (Meco Migrant Care Seminar,Fire Drill)
Safety Management	• Dormitory & fire safety training for new migrant workers • Monthly fire safety equipment & environment inspection • Semi-annual fire safety drills	Festival Celebration	• Spring Festival, Easter, Dragon Boat Festival, Mid-Autumn Festival, Halloween, All Souls' Day, Christmas
Facility Convenience	• Regular maintenance & water quality testing for dispensers • Heated food area in dormitories • Free shuttle for work commute	Competition Events	• Sports (Table Tennis, Bowling, Basketball) • Fun (Mobile Games, National Anthem,Dormitory Decoration)
Cultural and Religious	• Dedicated prayer room to respect employees' religious beliefs	Regulatory Awareness	• Personal (Fraud Prevention, Traffic Safety & Drunk Driving Prevention, AIDS Prevention, Drug Control, Electrical Safety) • Legal (Animal Protection Act, Electric Bicycle Registration)
Comprehensive Life Care Services		Physical and Mental Well-being Activities	

All Souls' Day Candlelight Memorial



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Mass Prayer



Bowling Tournament



Christmas Party



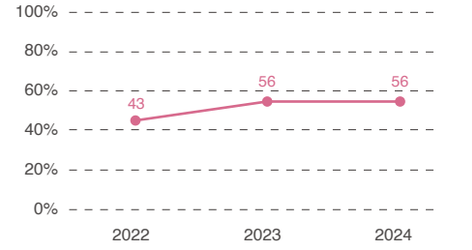
Halloween Costume Event



The Free Choice of Residence for Migrant Employees has Improved their Quality of Life

Migrant workers at PTI have the right to freely choose their residence, allowing them to select housing based on personal needs and preferences, enhancing their quality of life. Providing diverse housing options supports a better work-life balance, increasing happiness and efficiency. Regardless of their choice to stay in company dormitories or live independently, we conduct regular care interviews to assess living conditions and provide necessary support. According to the 2024 Freedom of Residence Choice Satisfaction Survey, the average satisfaction score was 4.2 out of 5, indicating strong support for this policy. By the end of 2024, 56% of migrant workers lived outside company-arranged dormitories, demonstrating the policy's success. For those renting independently, we offer a self-assessment form to help review housing safety and reinforce awareness of fire and living safety to reduce risks.

Percentage of Employees Not Residing in Dormitories (%)



Note: The policy of free choice of residence for migrant workers was implemented from 2022.

Key Points in Caring for Migrant Employees

Category	Key Points
Human Rights Protection	▪ Formulated the "Foreign Worker Recruitment Policy" in accordance with the RBA Code of Conduct. ▪ Implemented the "zero-payment policy for migrant workers" and PTI paid all fees (agent fees, processing fees, pre-departure transportation/accommodation fees, airfares, medical examination fees, etc.), benefiting 4,969 people. ▪ Employees are aware of the above-mentioned policies before they start work.
Direct Hiring	▪ In 2024, 51.9% of migrant workers at PTI were recruited directly (Note). Note: Migrant workers recruited directly included Filipino blue-collar migrant workers whose contracts were directly extended by PTI upon expiration or who were hired directly by PTI without going through domestic or overseas agencies. ▪ 100% of the employees renewed are directly recruited.
Talent Retention and Development	▪ During the interview, candidates are introduced to PTI through the company profile. ▪ 14 pre-employment training sessions ▪ 28 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 402 people ▪ Establish a contract renewal system and incentive measures; adjust salaries based on circumstances, benefiting 390 people in total ▪ Excellent Migrant Worker Retention Program, a total of 8 assistant engineers and 15 foremen were transferred, a total of 23 people
Communication Channel	▪ Dormitory suggestion box ▪ HR communication hotline ▪ Social Media- Facebook: PTI Taiwan, Line @: PTI Education ▪ Care talks with resigned employees; 268 employees were interviewed.
Health Management	▪ Regulations to regulate health check-ups for migrant workers, 3,562 people in total ▪ Maternal health care and management ▪ Assessment and management of workers' return to work ▪ Consultation with on-site physician
Agency Management	▪ Monthly Meetings ▪ Quarterly evaluation ▪ Annual review ▪ Annual education and training

5.7.4 Parental Program

PTI understands the hardships of every pregnant woman, and therefore has designed a series of care measures for pregnant women and babies, so that every pregnant woman can work with peace of mind from pregnancy to delivery, and every baby can grow up happily from birth to kindergarten. By formulating a "work-life balance" strategy, we create a workplace environment that is both secure at work and family-friendly.

Reserved Parking Spaces for the Pregnant



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

Set up Breastfeeding Rooms



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 Incentives



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 2024, 186 employees applied for parental leave in PTI; among them, 36 were men and 156 were women. A total of 320 employees applied for maternity and paternity leave. The return to work rate for females who returned to work after parental leave at PTI reached 88%, while the return to work rate for males was 69%. The retention rate of females who retained 12 months after returning to work was 88%, and the rate for males was 78%.

Item	Employees in Maternity and Paternity Leave		Employees for Parental Leave	
Category	Paternity Leave - Male	Maternity Leave - Female	Male	Female
Subtotal	168	152	36	150
Total		320		186

Parental Leave Status

Item/Gender	Male	Female	Total
Number of employees eligible to apply for parental leave in 2024 (Note)	505	479	984
The actual number of applicants for parental leave in 2024	36	150	186
A. Number of employees expected to return to work after parental leave ended in 2024	39	143	182
B. Number of employees did return to work after parental leave ended in 2024	27	126	153
C. Number of employees returning from parental leave in 2023	27	130	157
D. Number of employees retained 12 months after returning to work from parental leave in 2023	21	114	135
Return to work rate (B／A)	69%	88%	84%
Retention rate (D／C)	78%	88%	86%

Note: "Number of people eligible to apply for parental leave in 2024" refers to the number of applicants who have applied for paternity leave and maternity leave between January 1, 2022 and December 31, 2024.

Under the pregnancy care plan, 320 employees of PTI applied for maternity leave or paternity leave in 2024. The number of births by PTI colleagues or their spouses has also remained stable. The total number of PTI babies born in recent years is as follows:

Year	2021	2022	2023	2024
Number of Births	362	333	331	320

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

5.7.6 Pregnancy Migrant Employee Protection

Pregnancy Far from Home—Welcoming Life with Support

According to the "Guidelines for Protecting the Rights and Interests of Migrant Workers and Women and Children" issued by the Ministry of Labor, migrant workers are fully protected during pregnancy, childbirth, and childcare. Employers are prohibited from unilaterally terminating the employment of pregnant migrant workers. During pregnancy, they 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 actively promoted pregnancy-related policies to raise awareness among migrant workers about their rights. In 2019, the company implemented a pregnancy care mechanism to safeguard their employment rights during pregnancy, helping them feel secure in staying in Taiwan to give birth.

	State	Births in Taiwan	Births Returned	Total
2021	Number of People	35	34	69
	Proportion	50.7%	49.3%	100%
2022	Number of People	40	21	61
	Proportion	65.6%	34.4%	100%
2023	Number of People	50	31	81
	Proportion	61.7%	38.3%	100%
2024	Number of People	52	17	69
	Proportion	75.4%	24.6%	100%

Pregnancy Is Tough—PTI's Care Makes It Easier

Migrant workers leave their home countries in pursuit of better job opportunities, and when they choose to start a family, PTI offers full support—treating them like family. Acknowledging the physical and work-related challenges of pregnancy, we strive to ease the burden for expectant mothers. Migrant workers who become pregnant in Taiwan may choose to return home or remain in Taiwan to work and raise their children. After maternity leave, foreign mothers can apply for parental leave to allow more time for recovery and bonding. We also assist with enrolling their children in Taiwan's health insurance system, helping to simplify administrative procedures and reduce stress.



5.7.7 Leave Policy

PTI designs employee leave policies based on local laws.

Item	Description
Maternity and Parental Leave	▪ Paid maternity and parental leave are provided in accordance with local laws. Eligible employees may apply based on individual needs. ▪ Employees are entitled to 8 weeks of paid maternity leave before or after childbirth, followed by the option to apply for parental leave. The company assists in applying for up to 6 months (approximately 24 weeks) of allowances and subsidies. Both parents are eligible. PTI proactively confirms return-to-work intentions 30 days before the end of parental leave.
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.

5.7.8 LOHAS PTI

PTI places great emphasis on employee health and well-being. In addition to offering competitive compensation and benefits, a wide range of activity programs is available for employees to choose from based on their interests. These initiatives support not only our employees but also their families, fostering a sense of belonging and unity while promoting a healthy and balanced lifestyle

Employee Club Activities

Clubs serve as a valuable channel for emotional connection and relaxation, enabling employees to bond through shared interests amidst their busy lives. We actively encourage and support employees to independently organize and participate in various clubs. The Welfare Committee provides a quarterly subsidy of NT$5,000 to assist with club activities. Currently, PTI has 11 employee-founded clubs, covering sports (e.g., softball, badminton, bowling, basketball, jogging, mountaineering, cycling), arts and culture (e.g., handicrafts, Zen), and other interests (e.g., volunteering, parent-child exploration), with a total of 429 members.

In addition to regular club activities, we host an annual "Club Carnival" to extend participation to employees' families. In 2024, six clubs—Badminton, Jogging, Parent-Child Exploration, Zen, Softball, and Bowling—organized events under the theme "Roaming Summer, Fun Clubs", attracting 512 employees and family members. Whether dynamic or relaxing, each activity reflected the enthusiasm of our people and created joyful summer memories together.










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Health and Stress Relief Courses

Amidst busy work schedules, it's important to take a well-deserved break. PTI utilizes its in-house rhythmic studio to offer stretching yoga and aerobic dance classes, inviting sports-loving employees to relax and recharge both body and mind. In 2024, four sessions were held, with 144 participants attending eight yoga classes and 113 participants joining seven aerobic dance classes.






Family Day Activities

Employees and their families are part of the PTI family. In 2024, two Family Day events—"Adults' Artistic World" and "Fun! SUPER"—each drew around 5,000 participants. These events not only fostered family bonding and joyful memories, but also incorporated a charitable element. The Hsinchu City Animal Protection and Epidemic Prevention Center was invited to provide free rabies vaccinations and pet microchipping on-site, resulting in 28 vaccinations and one microchip administered. Through these activities, we combined fun with meaningful community service.










Wonderful Tidbits




6

Social Engagement

6.1 Social Care and Participation 144

6.2 Industry-Academia Collaborations 150

Assist students

Served as the angel member of GOLF to assist students in early integration with the industry.

Actively cultivate

Conducted in-depth industry-academia collaboration activities in 21 schools, actively nurturing talents for the semiconductor packaging and testing industry.

Social Welfare

The social welfare investments of PTI in 2024 totaled NT$ 3,902,227 (15.4% increase compared to 2023).

Volunteer Service

Employees contributed 1,348 volunteer service hours in 2024, benefiting 4,746 individuals from social welfare activities.





6.1 Social Engagement
Social Care and Participation

6.1.1 Vision and Goals of Social Inclusion

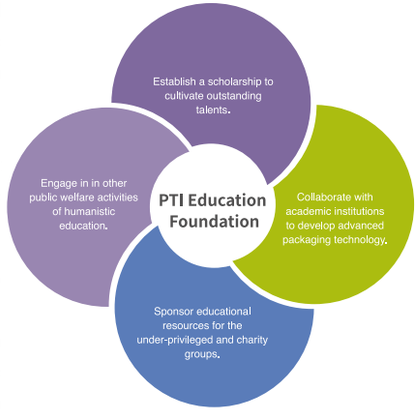
PTI is committed to advancing social inclusion by embedding the principle of "giving back to society and growing with it" into its sustainability strategy. Beyond technological innovation and business growth, we actively fulfill our corporate social responsibility by engaging with government agencies, NGOs, academic institutions, and charitable organizations to promote social welfare.

Our goal for social inclusion is to ensure that every child has equal access to education. By investing in educational resources, supporting grassroots sports activities, and adhering to the philosophy of "education as the cornerstone, technology as the driving force", we strive to integrate academic and practical knowledge, helping nurture future technology leaders.

In 2024, we continued to shape our vision for the Sustainable Development Goals (SDGs), with a focus on "SDG 1 No Poverty", "SDG 3 Good Health and Well-being", "SDG 4 Quality Education", and "SDG 10 Reduced Inequalities". Through diverse initiatives and stakeholder collaboration, we strive to build an inclusive and brighter future.

PTI Education Foundation

Since its establishment in 2017, PTI. has adhered to the core philosophy of "giving back to society and benefiting from it", actively promoting social inclusion and sustainable development. We founded the "PTI Education Foundation" with four key development areas:"Rural Education", "Educational Assistance", "Sports cultivation", and "Youth Empowerment", to fulfill our commitment to society, address social inequality, and create shared value.



Every year, we hold regular board meetings to review and report on the foundation's work plans, ensuring that all public welfare projects align with the foundation's mission and further enhance social impact. PTI will remain steadfast in upholding social responsibility and create a more inclusive future through concrete actions.

6.1.2 Social Impact Measurement

In 2024, PTI invested NT$3,902,227 in social initiatives, with employees contributing 1,348 hours of volunteer service, benefiting 4,746 individuals. This includes the company's public welfare participation, sponsorship donations, support for PTI Education Foundation activities, and employees' voluntary involvement in various initiatives. PTI continues to support disadvantaged children in rural areas (Da-Nan and Ching Shuei Elementary Schools), local schools (Hua Hsing Elementary School), and charitable organizations (Greenlight Seed Classroom, St. Francis Children's Center, Yu An Retarded Children's Home, Mu Hsiang Sweet Home). We also support rural and local baseball and softball teams (Wufeng and Shangguan Elementary Schools). PTI's long-term funding helps provide children with diverse learning opportunities, promote educational equality, and foster personal growth.

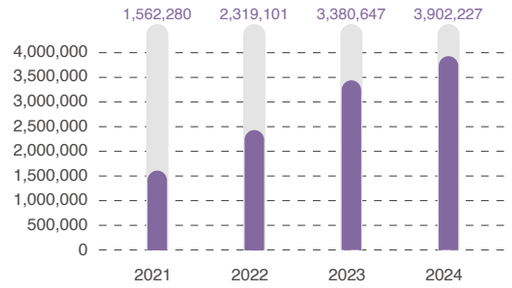
PTI's sponsorship program is a long-term commitment rather than a one-time donation. Beyond providing resources, it encourages active employee participation to inspire positive changes and shape a better future. Through collaboration with stakeholders, the company is deeply engaged in supporting the disadvantaged, promoting children's education, and fostering community development, leveraging local influence to create greater social value.

Social Investment Evaluation

To continuously and effectively manage the allocation and impact of social project resources, PTI adopted the B4SI framework (Business for Social Impact Framework) in 2024. By quantifying the impact of its social participation projects, PTI aims to enhance resource efficiency and achieve its sustainability goals.

Sponsorship Amount Overview of PTI Education Foundation

(Unit: NT$)



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2024 Types of Social Investment and Activity Classification

B4SI Three Motivations

(Unit: NT$)

Item	Total Amount	Proportion
Charitable Donations	300,000	7.69%
Commercial Initiatives	2,562,099	65.66%
Community Investments	1,040,128	26.65%

B4SI Four Forms

(Unit: NT$)

Item	Total Amount	Proportion
Cash Donations	2,446,700	62.70%
Volunteer Personnel Expenses	86,488	2.22%
In-kind Donations	179,499	4.60%
Management Fees	1,189,540	30.48%

2024 Key Themes of Social Engagement

Social Welfare Focus	Social Benefits	Target Audience	2024 Key Projects	Actions
Rural Education	Enhance learning resources and opportunities for rural and disadvantaged families, bridging the gap in educational resources.	▪ Rural schools ▪ Disadvantaged families	▪ Transforming Education: Rural Assistance Program ▪ Science is Fun! Science Education Activities	▪ Sponsored diversified learning programs at Da-Nan Elementary School and Ching Shuei Elementary School (49 beneficiaries) ▪ Organized rural science education activities (87 beneficiaries)
Educational Assistance	Inject educational resources into disadvantaged groups, public welfare organizations, and local schools, fulfilling corporate social responsibility.	▪ Public welfare organizations ▪ Local schools ▪ Disadvantaged groups	▪ Inject educational resources into public welfare and disadvantaged groups ▪ "Big Hand Holding Little Hand" Dream Fulfillment Program ▪ Green Light Seed Classroom Summer Activities	▪ Sponsored Green Light Seed Classroom; supported after-school tutoring and adaptive learning (120 beneficiaries) ▪ Sponsored Mu Hsiang Sweet Home, Yu An Retarded Children's Home, and St. Francis Children's Center (160 beneficiaries) ▪ Implemented Big Hand Holding Little Hand Program at local elementary schools (37 beneficiaries) ▪ Held summer activities at Green Light Seed Classroom (36 beneficiaries; 120 volunteer hours)
Sports Cultivation	Encourage children's passion for baseball and cultivate perseverance and dedication.	▪ Student athletes in rural schools	▪ Baseball Development: Talent Cultivation Program ▪ 9th PTI Softball Cup	▪ Sponsored Wufeng Elementary School baseball and softball team in Hsinchu County (27 beneficiaries) ▪ Sponsored Shangguan Elementary School baseball and softball team in Hsinchu County (48 beneficiaries) ▪ Organized the 9th PTI Softball Cup (110 beneficiaries)
Youth Empowerment	Support young talents with professional training and career guidance to help them integrate into the semiconductor industry.	▪ Youth Students in the GOLF ▪ Academic year, semester, and summer interns ▪ Industry-academia collaboration schools ▪ Industry-academia collaboration interns	▪ Scholarship Program ▪ Academia-Industry Bridging Program ▪ Industry-Academia Collaboration	▪ Provided career guidance to help students prepare for workplace challenges. ▪ Collaborated with GOLF to develop semiconductor digital academy curriculum for college students ▪ Awarded scholarships to 39 students to encourage academic excellence and personal growth ▪ Co-hosted 2 career seminars with 104 Talent Optimization Program

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6.1.3 Highlight Public Welfare Projects

Rural Education Empowerment Initiative 1

What We Want to Solve

Taiwan continues to face pronounced urban-rural disparities, particularly in educational resources. In remote mountainous areas, schools often lack access to diverse learning environments. With many parents occupied by demanding livelihoods, children are left unattended after school hours. This not only places them at a disadvantage in their educational journey but also increases the risk of broader social issues.

How We Respond

Every dream begins with a spark of opportunity. At PTI, we believe that every child holds limitless potential. Since 2018, PTI has launched the "Rural Education Empowerment Initiative", sponsoring two rural elementary schools in Miaoli and Hsinchu. Through long-term resource support, we have helped establish weekly after-school programs, including diverse learning clubs and tutoring every Wednesday. PTI also encourages its employees to volunteer as classroom mentors, providing consistent companionship and support throughout the children's development.

Our Actions

- Rural Education Empowerment Initiative
- Science is Fun! Science Education Activities

Rural Education Empowerment Initiative –Sponsoring for eight consecutive years, with 101 beneficiaries and 74 volunteer hours in 2024

PTI has been sponsoring this initiative for eight consecutive years, demonstrating its long-term commitment to improving educational opportunities in underserved areas. In 2024, the program benefited 101 rural children, with 74 volunteer hours dedicated to supporting their growth and learning. PTI continues to focus on enhancing education in rural communities. Through this sustained support, the company aims to reduce the impact of geographic and resource constraints by providing enriched learning environments and ongoing companionship from volunteers, ensuring that all children have access to equal educational opportunities.



<Video> Transforming Education, Empowering Dreams: https://youtu.be/JQjxXM0J_uE

Science is Fun! Science Education Activities – In 2024, there were 87 beneficiaries and 74 volunteer hours

In 2024, this program benefited 87 students and teachers from Miaoli Da-Nan Elementary School and Hsinchu Ching Shuei Elementary School. With the support of 74 volunteer hours, students visited the Taichung National Museum of Natural Science under the guidance of professional educators. This initiative, organized by the PTI Education Foundation, allowed students to engage directly with science in an interactive setting, reinforcing what they learned in the classroom. For many participants, especially those about to graduate, the experience served as a meaningful highlight in their educational journey and left a lasting positive impression.

"I really liked PTI's event. Thanks for letting me explore with my friends!"

"Dear big brothers and sisters, the science museum trip was super fun. I loved the rainforest part!"



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Sports Cultivation 2

What We Want to Solve

Rural schools often lack adequate sports facilities, training resources, and opportunities for interest-based development. Additionally, gender inequality and barriers to sports participation remain prevalent. Through inclusive sports programs, we aim to help children enhance physical fitness, build confidence, and create equal opportunities for personal development.

How We Respond

Since 2022, PTI has promoted children's holistic development by supporting interest cultivation through sports. PTI sponsors baseball and softball teams at two elementary schools in Hsinchu County, enabling students to develop athletic skills and confidence through structured training and team-based competition. These efforts help children discover their potential and embrace a healthier, more empowered life.

Our Actions

- Passing the Baton to the Future: Cultivating Sports Talent Program
- The 9th PTI Cup Softball Tournament

Passing the Baton to the Future: Cultivating Sports Talent Program-In 2024, the program reached 49 student beneficiaries, with volunteers contributing a total of 30 service hours

Since 2022, PTI has supported the development of children's diverse interests through sports. By sponsoring baseball and softball teams at Wufeng Elementary School and Shangguan Elementary School in Hsinchu County, PTI fosters inclusive sports participation. Through consistent training, mentorship, and team collaboration, the initiative helps children enhance physical fitness, build self-confidence, and develop core values such as perseverance and teamwork.

The 9th PTI Cup Softball Tournament – 110 people benefited, with volunteers contributing a total of 50 hours

Through collaboration with the softball club, the popularity of baseball and softball sports has been promoted, encouraging rural children to participate in sports activities, enhancing their self-confidence and team spirit. This tournament transcends age boundaries, allowing older siblings to share the joy and spirit of sports with the children, strengthening community connections and care. PTI's continuous investment helps children find themselves in sports, pursue their dreams, and extend this effort and persistence to every aspect of their lives, paving the way for their future.





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Educational Assistance 3

What We Want to Solve

To address the issue of insufficient educational resources and unequal learning opportunities for children in disadvantaged and rural areas, while enhancing their teamwork, creativity, and responsiveness through engaging activities. Furthermore, PTI is dedicated to alleviating children's fear of learning, providing them with the opportunity to learn and grow in a relaxed and enjoyable environment.

How We Respond

As a responsible corporate citizen, PTI undertakes the responsibility of supporting the education of disadvantaged and rural children. Our role is to act as a bridge, delivering resources and care to the places where they are needed. Through a variety of engaging and enjoyable activities, we create an environment where children can learn and develop their personal potential in a relaxed atmosphere. Through partnerships with educational institutions, PTI creates meaningful, interactive educational experiences that help children acquire valuable life skills beyond the classroom.

Our Actions

- Injecting educational resources into public welfare and underprivileged groups
- "Big Hands Holding Little Hands" Dream Fulfillment Program
- Green Light Seed Classroom Summer Program

Injecting Educational Resources into Public Welfare and Underprivileged Groups – Approximately 280 beneficiaries in 2024

The PTI Education Foundation has long supported the educational development of disadvantaged and rural children, with a particular focus on the Green Light Seed Classroom in Hsinchu County. These classrooms are located in Xinpu, Erchong, and Zhudong. In addition to providing funding and resources, we also arrange for volunteers to actively engage with the children, learning and sharing alongside them, serving as a warm support on their growth journey.

We believe that by integrating education with entertainment, we can help children broaden their horizons, foster their acceptance of new knowledge and ideas, and cultivate confidence and vitality in the learning process. PTI's efforts extend beyond supporting the Green Light Seed Classroom, encompassing contributions to public welfare organizations such as St. Francis, Yu An Retarded Children's Home, Mu Hsiang Sweet Home, as well as local schools. We believe every child should have equal learning opportunities; this is not only our mission but also our commitment to the future.

"Big Hands Holding Little Hands" Dream Fulfillment Program – 37 Beneficiaries in 2024

Hua Hsing Elementary School in Hukou Township was established in response to the development of the industrial zone. Recognizing the close relationship between the industrial zone and the school, PTI has newly injected resources into the "Big Hands Holding Little Hands" Dream Fulfillment Program at Hua Xing Elementary School in 2024. This initiative aims to enhance local elementary education resources, foster the growth of the school, and establish a mutually beneficial cooperation mechanism between the school and the industrial zone, ensuring the success of every child.

Green Light Seed Classroom Summer Activities – 44 Beneficiaries and a Total of 120 Volunteer Hours in 2024

In the 2024 summer internship program, the Human Resources Department collaborated with the PTI Education Foundation to design and implement a series of creative and educational activities, including ice-breaking games, idiom challenges, memory training, and handmade creative activities. These activities not only sparked the children's interest in learning but also effectively enhanced their social skills and teamwork spirit. Through these arrangements, we are committed to helping students develop comprehensive abilities, particularly in confidence, problem-solving, and creativity.

At the same time, corporate volunteers actively participated, selflessly dedicating their time and enthusiasm, allowing the children to grow in a joyful atmosphere and embodying PTI's commitment to social responsibility. We believe these activities not only promote the growth of the students but also enhance the employees' sense of social responsibility, further strengthening the positive relationship between the company and the community.





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Youth Empowerment 4

What We Want to Solve

The semiconductor packaging and testing industry faces challenges such as talent shortages and the disconnect between academic learning and practical application. Many young students have academic qualifications but lack hands-on experience, making it difficult for them to smoothly transition into the workforce. Therefore, addressing the gap between academic learning and practical work experience for young students has become an urgent issue to solve.

How We Respond

PTI leverages its core expertise in the semiconductor packaging and testing industry to empower youth and bridge the gap between academic learning and practical application, fulfilling its responsibility for youth development. We share learning resources externally and strive to build a bridge between academia and the workplace. By collaborating with academic institutions, we provide a wealth of learning resources and internship opportunities to help young students transition smoothly into the workforce. Through promoting industry-academia collaboration programs and professional training courses, we aim to close the gap between academic knowledge and practical application, nurturing high-quality talent that meets industry needs.

Our Actions

- Scholarship Program
- Academia-Industry Bridging Program
- Industry-Academia Collaboration

Scholarship Program –Continuously Held for 8 Years, 39 Students Awarded in 2024

PTI established the Scholarship Program to support outstanding students in pursuing their dreams, encouraging them to continue learning and growing in their fields of interest. In 2024, we awarded scholarships to 39 students, helping them alleviate academic burdens and focus on their studies and future development. This program not only supports students in their academic journey but also motivates them to realize their potential, take on challenges, and become future leaders and talents.





Academia-Industry Bridging Program – Deeply Cultivated for 8 Years

PTI collaborates with the supply chain to actively foster youth development and reduce the gap between academic learning and practical application. In 2018, PTI joined the GOLF (Gap of Learning & Field), partnering with enterprises and academic institutions to promote diverse education and talent cultivation. Through sustained investment in learning resources, we give back to society and support the "Academia-Industry Bridging, Youth Empowerment" initiative alongside our suppliers. By leveraging the strengths of industry, we provide both online and offline learning opportunities to enhance students' professional and soft skills, cultivate high-potential talent in semiconductor packaging and testing, and contribute to the sustainable development of Taiwan's technology workforce.

Industry-Academia Collaboration – Over 600 Beneficiaries in 2024

PTI actively drives multiple industry-academia collaboration projects, working with academic institutions to offer specialized classes in the semiconductor packaging and testing industry, while providing students with internship opportunities to gain practical experience during their studies. We also engage with external organizations such as the 104 TOP Program for colleges and universities and the CommonWealth Magazine Talent Sustainability Association. Through these partnerships, we contribute corporate expertise, offer internships, and provide resource support to fully prepare young students for entry into the semiconductor industry, establishing a strong talent pipeline for the future. For more details, please refer to "Chapter 6.2 Industry-Academia Collaboration" of this report.

Disaster Relief 5

PTI and its Japanese subsidiary, Tera Probe, jointly donated 10 million yen to assist with disaster relief efforts in Japan.



PTI and its Japanese subsidiary, Tera Probe, jointly donated 10 million yen to the Japanese Red Cross to support disaster relief efforts following the Ishikawa earthquake. Through this donation, we express our concern and solidarity with the victims. Given our long-standing and close relationships with suppliers and customers in Japan, we hope that this contribution will help provide urgently needed resources to the affected areas, assist in rebuilding homes, and enable the victims to return to normal life as soon as possible. This initiative underscores our commitment to social responsibility and compassion.

Social Engagement

6.2 Industry-Academia Collaborations

With continuous innovations in semiconductor technology and applications, the demand for talent is becoming increasingly competitive, presenting a significant challenge to business operations. In addition to consistently investing in internal employee training, PTI recognizes the need to proactively cultivate potential semiconductor packaging and testing talent to mitigate the risks associated with talent shortages. To address this, PTI extends its corporate influence to academic campuses, promoting the "Popularization of Packaging and Testing Knowledge" and the "Elite Talent Development Program" to build a stable, sustainable talent pipeline.

6.2.1 Popularization of Packaging and Testing Knowledge

Donation of Equipment and Talent Cultivation through Practical Training

PTI has long-term partnerships with local universities, such as Minghsin University of Science and Technology. Through equipment donations, PTI supports schools in establishing semiconductor packaging and testing production lines to cultivate talent. PTI also assigns senior engineers to conduct hands-on training on the equipment, helping students obtain the "Semiconductor Packaging Engineer Certification" and nurturing them into professional packaging and testing technical talents.

Item	2024 Achievements
Equipment Donation	Donated 9 units, valued at approximately NT$3.7 million (based on the Central Bank's closing exchange rate as of December 31, 2024).
Packaging Certification	58 students successfully obtained the certification.





Semiconductor Career Seminars and Company Visits

Additionally, PTI has strengthened its collaboration with universities and vocational high schools by sharing insights into the semiconductor value chain, packaging and testing processes, and advancements in advanced packaging technologies. PTI also organizes company site visits to help students gain first-hand exposure to the workplace environment and operational workflows of semiconductor packaging and testing production lines. Furthermore, PTI partners with 104 Career Academy to assist in teaching the Talent Optimization Program courses, sharing practical insights on ESG integration in business operations within the semiconductor packaging and testing industry, while also highlighting essential workplace competencies to enhance students' job readiness. In total, 905 students participated in and benefited from these initiatives in 2024.

No.	School	Number of Sessions	Cumulative Beneficiaries
Semiconductor Career Seminars			
1	National Central University	2	160
2	National Tsing Hua University	1	32
3	Chung Yuan Christian University	1	32
4	Minghsin University of Science and Technology	10	590
Company Visits			
5	Yuan Ze University	1	26
6	Minghsin University of Science and Technology	4	65
Total		19	905



6.2.2 Elite Talent Development Program for Semiconductor Packaging and Testing

Diverse Internship Programs

PTI believes that internship programs not only help students gain clearer insights into potential career pathways, but also enable companies to identify high-potential individuals who align with the organization's values. This approach supports accelerated talent acquisition and helps close workforce gaps. To this end, PTI offers three types of internship opportunities each year: summer, semester-based, and full academic-year internships, thereby establishing a stable and high-quality talent pipeline.

For semester and academic-year internships, PTI focuses on cultivating function-specific high-potential talent. Interns are paired with experienced mentors for a three-month period, during which they receive professional skill development guidance. Additionally, PTI delivers structured training programs tailored to each department's job function, based on a standardized Departmental Professional Competency Matrix. To foster engagement, PTI provides the Let's Café Care Program, which allows mentors and supervisors to hold regular one-on-one conversations with interns in a relaxed setting to discuss progress and personal development. The company also offers internship scholarships and retention incentives to encourage strong performance and long-term employment post-graduation.

For summer internships, the focus is on exploring the semiconductor packaging and testing industry. Students are introduced to various functions across the business, complemented by weekly networking activities and seminars led by team leaders and managers. Over a two-month period, students build professional networks and deepen their understanding of the industry. Now in its seventh year, this talent cultivation initiative has trained over 120 students.

Industry-Academia Internship and Summer Internship

No.	School	Number of People
1	National Central University	1
2	Yuan Ze University	3
3	University of California, Berkeley	1
4	Hungkuang University	1
5	University of Illinois	1
6	Minghsin University of Science and Technology	38
7	National Formosa University	1
8	Chang Jung Christian University	1
9	Williams College	1
10	National Kaohsiung University of Science and Technology	3
11	National Tsing Hua University	2

No.	School	Number of People
12	National Yang Ming Chiao Tung University	1
13	National Chin-Yi University of Technology	2
14	National Taipei University of Technology	3
15	National Taiwan University	1
16	National Taiwan University of Science and Technology	2
17	Tamkang University	1
18	Feng Chia University	1
19	Purdue University	1
20	University of Taipei	1
21	Ming Chuan University	1
Total	21 schools	67 people



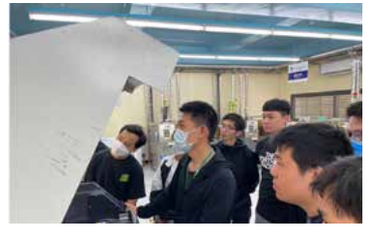






Industry-Academia Collaboration Programs and Packaging Engineer Training Courses

Additionally, PTI actively participates in government-led talent development programs. Through collaboration with vocational high schools, we have launched dedicated Industry-Academia Collaboration Programs to proactively engage graduating students with an interest in the semiconductor industry. These programs aim to cultivate future talent in equipment engineering through early-stage participation. In 2024, a total of 19 students completed internships at PTI. Furthermore, PTI took part in the Semiconductor Innovation Empowerment Program, initiated by the Department of Industrial Technology under the Ministry of Economic Affairs. In partnership with Minghsin University of Science and Technology, we developed a specialized training track for semiconductor packaging and testing talent. The program provides a 150-hour training curriculum designed to help graduating students obtain the Semiconductor Packaging Engineer Certification prior to entering the workforce, along with job-matching support. In 2024, four individuals were successfully recruited through this initiative, bringing the cumulative total to 21 graduates who have commenced their careers at PTI via this talent development pipeline.







Through these initiatives, PTI firmly believes that a tripartite collaboration between industry, government, and academia will significantly increase awareness of PTI and the semiconductor packaging and testing sector across campuses. In the face of long-term talent sustainability challenges, PTI remains committed to proactively nurturing packaging and testing professionals and advancing the company's sustainable talent development strategy.

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Environmental Sustainability

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7.3 Waste and Pollutants 165

7.4 Biodiversity 169

7.5 Green Products 173

CDP (Carbon Disclosure Project)

- Climate Change B Ratings in the Management Band
- Water Security B Ratings in the Management Band

Energy / Resource Efficiency

- The energy intensity in 2024 was 0.055 GJ/ thousand (NTD). A 4.31% decrease compared to 2023. Moving forward, the goal is to continuously reduce energy consumption and enhance energy efficiency.
- Actively implemented 159 energy conservation and carbon reduction measures for plant management and production process facilities.

Renewable Energy Blueprint

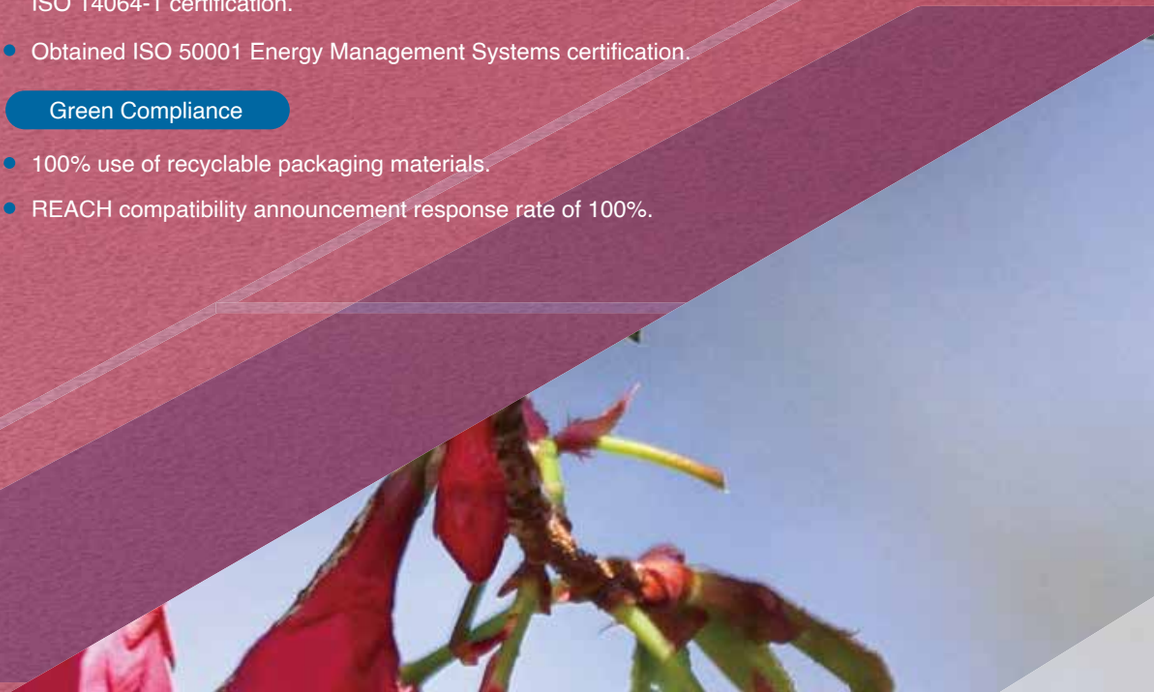
- In 2024, 24.42 million kWh of renewable energy was used via self-generated solar power and redistributed purchased green energy.

Environmental Management System

- Voluntarily completed the greenhouse gas emission inventory (Category 1~6) with ISO 14064-1 certification.
- Obtained ISO 50001 Energy Management Systems certification.

Green Compliance

- 100% use of recyclable packaging materials.
- REACH compatibility announcement response rate of 100%.





7.1 Environmental Sustainability
Climate and Energy

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

7.1.1 Enhanced Climate Resilience - Task Force on Climate-related Financial Disclosures (TCFD)

Extreme weather events are occurring more frequently around the world, increasingly impacting business operations and social activities. To align with international trends, PTI implemented climate-related risk and opportunity identification with the support of senior executives in accordance with the framework of the Task Force on Climate-related Financial Disclosures Recommendations (TCFD Recommendations). We assess climate change risks across different organizations and response measures.

We regularly organize "Climate Risk and Opportunity Workshops" to prioritize identified transition risks (including policy and legal, market, technology, and reputation risks) and physical risks. The outcomes are disclosed to highlight the potential impacts of climate change. Based on the assessment, we develop response strategies to mitigate climate risks and enhance climate resilience.

PTI TCFD Framework

Governance	▪ The Board of Directors regularly reviews the risks and opportunities associated with climate change and water resources. ▪ The 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 short, medium and long-term climate risks and opportunities through cross-departmental 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 management mechanisms and response measures for major risks and opportunities, integrate them with the company's operational risks, and regularly report implementation results to the board of directors and the management team. ▪ Evaluated future management measures and monetized the resources into financial costs. ▪ Organized workshops to strengthen the employees' climate awareness.
Metrics and Targets	▪ Develop management indicators and targets for climate risks and opportunities, and regularly review progress and implementation effectiveness, such as carbon emissions and water resources. ▪ 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.

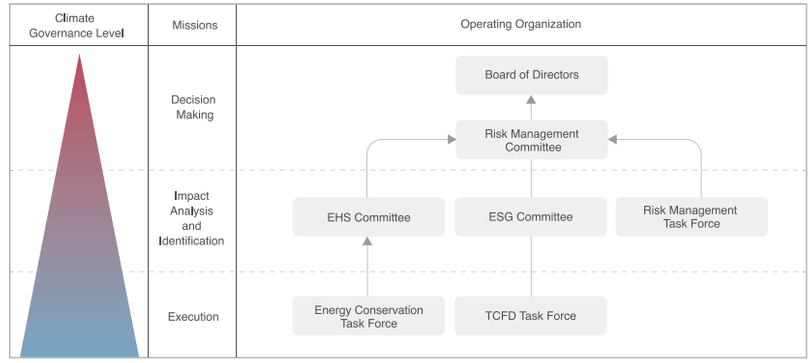
Climate Governance

PTI pays close attention to the governance functions of senior management for corporate sustainability. We established the climate risk identification and response process with top-down command and supervision as well as bottom-up response and reporting. The TCFD Task Force and Energy Conservation Task Force carry out implementation efforts and report their findings to the Environment, Health, and Safety (EHS) Committee, the ESG Committee, and the Risk Management Task Force. These reports encompass a comprehensive impact assessment and risk identification related to climate change, ensuring a thorough evaluation of emerging challenges. The consolidated findings are then submitted to the Risk Management Committee for strategic review and informed decision-making.

We also conducted the impact analysis and risk identification of climate change and reported results to the Risk Management Committee. We integrated climate risk identification, assessment and management processes into the company's overall risk management system to complete the operating mechanisms for climate governance. The company also regularly used annual reports, discussions and implementation presentations on sustainability and climate issues in meetings of the Board of Directors and cross-organization committees to continuously strengthen the organization's resilience in the face of climate change.

Organizational Operating Model

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



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Board Participation and Operating Organization

PTI is committed to protecting shareholders' rights and interests, with the Board of Directors playing a central decision-making role in business operations. Additionally, the Board is responsible for overseeing and leading the implementation of climate change and sustainability management strategies. Under its governance, the Risk Management Committee, Remuneration Committee, and Audit Committee supervise corporate sustainability and climate change management actions, regularly reporting their findings to the Board of Directors.

Organization	Board of Directors	Risk Management Committee	Remuneration Committee	Audit Committee
Responsibilities	Supervise sustainability management strategies and actions.	Assist in the review of risk management policies, identification and adaptation to climate-related risks, risk appetite, and supervision of the implementation of risk management systems.	Evaluate and ensure the link between remuneration for individuals and the company's operational performance and sustainability performance (Environmental, Social, Governance).	Supervise the overall business risks of the company.

Management Responsibilities and Roles

To promote carbon reduction and environmental sustainability, we need the support of senior executives as well as the participation and cooperation of all units. PTI uses the sustainability targets and the cross-functional organizations as the basis to set out the items of concern in all aspects of environmental sustainability and provides senior executives and the management with a comprehensive overview as well as effective support and assistance.

Organization	Risk Management Task Force	ESG Committee	EHS Committee
Responsibilities	To ensure the successful implementation of corporate governance, the "Risk Management Task Force" was created under the Risk Management Committee, where a task group was formed with the President acting as the group leader supported by an assistant group leader. The Corporate Governance Officer serves as the executive secretary and quarterly meetings are convened to discuss risks including the impact and hazards of extreme weather on the operations of the company. The results are presented to the Risk Management Committee annually to ensure the effectiveness of risk management.	It discusses management affairs for corporate sustainable development. The President serves as the convener and the Sustainability Development Management Dept. serves as the executive secretary to support related operations for attaining the targets in the Sustainable Development Policy and communicate the issues of concern to stakeholders. ▪ TCFD Task Force: The Sustainability Development Management Dept. serves as the convener for identifying TCFD climate-related risks and opportunities each year. It also compiles the results of identification, reporting to ESG Committee for reference by the management team in decision-making.	The President serves as the convener and takes charge of occupational safety and environmental protection matters to prevent the occurrence of occupational accidents and pollution, improve safety and health measures of the operating environment and strengthens EHS management. Meetings are convened every quarter to discuss climate change and environmental protection issues, such as the establishment of environmental and energy conservation performance indicators and the follow-up and improvement of GHG inventories' results. ▪ Energy Conservation Task Force: The Plant Engineering Department serves as the convener to discuss and study energy conservation issues and energy management each year. They compile the annual energy conservation statistics to be reported to the EHS Committee.

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Comprehensive Risk Management

To ensure the sustainability of corporate operations and protect stakeholders' rights, PTI established the Risk Management Committee in accordance with the "Risk Management Regulations". The committee oversees the Risk Management Task Force, which integrates and manages various potential risks that may impact operations. It convenes at least once a year to report risk management conditions or significant risks to the Board of Directors, enabling the Board to implement appropriate risk management and business continuity measures.

The Risk Management Task Force comprises five functional teams covering operations, hazards (including climate hazards), information security, finance and insurance, and legal affairs. These teams identify, gather, and monitor internal and external risk information, continuously track risk factor ratings, and implement improvement measures. They also regularly present their findings to the Risk Management Committee. The Task Force convenes quarterly meetings to assess the performance of each functional team and review the business continuity plan, ensuring the suitability, effectiveness, and efficiency of ongoing operations. (For details, please refer to "Chapter 2.3 Risk Management" in this report.)

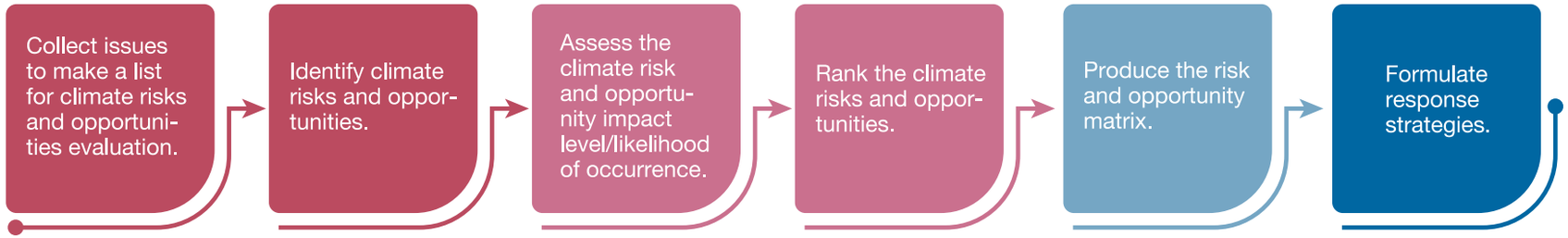
Enterprise Risk Management			
Business Impact Analysis and Risk Identification	Risk Control	Business Continuity Management	Monitoring and Reporting
▪ The Risk Management Task Force uses risk attributes (severity and frequency) to evaluate the risk incident level and impact on operations. ▪ The risk identification results are reported to the Risk Management Committee.	▪ Risk communication with all units/businesses for risk management and mitigation measures. ▪ The Risk Management Committee implements the risk control program and continuously improves it.	▪ Establish contingency action plans, crisis management, and business continuity plans. ▪ BCP Task Force implements response and recovery exercises for major incidents. ▪ Implement hazard awareness training for all employees.	▪ Compile information on risk identification, assessment, and control measures within the organization and report to the Risk Management Committee and the Board of Directors.

The 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 Dept. After integrating external information and PTI's operational status to develop climate risk and opportunity assessment projects, a TCFD workshop is convened, bringing together departments such as plant engineering, environmental safety, research and development, business operations, supply chain management, legal affairs, and finance to review and discuss the assessments.

In 2024, the company identified 10 climate risk factors and 8 climate opportunity factors. The assessment of climate risks considers both the likelihood of occurrence and severity of impact, with the two highest-scoring risks categorized as high-risk. Similarly, the identification of climate opportunities follows a comparable approach, with the two highest-scoring opportunities designated as major opportunities. Going forward, PTI will continue to monitor relevant trends and developments in this area.



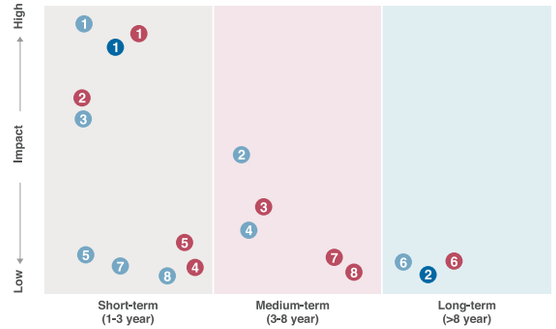
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Climate-related Risk and Opportunity Matrix

PTI assesses the impact of climate-related risks and opportunities on its operations, prioritizes risks based on their significance, and formulates response strategies accordingly.

The results of the climate risk matrix indicate that the top two major risks fall under the categories of "Policy and Legal" and "Physical Risks". Based on the combined calculation of likelihood of occurrence and severity of impact, the two highest-ranked risks are "Increased Requirements for Renewable Energy Use" and "Impacts of Extreme Weather (e.g., Typhoons and Floods)". To address these risks, PTI has established control measures, conducted resource allocation assessments for response strategies, and evaluated potential enhancements for future risk mitigation.

The climate opportunity matrix results highlight that the top two major opportunities belong to the "Products and Services" and "Energy Source" categories. According to the combined calculation of likelihood of occurrence and impact severity, the two highest-ranking opportunities are "Developing Innovative Low-Carbon Products or Services" and "Utilizing Low-Carbon Energy". PTI actively evaluates potential implementation plans for these opportunities to maximize the benefits of climate-related opportunities.



Opportunity

1. Developing Innovative Low-Carbon Products and Services
2. Utilizing Low-Carbon Energy
3. Resource Substitution/Diversification
4. Resource Recycling and Reuse
5. Adoption of New Technologies
6. Channels for Entering New Markets
7. More Efficient Manufacturing Processes and Delivery Procedures
8. Reducing Water Usage and Consumption

Risk

Transition Risks
1. Increased Requirements for Renewable Energy Use
2. Changes in Consumer Habits
3. Carbon Tax Collection
4. Increasing Investor Attention and Pressure
5. Increase in Raw Material Costs
6. Low-Carbon Alternative Products and Services
7. Uncertainty in the Development of New Technologies
8. Increasing Carbon Emissions Disclosure Requirements

Physical Risks
1. Increasing Severity of Extreme Weather (such as Typhoons and Floods)
2. Rising Average Temperature

Climate-related Financial Impact Analysis

Category	Climate-related Risk (△) / Climate-related Opportunity (☆)	Potential Financial Impact	Response Plans	Administrative Cost
Physical Risk / Climate-related Opportunity	△ Impacts of Extreme Weather (e.g., Typhoons and Floods) (short-term) ☆ Resource Recycling and Reuse (short-term) ☆ Reducing Water Usage and Consumption (medium-term)	▪ Conditions affect production and cause financial losses and decreased revenue. ▪ Unstable prices of material supply increase operating costs.	▪ Strengthen the management and monitoring of water resources and introduce the ISO 46001 Water Efficiency Management System to reduce the risk of water shortage or flood disasters. ▪ Implement waste recycling and reduce waste generation. ▪ Operate the ISO 22301 Business Continuity Management Systems to strengthen the resilience of disaster response and recovery.	▪ About NT$8 million is invested annually in water resource management, circular economy, and the building of disaster and response capabilities.
	△ Rising Average Temperature (long-term)	▪ Increase in electricity consumption, cost, and carbon emissions.	▪ Implement energy conservation projects. ▪ Install rooftop renewable energy facilities.	▪ About NT$6 million is invested annually in implementing ISO 50001 and various energy-saving and carbon-reduction measures. ▪ Annually, NT$60 million is allocated for renewable energy infrastructure and certificate procurement.

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Category	Climate-related Risk (△) / Climate-related Opportunity (☆)	Potential Financial Impact	Response Plans	Administrative Cost
Transition Risk / Climate-related Opportunity	△ Increased Requirements for Renewable Energy Use (short-term) ☆ Utilizing Low-Carbon Energy (short-term)	▪ Directly increases operational costs and requires additional expenditure for renewable energy infrastructure.	▪ Established a renewable energy procurement project team. Set up renewable energy power generation facilities (solar panels) and energy storage facilities and purchased renewable energy certificates 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.	▪ Annually, NT$60 million is allocated for renewable energy infrastructure and certificate procurement.
	△ Increasing Requirements for Carbon Emission Disclosure (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.	▪ Approximately NT$1.5 million is invested annually in greenhouse gas inventory and carbon information disclosure.
	△ Carbon Tax Collection (short-term) ☆ Resource substitution/diversification (medium-term)	▪ Increased operating costs (e.g., purchase/repairs of energy conservation and carbon reduction facilities and operating costs).	▪ Establishment and operation of the ISO 50001 Energy Management Systems. ▪ Implement energy efficiency improvement projects, replace old equipment, factory facilities, and other energy-saving and carbon-reduction measures.	▪ About NT$6 million is invested annually in implementing ISO 50001 and various energy-saving and carbon-reduction measures.
	△ Uncertainty in the Development of New Technologies (short-term) △ Changes in Consumer Habits (medium-term) ☆ Adoption of New Technologies (short-term)	▪ Decrease in product orders and increase in additional communication costs for the client.	▪ Establish a monitoring mechanism for relevant laws, regulations, and trends, and make good use of multiple channels to maintain smooth communication and engagement with stakeholders. ▪ Voluntarily join domestic and foreign climate-related organizations or initiatives. ▪ Disclose the company's low-carbon and sustainability actions with transparency and openness for responding to climate change to improve the company's sustainability image.	▪ About NT$4.5 million is invested annually in research and monitoring regulations and trends, establishing multiple communication channels and participating in domestic and international initiatives.
	△ Increasing Investor Attention and Pressure (medium-term)	▪ Unable to satisfy the stakeholders' expectations, resulting in damage to the company's reputation.		
	△ Low-Carbon Alternative Products or Services (long-term) ☆ Channels for Entering New Markets (long-term) ☆ More Efficient Manufacturing Processes and Delivery Procedures (medium-term) ☆ Developing Innovative Low-Carbon Products or Services (short-term)	▪ Increased R&D and operating costs. ▪ Capacity planning constraints (reduction in the demand for existing specific services and technologies).	▪ Invest in low-carbon and eco-friendly products or processes. ▪ Move towards green manufacturing processes and smart factories.	▪ Investing in the research and innovation of low-carbon products, as well as raw material development, with an annual investment of approximately NT$20 million.
	△ Increase in Raw Material Costs (short-term)	▪ The increase in the cost of energy and other raw materials leads to an increase in expenditure and a decrease in profits.	▪ Continue to search for diverse suppliers to stabilize purchase prices in the market. ▪ Continue to communicate with suppliers to control the increase in material costs.	

7.1.2 Energy Management

The energy sources at the PTI's operational sites include electricity, natural gas, and diesel, with no additional heat supply. These energy sources are provided by government-operated power plants, public gas utilities, and fuel stations, with electricity being the primary energy consumption. To monitor energy usage and improve efficiency, the company has implemented an energy management system, with eight facilities obtaining ISO 50001 certification, reinforcing energy-saving initiatives. Additionally, PTI has introduced energy efficiency measures across facilities, processes, and buildings, ensuring sustainable and responsible energy consumption. Such energy-saving measures include replacing compressed air-cooling water with chilled water systems, upgrading outdated drying equipment to high-efficiency models, recycling process water to minimize consumption, optimizing machine settings to enhance efficiency, upgrading computers to energy-saving models, improving lighting systems for better energy conservation, and implementing power-off protocols after working hours to prevent unnecessary energy loss. These initiatives aim to reduce overall energy consumption and enhance sustainability across operations.

- Purchase of renewable energy in 2024 (total: 20,894 certificates).
- Quantified data on energy savings and carbon reduction:
  PTI achieved electricity savings of 14,182,415 kWh in 2024 (estimated internally), reducing approximately 7,006.11 metric tonnes of CO_2 emissions. This accomplishment successfully met the company's 1% energy-saving target.

Energy and Water Resources Policy

- The organization's activities, products and service follow Energy and Water resources policy and "Energy review" and "Water resources performance management pre-operation procedures" to decrease Energy and Water resources impact.
- The policy should be appropriate to the scale of the organization's Energy and Water resources risks.
- The policy should include a commitment to satisfy applicable legal requirements and other requirements related to Energy and Water resources efficiency, Energy and Water resources use and Energy and Water resources consumption.
- 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 resources performance.
- Support design activities that consider Energy and Water resources performance improvement.

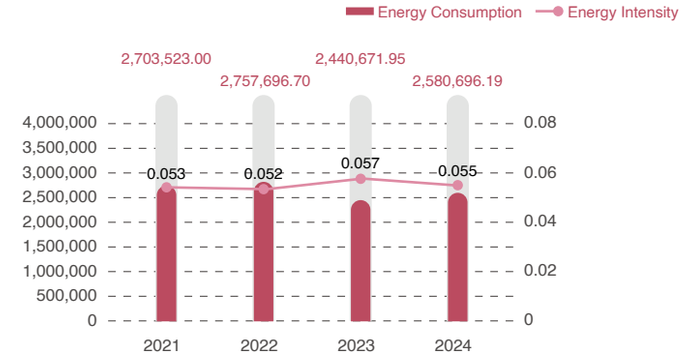
PTI Energy Consumption in 2024

Energy Type	Consumption Amount	Energy Conversion (GJ)	Description
Electricity	712,134,409 kWh	2,563,683.87	▪ The increase in electricity consumption in 2024 compared to 2023 was 38,981,259 kWh (140,332.53 GJ). ▪ The electricity intensity was 15.05 kWh/ thousand (NTD).
Natural gas	427,559 m^3	16,554.71	▪ The decrease compared to 2023 was 67,134 m^3 (259.92 GJ).
Diesel	12,120.01 L	457.61	▪ The decrease compared to 2023 amounted to 1,290.06 L (48.71 GJ).

Additionally, PTI has assessed energy consumption from an efficiency perspective, analyzing the correlation between revenue and electricity usage over recent years. In 2024, energy intensity decreased by 4.31% compared to 2023. Moving forward, PTI will continue investing in enhancing energy efficiency, adopting renewable energy sources, and exploring alternative energy solutions to contribute to environmental sustainability.

PTI Energy Consumption and Energy Intensity

Unit: GJ



Note:
1. Electricity consumption unit conversion: 1 kWh = 0.0036 GJ
2. Natural gas unit conversion: 1 m^3 = 9,250 kcal ／ m^3 x 4,185.8518 GJ
3. Diesel unit conversion:1L = 0.82 density x 11,000 kcal ／ kg x 4,185.8518 GJ
4. Electricity intensity (kWh/thousand (NTD)) = electricity consumption (kWh)/ individual revenue (thousand (NTD)).
5. Energy intensity (GJ/thousand (NTD)) = consumption of electricity + natural gas + diesel (GJ)/ individual revenue (thousand (NTD))
6. Electricity conservation is calculated by measurements against a checklist, inference based on existing meters, or inference with the rated capacity of equipment. Suitable inference criteria are selected to reflect the actual circumstances.
7. Energy goal: annual electricity conservation rate of 1%, based on the actual amount of electricity used in 2023. 673,153,150 kWh*1% = 6,731,532 kWh

Renewable Energy Usage

Regarding the use of renewable energy (green electricity), PTI generated a total of 3,520,460 kWh (12,673.66 GJ) of renewable energy in 2024, all for self-consumption. Additionally, 20,894,000 kWh (75,218.4 GJ) of externally purchased renewable energy was transferred for renewable energy use. In 2024, PTI's total renewable energy (green electricity) usage amounted to 24,414,460 kWh (87,892.06 GJ), contributing to the reduction of carbon emissions associated with electricity consumption. Moving forward, the company plans to increase renewable energy procurement by 15 million kWh for transfer in 2025, with the annual renewable energy usage expected to reach 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.

- By 2025, the proportion of renewable energy will reach 5%, and by 2030, it will reach 15%.
- In line with the RE100 initiative, the company aims to achieve 100% renewable energy by 2050.

Energy Conservation and GHG Reduction

PTI actively implements energy conservation and GHG reduction initiatives, setting annual energy-saving targets and improving electricity efficiency. It also provides implementation measures, incentives, and tangible rewards to encourage managers and employees to participate in energy conservation efforts. We follow the principles of measurability, reportability, and verifiability in our energy-saving and carbon reduction efforts, aligning with SDG 13 Climate Action, aimed at combating climate change and its impacts. In 2024, PTI achieved electricity savings of 14,182,415 kWh, reducing approximately 7,006.11 $MTCO_2$ equivalent emissions [(note)]. A total of 159 energy-saving and carbon reduction measures have been implemented across two major facility categories—plant operations and manufacturing processes to reduce energy consumption and greenhouse gas emissions.

Note: The carbon dioxide equivalent (CO_2e) is calculated based on the 2023 electricity emission factor (0.494 kg CO_2e/kWh) announced by the Taiwan Ministry of Economic Affairs Energy Administration.

PTI Energy Conservation and Carbon Reduction Measures

Category	Description of Measures	Number of Measures	Power Consumption Reduction	Carbon Emission Reduction (Unit: $MTCO_2e$)
Equipment Replacement	▪ Replacement of dryer equipment ▪ Replaced the pump with an IE3 energy-saving motor ▪ Cooling tower filter material replacement	23	1,705,408	842.47
Parameter Optimization	▪ Cleaning and maintenance of the chiller condenser ▪ Compressed air system PCW cooling water switched to chilled water supply ▪ Adjustment of the operating hours and frequency of regional fans ▪ Adjusting air compressor operation according to production capacity planning ▪ Parameter optimization of the factory equipment in response to the climate ▪ Optimization of air intake in the server room	83	7,405,683	3,658.41
Lighting Replacement	▪ Use high-efficiency LEDs ▪ Adjusting lighting control methods in certain areas	52	1,550,864	766.12
Solar Energy	▪ Installed solar panels for self-generated and self-consumption in Datong Plant (3A/3B/3C/3D), Wenhua Plant 1 (P9) and Xinxing Plant (P10)	1	3,520,460	1,739.11

7.1.3 Carbon Management

GHG Inventory

PTI referenced inventory guidelines of domestic and international institutions such as ISO 14064-1:2018 to establish greenhouse gas inventory and management procedures. The 2024 PTI GHG emissions data consists of actual inventory checks performed at respective plants. The data encompasses operation-related direct GHG emission sources (Category 1), energy indirect GHG emission sources (Category 2) and other indirect GHG emission sources (Category 3 to 6). Direct GHG emissions (Category 1) were 7,455.97 $MTCO_2e$, energy indirect GHG emissions (Category 2) were 339,416.97 $MTCO_2e$, and the total annual emissions of Category 1 and Category 2 were 346,872.94 $MTCO_2e$. The Category 1 direct GHG emissions accounted for around 2.15% of total emissions, while the Category 2 indirect GHG emissions accounted for approximately 97.85% of total emissions. This is predominantly generated using externally purchased electricity. Therefore, PTI's GHG reduction strategy focuses on electricity management and reducing electricity consumption. A power-saving target has been set, aiming for an annual electricity saving rate of 1% to effectively achieve the goal of reducing greenhouse gas emissions. (For the third-party Greenhouse Gas Emissions Verification Opinion Statement, please refer to the company's official website for details.)

PTI GHG Emissions

Year	Unit	Category 1	Category 2	Total
2024	$MTCO_2e$ / year	7,455.97	339,416.97	346,872.94

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 in 2023 is 0.494 kg CO_2e/kWh, as announced by the Taiwan Ministry of Economic Affairs Energy Administration.
3. The emission factors of CO_2, CH_4, and N_2O 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.

Other Indirect GHG Emissions Inventory

Besides GHG inventories and reductions that are performed internally every year, PTI also proactively identifies the emission source of GHGs falling within Category 3~6. By estimating the emissions and validating the data through ISO 14064-1, the optimum carbon reduction hot spots are located to achieve a reduction in GHG emissions.

Overview of Other Indirect GHG Emissions (Category 3~6)

Emissions		$MTCO_2e$ / year
Category 3 Total Emissions		11,843.2796
Indirect GHG emissions from transportation	Emissions from upstream transport and distribution for goods	208.8755
	Emissions from downstream transport and distribution for goods	503.7760
	Emissions from employee commuting (scooters/cars)	11,038.3388
	Emissions from business travel (air transportation)	92.2893
Category 4 Total Emissions		251,268.5685
Indirect GHG emissions from products used by organization	Emissions from purchased goods (fuel, tap water and upstream emissions of purchased electricity)	68,019.3119
	Emissions from capital goods	64,841.4170
	Emissions from disposal of solid and liquid waste	973.8411
	Emissions from the use of assets	1,107.0257
	Emissions from purchased goods (primary raw materials)	116,326.9728
Category 5 Total Emissions		392.1923
Indirect GHG emissions associated with the use of products used from the organization	Emissions from downstream leased assets	392.1923
Category 6 Total Emissions		- (Note)
Other sources of indirect GHG emissions	Others	- (Note)
Total		263,504.0404

Note: Some emission sources were identified as insignificant or not applicable, and therefore not shown.

Scope 1 Reduction Assessment

Scope 1 includes emissions from stationary source combustion, mobile source combustion, process emissions, and fugitive emissions, with fugitive emissions being the predominant source. The primary emission sources are fluorinated refrigerants (HFCs, PFCs) used in cooling/storage equipment and special fluorinated lubricants. To address these materials, in addition to gradually reducing usage in accordance with national regulations and policies, the company prioritizes the use of low-GWP refrigerants or environmentally friendly refrigerants that are not classified as greenhouse gases when refilling refrigerants/fluorinated lubricants and purchasing cooling/storage equipment.

7.2 Environmental Sustainability Water Stewardship

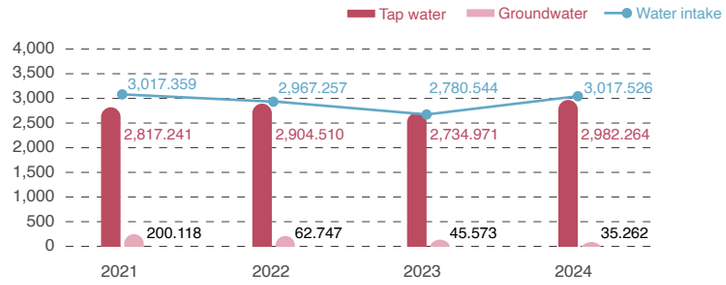
GRI 303-1、GRI 303-2、GRI 303-3

PTI's plants in Hukou area (P2, 3A, 3C, 3D, P9, and P10) are mainly supplied by the Shihmen Reservoir and Touqian River, while the Hsinpu Plant (P1) and HSP Plant (P8, P11A, P11B) are mainly supplied by Baoshan First and Second Reservoir. The plant's water source is drawn from the water company and groundwater. Although it is not located in a water-stressed area, we recognize that water usage can significantly impact the local living standards. Therefore, special attention is paid to the relevant government laws and regulations when it comes to water withdrawal and discharge. In light of climate change and the drastic changes in the water environment, as well as to respond to the complex water resource problems, PTI has implemented water resource management according to three major strategies, namely "reduction", "reuse" and "recycling" to increase performance and continues to promote water conservation measures in various plants.

The water withdrawal in 2024 was 3,017.526 megaliters, an increase of 236.982 megaliters compared to 2023. The rise in water consumption in 2024 was attributed to increased production capacity.

PTI Water Withdrawal Volume

Unit: Megaliters



Note:
1. Referring to the Water Risk Atlas, a water risk assessment tool developed by the World Resources Institute (WRI), we have identified the level of water stress and risk in our locations. Currently, all of our sites are situated in regions with low to moderate water stress.
2. Water withdrawals include tap water and groundwater.

7.2.1 Water Risks and Opportunities

Risk Category		Potential Risks	Response Measures	Benefits
Transition Risks	Policy and Legal	■ Wastewater quality/discharge control ■ Water conservation fee charges	■ Pay close attention to government policy and regulatory requirements. ■ Continue with systematic optimization. ■ Increase the amount of water recycled and enhance the recycling efficacy.	■ Help to improve corporate water compliance.
	Technology/ Market	■ Customer and consumer habits ■ Investment in, research and development of advanced technologies	■ Effective water management. ■ Expansion of new business opportunities.	■ Invest in the development of products and processes with low water consumption.
	Reputation	■ Corporate reputation	■ Reinforce corporate composition and competitive advantages.	■ Help to enhance corporate image and reputation.
Physical Risks	Acute	■ The intensity and frequency of natural disasters brought about by typhoons and storms are increasing, resulting in the impossibility for employees to work, premises and facilities damaged and the supply of energy and resources interrupted. ■ Water source is impacted leading to water quality change.	■ Introduction of risk assessment under the ISO 22301 Business Continuity Management Systems. ■ Establishment of measures to meet operational demands and enhance management efficiency. ■ Signing a contract with a water trucking company for emergency water supply and developing an alternative water contingency plan. ■ Implementation of ISO 46001 Water Efficiency Management Systems in Datong Plant (3C)	■ Enhanced water recycling and reuse. ■ Improving the disaster response capabilities to strengthen the company's operational resilience.
	Chronic	■ Rising mean temperatures and sea levels result in a shortage in water resources.	■ Increase the amount of water recycled and enhance the recycling efficacy of the equipment. ■ Effective utilization of water resources.	■ Enhance water resource efficiency and develop alternative water sources.

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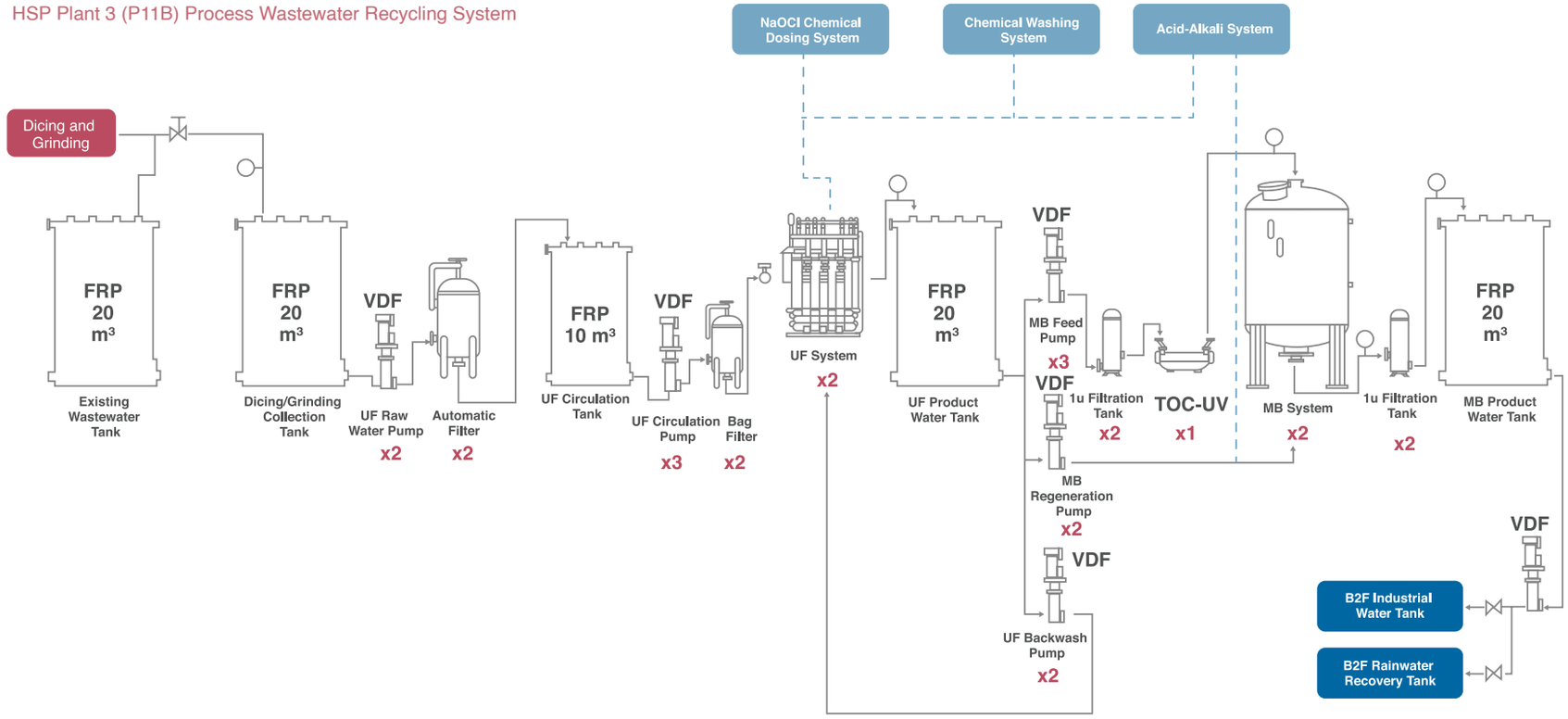
7.2.2 Process Water Conservation

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.

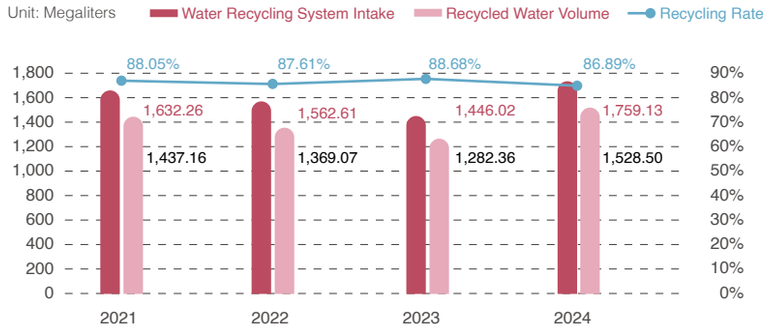
PTI plants capable of recycling wastewater from the dicing and grinding process are Hukou Plant (P2), Datong Plant (3A and 3C) and HSP Plant 1 (P8). These plants are equipped with dicing/grinding wastewater recycling systems and the manageable hourly volume is designed based on the estimation of production needs. We continue to expand the recycling system to accommodate the company's production capacity plans. We use reliable and easy-to-maintain key components 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 2024.

The recycling rate of the dicing and grinding process recycling water system in PTI was 86.89% in 2024. The water recycled in the packaging process in 2024 totaled 1,528.50 megaliters, which was an increase of 246.138 megaliters (an increase of approximately 19.19%) compared to 2023 mainly due to the process adjustments. The plants will continue to improve their systems and adopt reliable and easy-to-maintain key components to increase the amount of water recycled and enhance the recycling efficacy. In 2024, the process water recycling system in HSP Plant 3 (P11B) was officially launched.

HSP Plant 3 (P11B) Process Wastewater Recycling System



PTI Process Recycling Water System Efficiency



Note:

1. Plants capable of dicing and grinding process are Hukou Plant (P2), Datong Plant (3A and 3C), HSP Plant 1 (P8), and HSP Plant 3 (P11B).
2. Ratio (%) = [Recycled volume(m^3)]/(recycled equipment intake volume(m^3)]*100%
3. The target water recycling system effectiveness from the dicing/grinding process in 2024 is 85%.

7.2.3 Wastewater Management and Compliance

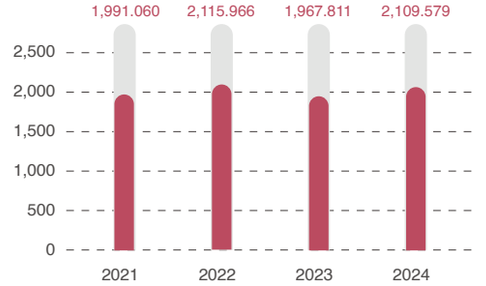
All company sites comply with regulations set by competent authorities. Wastewater generated from operations is treated onsite and discharged only after meeting legally required standards for direct release or inclusion in the regulated sewer system. Real-time monitoring equipment tracks water quality indicators such as pH and conductivity, with flow meters and detectors calibrated regularly. PTI's plants in Hukou area (P2, 3A, 3C, 3D, P9, and P10), located in Hsinchu Industrial Park, discharge wastewater to the park's treatment facilities before release into the Jiadong River. Hsinpu Plant (P1) treats wastewater on-site, monitoring pH and suspended solids (SS) before discharging into the Touqian River. If abnormal readings are detected, wastewater is diverted to emergency storage for retreatment. HSP Plant 1 (P8), HSP Plant 2 (P11A), and HSP Plant 3 (P11B), situated in Hsinchu Science Park, discharge industrial and domestic wastewater via the park's sewage system to its treatment plant, then into the Keya River through a dedicated pipeline. The company complies with water quality spot checks conducted by competent authorities and regularly monitors storm drains to prevent overflow during heavy rainfall. In 2024, no violations related to water resource management were recorded.

Effluent Standards

Item	Effluent Standards	Intake Limit of Hsinchu Industrial Park	Intake Limit of Hsinchu Science Park
pH	6-9	5-9	5-9
BOD	30 mg/L	400 mg/L	300 mg/L
COD	100 mg/L	480 mg/L	500 mg/L
SS	30 mg/L	400 mg/L	300 mg/L
Heavy metal - Copper	1.5 mg/L	1.5 mg/L	3 mg/L

The total amount of wastewater discharged by PTI in 2024 was 2,109.579 megaliters, an increase of 141.768 megaliters compared to 2023.

PTI Wastewater Discharge Trend



Wastewater Separation Treatment

PTI enforces strict source-based wastewater pollution control through separate pipeline management. At the equipment level, chemical solutions containing solvents, inorganic acids/bases, and metals are classified into high-concentration chemical waste and low-concentration chemical wastewater for separate collection. Waste liquid is disposed of as industrial waste by qualified contractors, while wastewater is treated using appropriate facilities based on its characteristics. Monitoring systems are installed prior to discharge or pipeline connection to ensure compliance with effluent or pipeline admission standards for surface water bodies, science park sewage systems, or industrial park sewage systems. Certified testing agencies are regularly commissioned for water quality sampling and analysis. In addition, the Industrial Park Sewage Center and the Science and Technology Management Bureau conduct monthly random inspections at each plant, providing dual-layer effluent quality control. In 2024, all wastewater discharges met effluent standards, with no environmental pollution incidents reported.

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

In 2003, PTI passed the ISO 14001 Environmental Management Systems certification, which monitors pollution prevention equipment and waste resource recycling, implements environmental protection and resource conservation goals, and continues to reduce emissions and waste emissions through recycling and reuse.

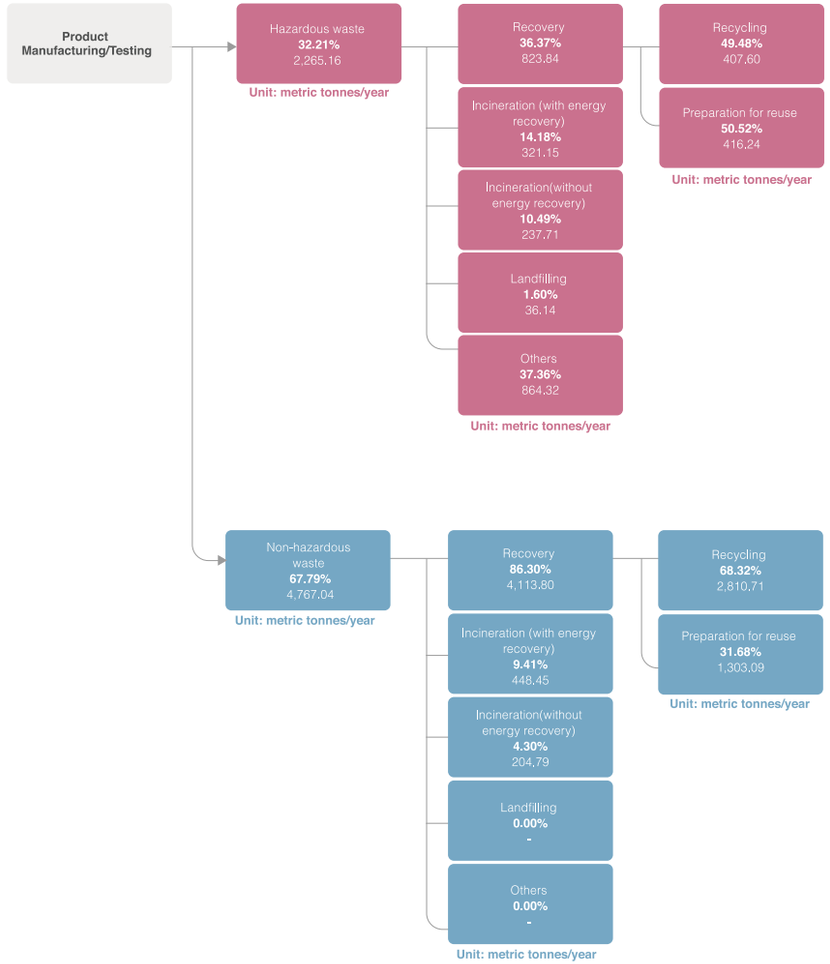
7.3.1 Waste Management

In addition to ensuring that the waste generated by its own operational activities is properly handled by qualified disposal contractors in compliance with regulations, PTI also considers the waste resulting from upstream and downstream activities in the value chain. PTI is committed to reducing the environmental impact associated with waste. On the upstream side, it strictly implements green procurement and strives to enhance the use of plastic trays. On the downstream side, it incorporates a hazardous substance management system into its products to prevent harmful substances from causing environmental damage.

In 2024, PTI produced a total of 7,032.20 metric tonnes of waste, reducing the waste intensity by 18.0% compared to the base year, exceeding the short-term target (6% reduction in waste intensity in 2024 compared to 2018). The output is properly cleaned by qualified cleaning manufacturers, of which 2,265.16 metric tonnes of hazardous waste are produced, mainly for waste liquid generated in the wafer cleaning process, 4,767.06 metric tonnes of non-hazardous waste are produced, and the bulk is inorganic sludge generated in the wastewater treatment process.

By continuously increasing the number of recycling and reusing institutions, and gradually adjusting the flow of waste treatment, the non-hazardous waste recycling rate reached 95.7%, with a rate of 86.3% without energy recovery, exceeding the short-term target of over 80% in 2024, and maintaining the achievement of zero landfill of non-hazardous waste. In 2024, the recycling rate of hazardous waste exceeded 50%, with a rate of 36.4% without energy recovery.

PTI Waste Generation and Disposal



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In addition to reducing the amount of waste generated by the factory and finding alternative materials to reduce waste generation, the waste generated by the factory is effectively recycled in accordance with the circular economy model, and incineration and landfill disposal are replaced by reduction, collection, classification and recycling, so as to implement waste reduction and create circular economy value. In response to the circular economy and waste reduction strategies, through cross-departmental collaboration, relevant waste reduction and recycling projects are formulated, and the implementation results are continuously tracked. The relevant achievements are as follows:

Waste Liquid Purification and Recycling

In 2024, due to increased production capacity, the output of waste liquid from the photolithography process has increased. Based on an evaluation of purification and recycling value, the treatment flow of the waste liquid was determined. A total of 681.44 metric tonnes of waste liquid was processed through distillation (physical treatment), accounting for 31% of the total waste liquid, an increase of 7% compared to 2023. After purification, the waste liquid is converted into industrial-grade secondary products, which can be used as thinners for paint or surface coatings.

Reduction and Recovery of Precious Metal Waste

To improve manufacturing processes and accommodate changes in customer demands, the electroplating and etching processes in 2024 generated 168.56 metric tonnes of waste liquid containing precious metals, a 6% decrease compared to 2023. All waste liquid is entrusted to processing facilities for extraction and redox treatments (chemical processing) to recover precious metals, which are refined into ingots or sheets for use in metal smelting and product manufacturing. Additionally, the extracted materials can be repurposed into industrial-grade secondary products, such as copper sulfate crystals, tin hydroxide, or nickel hydroxide, for use in the chemical industry and basic metal manufacturing.

Chemical Drum Recycling

Starting in 2023, chemical suppliers adopted a closed-loop reuse system for empty drums. After use, drums were collected, refilled, and returned by the original suppliers. In 2024, seven suppliers adopted this recycling model, jointly providing 769.60 metric tonnes of chemical solutions. Around 3,848 units of 200L drums were recovered, achieving a 100% recovery rate. This initiative avoided 44.25 metric tonnes of drum waste and reduced CO_2e emissions by 5,443.00 kg during disposal. (Emission factors from the Product Carbon Footprint Information Network – Waste Chemical Disposal Services)

Reuse of Waste Electrostatic Bags

The waste electrostatic bag treatment flow has been progressively adjusted. In 2022, incineration was the sole disposal method. In 2023, a contract was signed with a physical treatment facility, with the commissioned volume accounting for 30% of the total output for the year. In 2024, a reuse pathway was introduced, reducing reliance on incineration and physical treatment. Approximately 84% of the waste electrostatic bags were entrusted to reuse facilities, producing aluminum strips and composite plastic pellets as recycled products. In addition to creating circular economic value for waste electrostatic bags, this approach also delivers carbon reduction benefits within the waste treatment domain, achieving an estimated carbon reduction of 9,790.10 kg CO_2e in 2024 compared to 2023.

Processing Category	2023		2024	
	Output	Carbon Emissions	Output	Carbon Emissions
	metric tonnes	kg CO_2e	metric tonnes	kg CO_2e
Incinerate	30.40	11,901.79	4.97	2,111.69
Physics	12.73		3.43	
Recycle	0		45.78	
Carbon Reduction Benefits (kg CO_2e)	9,790.10			

Note:
1. The source of output is the waste declaration system of the Ministry of Environment.
2. The carbon emission coefficient refers to the recommendations of inspection agencies in the inspection stage of the Product Carbon Footprint Information Network - Waste Incineration Treatment Services, Waste Physical and Chemical Cleanup Services and ISO 14067 Inspection Stage.

Prioritizing Incineration Pathways for Facilities with Thermal Energy Conversion Systems

For the waste that cannot be recycled at this stage and can only be incinerated and disposed of, priority will be given to a treatment institution with heat/energy reuse and reuse facilities for the incineration system, and the energy recovery types of the main consignors will be listed as follows:

Energy Recovery Type	Heat Recovery to Produce Steam	Waste Heat Reuse	Heat Recovery, Steam Power Generation
Technical Description	Waste is received for incineration, and the high-temperature exhaust gases generated are processed through a waste heat recovery boiler to produce steam, which can be supplied to surrounding manufacturing plants for use.	Waste is received for incineration, and the derivative waste (residual heat) generated is reused within the facility to support another waste treatment process—the distillation process (physical treatment).	High-temperature exhaust gases generated from waste incineration are processed through a heat exchange system to recover thermal energy. The recovered heat produces steam, primarily used to generate electricity via steam turbine generators, with priority given to internal facility usage. Any surplus electricity is sold to Taiwan Power Company (Taipower). Additionally, the depressurized steam can be utilized by auxiliary facilities within the plant.
Total Amount of Waste Entrusted by PTI in 2024 (T)	203.31	266.83	272.84

Note: Waste removal and disposal contracts have been signed in accordance with the law.

Assessment of the Clean Production Evaluation System

PTI is committed to continuously reducing its environmental impact throughout its operations. With years of dedication to green manufacturing technologies, the company has implemented initiatives such as raw material reduction and recycling, environmentally friendly process design, and innovative approaches to decarbonization and detoxification. In 2024, the Datong Plant (3A) applied for compliance certification under the Clean Production Evaluation System from the Industrial Development Administration, Ministry of Economic Affairs. The certification was successfully granted, and the company obtained the qualification certificate. Moving forward, efforts will be made to ensure all plant facilities achieve compliance with the Clean Production Evaluation System.



證書編號：CP0163

清潔生產評估系統合格證書

Certificate of Cleaner Production Assessment

茲證明 力成科技股份有限公司大同廠

通過「綠色工廠標章之清潔生產評估系統評定」

工廠地址：新竹縣湖口鄉萬山村大同路26號

負 責 人：蔡篤恭

有效期限：113 年 10 月 01 日至 116 年 09 月 30 日

評估依據：半導體業(IC封測)清潔生產評估系統

經濟部產業發展署 署長 楊志清

中華民國 113 年 10 月 01 日

This is to certify that Powertech Technology INC. Datong Factory

has passed *the Cleaner Production Assessment System of the Green Factory Label*

Address : No.26, Datong Rd., Fengshan Vil., Hukou Township, Hsinchu County, Taiwan

Responsible Person : DK Tsai

Valid Period : 01 Oct., 2024 to 30 Sep., 2027

Assessment Method : Cleaner Production Assessment System — Semiconductor Industry (IC packaging and testing)

Director General, Industrial Development Administration, Ministry of Economic Affairs Chih-Ching Yang

01 October, 2024

7.3.2 Management of Waste Removal/Disposal/Reuse Vendors

PTI fulfills its waste flow management obligations in accordance with the "Regulations Governing Determination of Reasonable Due Care Obligations of Enterprises Commissioning Waste Clearance" and the "RBA Code of Conduct". Annual audits are conducted on-site, via documentation, or jointly with industry associations, covering vendor access control, waste storage management, treatment equipment, pollution control operations, and occupational safety. In 2024, a total of 33 audits were completed, including 13 disposal vendors, 17 treatment vendors, and 3 recycling vendors. All passed the Environmental, Health, and Safety (EHS) assessment, ensuring compliance and safe waste handling.

In response to growing global environmental awareness, PTI not only enhances its own environmental performance, but also supports entrusted waste vendors in conducting greenhouse gas inventories and verification through counseling and audits, advancing the goal of environmental sustainability.

7.3.3 Air Pollution Prevention

PTI strictly controls chemical usage in manufacturing and collects air pollutants through enclosed systems. A source segregation strategy is adopted based on exhaust gas characteristics, such as acidity, alkalinity, and organic content, with preliminary treatment applied to special gases before entering central air pollution control equipment. This enhances treatment efficiency and ensures compliance with national regulations, including the "Air Pollution Control and Emission Standards for Semiconductor Manufacturing" and the "Air Pollutant Emission Standards for Fixed Pollution Sources." No environmental fines related to fixed pollution sources were issued in 2024.

As a regulated facility, PTI has installed comprehensive air pollution control systems tailored to exhaust gas properties, including zeolite concentration wheels, regenerative thermal oxidizers (RTO), direct-fired thermal oxidizers (DFTO), activated carbon filters, and scrubbers. Annual testing and active monitoring ensure compliance with emission standards and prevent harm to air quality, ecosystems, and public health.

To meet process-specific needs, equipment using special gases is equipped with point-of-use exhaust treatment systems achieving destruction removal efficiency (DRE) above 90%. PTI continues to evaluate and install appropriate pollution control facilities based on operational requirements.

In 2024, total VOC emissions reached 89.63 metric tonnes, mainly from organic solvents used in cleaning. SOx emissions were under 1 metric ton (186.54 kg), NOx emissions totaled 2.78 metric tonnes, and PM emissions were also under 1 metric ton (188.60 kg). These pollutants primarily originated from diesel generator maintenance and natural gas combustion in zeolite incineration systems.

Total Emissions in PTI

Unit: kg

Category/Year	2021	2022	2023	2024
Volatile Organic Compounds (VOCs)	100,418.69	93,590.56	73,327.25	89,625.28
Sulfur Oxides (SOx)	147.66	134.32	232.99	186.54
Nitrogen Oxides (NOx)	1,756.29	2,064.58	2,801.28	2,777.61
Particulate Matter (PM)	123.30	141.99	190.52	188.60

7.3.4 Environmental Protection Expenditures

PTI continues to improve environmental management with concrete actions, and cost control can be used as an important basis for sustainable business decisions. In 2024, PTI's operating and management expenses will be NT$191,013 thousand, prevention and control equipment will be NT$10,446 thousand, and environmental protection expenses will total NT$201,459 thousand.

Sum of PTI Environmental Protection Expenditures

Unit: NT$1,000

Category/Year	1.Operational and Administrative Expenses	2.Expenditures on Control Equipment	Total
2021	112,657	13,366	126,023
2022	125,747	285	126,032
2023	125,018	55,084	180,102
2024	191,013	10,446	201,459
Differences Compared to the Previous Year	The increase in production capacity has led to an increase in sewage treatment costs and an increase in waste output	Replacement of exhaust piping facilities and waste storage area facilities	

Note：

1. Operational and administrative expenses include waste removal and transportation, sewage or sludge treatment, environmental testing, air pollution control expenses, and other recurring expenses.
2. Expenditures on control equipment include the maintenance and installation costs for air pollution control equipment, wastewater treatment facilities and waste storage facilities.

7.4 Environmental Sustainability Biodiversity

Biodiversity is one of the most significant global issues of the 21st century and serves as a fundamental pillar of sustainable development. The rapid expansion of the Taskforce on Nature-related Financial Disclosures (TNFD) reflects the growing corporate emphasis on nature-related issues. PTI is committed to biodiversity management by strengthening assessment and oversight processes. We are also planning to expand the scope of biodiversity risk assessments, enhance employee awareness, and continuously improve disclosure practices to create a more sustainable future. "Biodiversity and No Deforestation Policy", approved by the Board of Directors, is implemented and overseen by the TNFD Task Force, reaffirming our dedication to environmental and ecological conservation.

Biodiversity and No Deforestation Policy

Powertech Technology Inc. is committed to sustainable development. We value biodiversity and forest conservation by continually monitoring related trends, pledge to lead by example through our own operations, and collaborate with partners across the value chain to collectively support the preservation of biodiversity and forest conservation. These efforts aim to reduce negative impacts on the natural environment and maintain the balance and stability of Earth's ecosystems.

We commit to:

- Avoiding establishing factories or conducting business operations near globally or nationally important biodiversity areas.
- Regularly conducting biodiversity risk assessments and adopt mitigation measures such as avoidance, minimization, restoration, and offsetting to reduce ecological impacts, striving to achieve No Net Loss (NNL).
- Complying with regional forest-related regulations, prevent any deforestation and illegal logging activities, and reduce the consumption of natural resources.
- Actively collaborating with suppliers and stakeholders to achieve the vision of harmonious coexistence with nature, aiming for a Net Positive Impact (NPI) and no gross deforestation by 2050.

In identifying key sustainability issues, PTI has included biodiversity as a relevant factor. The assessment results indicate that stakeholders' responses to PTI's biodiversity initiatives have not shown significant impacts or risks. Although biodiversity has not been classified as a material issue, we have incorporated it into our ongoing areas of focus. At the same time, we continue to explore and refine assessment methodologies to align with global biodiversity goals.

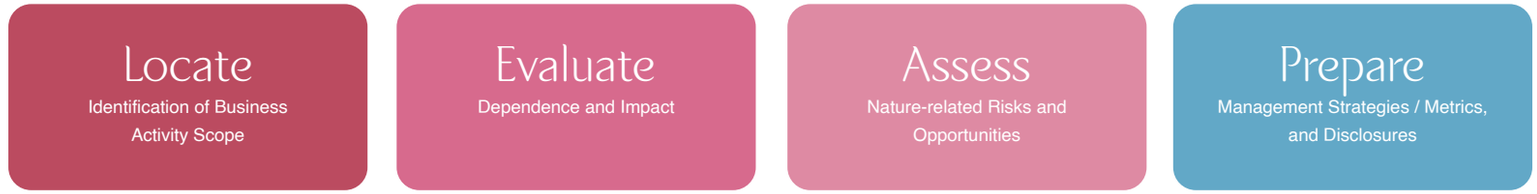
PTI TNFD Framework

Governance	▪ The Board of Directors regularly reviews nature-related dependencies, impacts, risks and opportunities. ▪ The Risk Management Committee periodically reports to the Board on the assessment and management measures of nature-related dependencies, impacts, risks and opportunities.
Strategy	▪ Conduct short-term, medium-term, and long-term evaluations of nature-related dependencies, impacts, risks, and opportunities through cross-departmental discussions. ▪ Perform regular analyses of nature-related dependencies, impacts, risks, and opportunities.
Risk and Impact Management	▪ Establish management mechanisms and response measures for critical nature-related dependencies, impacts, risks, and opportunities, and regularly report implementation effectiveness to the Board of Directors and executive teams. ▪ Organize workshops to deepen employees' understanding of biodiversity.
Metrics and Targets	▪ Establish management objectives for nature-related dependencies, impacts, risks and opportunities and conduct regular reviews to assess progress and implementation effectiveness.

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7.4.1 Biodiversity Risk Assessment

We adopt the LEAP approach from the TNFD disclosure framework, integrating the Biodiversity Risk Filter (BRF) developed by the World Wide Fund for Nature (WWF) as a key assessment tool. Additionally, we conduct spatial overlay analyses using the Taiwan Biodiversity Network mapping system and Habitat Protection network to evaluate whether our operational sites are situated in biodiversity-sensitive areas. For medium and higher-risk categories, we prioritize "Avoidance" and "Minimization" strategies to mitigate ecological impact.



In 2024, the initial scope of assessment prioritized the PTI's own operational sites, with future plans to expand evaluations to the supply chain. PTI operates 10 production sites, 9 of which are located within industrial parks—including 6 in the Hsinchu Industrial Park and 3 in the Hsinchu Science Park—none of which are situated within globally or nationally designated key biodiversity areas. Although one site is not within an industrial park, assessment results indicate that the facility and its surrounding areas are not located within nature reserves or environmentally sensitive zones, nor does it depend on local ecosystems. Therefore, the facility poses no significant direct or indirect impact on biodiversity. According to the assessment, none of PTI's operational sites are within 2 kilometers of any globally or nationally recognized key biodiversity areas.

Biodiversity Risk Assessment Status

Scope	Biodiversity Risk Assessment Results	
	Physical Risks	Reputational Risks
10 PTI Operational Sites	2.56	3.06

Note: Sources of Information: WWF Risk Filter Suite

WWF Biodiversity Risk Filter levels

- 1.0 <= x <= 1.8 Very low risk
- 1.8 < x <= 2.6 Low risk
- 2.6 < x <= 3.4 Medium risk
- 3.4 < x <= 4.2 High risk
- 4.2 < x <= 5.0 Very high risk

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 "Chapter 7.1 Climate and Energy", "Chapter 7.2 Water Stewardship", and "Chapter 7.3 Waste and Pollutants" in this 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.	Medium → Low (Implemented risk control measures)
Water Condition	Operational activities depend on high-quality water resources, and water degradation negatively impacts ecosystems.	Low
Air Condition	Operational activities depend on good air quality, while air pollution (including GHG emissions) adversely affects ecosystems.	Medium → Low (Implemented risk control measures)

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Impact-related Biodiversity Risks

According to the WWF BRF assessment, the impact-related biodiversity risks associated with PTI's operational activities fall under the categories of "Pressures on Biodiversity" and "Environmental Factors". Among the nine risk indicators, "Invasives" was excluded as it is not relevant to PTI's industry. Of the remaining eight indicators, "Pollution" was identified as an extremely high-risk factor. "Minimization" control measures have been implemented, ultimately reducing the risk level to low risk, which outline efforts to mitigate ecological impact. (Please refer to "Chapter 7.1 Climate and Energy", "Chapter 7.2 Water Stewardship", and "Chapter 7.3 Waste and Pollutants" in this report for details). Additionally, assessment results indicate that within a 2-kilometer radius of all PTI operational 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.	Low
Forest Canopy Loss		Low
Pollution	Operational activities produce air pollution (including GHG emissions) and water pollution, which threaten ecosystems.	Very high risk → Low (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.	Low
Key Biodiversity Areas		Low
Other Important Delineated Areas		Low
Ecosystem Condition	Operational activities may disrupt surrounding ecosystems, potentially leading to habitat loss and species decline.	Low
Range Rarity	Operational activities may destroy the habitats of rare species, potentially leading to population decline or even extinction.	Low

Biodiversity Mitigation Actions

To reduce dependence on biodiversity and minimize its impact, PTI has implemented the following mitigation measures and actions:

Mitigation Measures	PTI Actions
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.
Restoration	▪ Continuously enhance the efficiency of recycled water systems.
Transformation	▪ Adopt parks to create environments suitable for biodiversity and wildlife habitats.

7.4.2 Safeguarding Green Areas • Park Sponsorship Program

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 small yellow flowers) 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 was originally a wasteland. PTI spent NT$4.5 million on construction and beautification, and NT$560,000 annually on park management and maintenance, creating a better public landscape space for the Science Park. It provides a place for nearby residents to walk, relax, and enjoy leisure activities, contributing to environmental conservation.






7.5 Environmental Sustainability Green Products

PTI proactively supports the government's environmental policies to pursue a green, sustainable future with our suppliers and customers. Through internal employee training and participation in external forums, PTI strives to convey the green philosophy of "Love the Earth and Cherish the Environment", hoping to join forces with our employees and suppliers to materialize our commitments as a corporate citizen.

7.5.1 Green Procurement and Raw Materials Policy

Environmental sustainability is an indispensable and important support for the sustainable development of enterprises. PTI is committed to maintaining a balance between R&D innovation and ecological protection, and actively practices green procurement procedures. In addition to strictly controlling the materials used to contain no harmful substances, we are committed to avoiding our own operations from affecting biodiversity or existing ecosystems, working with supply chain partners to abide by biodiversity conservation regulations, and moving towards the goal of achieving a Net Positive Impact (NPI) on environmental sustainability.

Metal raw materials are mainly used in the assembly process of IC products, responsible for signal transmission and conductive functions. In addition to complying with the source of non-conflict minerals, metal materials also implement usage management and recycling to avoid waste.

7.5.2 Products Life Cycle Assessment

As environmental issues are increasingly gaining attention, PTI is committed to green manufacturing and sustainable development, introducing green design at all stages of the product life cycle to achieve sustainable product responsibility and reduce environmental impact. It ensures that raw materials and contents meet health and safety requirements, such as EU RoHS, REACH and other regulations.

Product Life Cycle Stage	Description of the Life Cycle
Selection of Raw Materials or Components	▪ Promote the reuse of raw materials, no harmful substances and recyclable.
Product Manufacturing	▪ Promote cleaner production and avoid using harmful substances.
Product Packaging and Transportation	▪ Reuse packaging materials of raw materials to reduce usage and waste. ▪ Plans shared distribution routes during transportation to reduce transportation energy consumption and pollution.
Product Use	▪ Provide R&D of advanced process technology and low-energy high-end packaging products.
Final Disposal of Product	▪ Continue to move towards high-performance, high-value and high-integration technologies to facilitate recycling and disposal.

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7.5.3 Hazardous Substance Management

To advance the goal of producing environmentally friendly products, PTI is committed to controlling hazardous substances in its materials and processes. In line with the EU RoHS Directive, international environmental regulations, and customer requirements, we have implemented a Hazardous Substance Free (HSF) Management System to minimize environmental impact and enhance product competitiveness. Third-party certifications, including IECQ QC080000 and SONY Green Partner (GP), validate the effectiveness and continuous improvement of our system. All materials comply with internal standards and relevant environmental regulations, ensuring our products meet 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 has expanded its control over chemicals with high health and environmental risks, including persistent pollutants, carcinogens, mutagens, and reproductive toxins. In addition to restricting hazardous substances in products, any newly introduced materials banned by customers or listed under the EU REACH regulation are strictly prohibited and replaced with safer alternatives. Prioritizing employee health and environmental responsibility, we ensure our production processes remain safe and sustainable. As of November 7, 2024, the European Chemicals Agency (ECHA) listed 242 substances of very high concern (SVHCs). We maintain close communication with suppliers to ensure compliance with green material regulations. With full supplier cooperation, our compliance declaration rate reached 100% in 2024. Moving forward, we will continue monitoring REACH updates, adjusting our requirements accordingly, and conducting supplier audits to uphold green material standards.



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	2021	2022	2023	2024
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 2024, recycled plastic trays accounted for 18.1% of our carrier usage.

Use Status of Recycling Plastic Trays

Item	2021	2022	2023	2024
Ratio of Recycled Plastic Trays Used	28.3%	29.4%	27.6%	18.1%

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







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8.1 Appendix GRI Content Index

Statement of Use	Powertech Technology Inc. has reported in accordance with the GRI Standards for the period of 1 January 2024 to 31 December 2024.
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	24		●
	2-2	Entities included in the organization's sustainability reporting	0.1	06		●
	2-3	Reporting period, frequency and contact point	0.1	06		●
	2-4	Restatements of information	3.2 5.1 5.6	68 88 111		●
	2-5	External assurance	0.1	06		●

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GRI Standard	Disclosure		Location	Page	Omission/Explanation	External Assurance
GRI 2：General Disclosures 2021	2. Activities and workers					
	2-6	Activities, value chain and other business relationships	1.1 2.2 3.2 4.2	24 53 68 77	■ During the reporting period, operational activities and the value chain showed no significant changes from the previous year.	●
	2-7	Employees	5.1	88	■ No significant differences compared to the previous year.	●
	2-8	Workers who are not employees	—	—	■ Scope: Entire plant area in PTI. ■ Contract Relationship: Contractors ■ The data calculation reference date is based on the workforce as of December 31, 2024.	●
	3. Governance					
	2-9	Governance structure and composition	2.1	48		●
	2-10	Nomination and selection of the highest governance body	—	—	■ Public disclosure of Major Internal Policy on the company's website - Rules for Election of Directors.	●
	2-11	Chair of the highest governance body	2.1	48		●
	2-12	Role of the highest governance body in overseeing the management of impacts	0.1 2.1	06 48		●
	2-13	Delegation of responsibility for managing impacts	2.3	55		●
	2-14	Role of the highest governance body in sustainability reporting	0.1	06		●
	2-15	Conflicts of interest	2.4	60		●
	2-16	Communication of critical concerns	1.3 2.4	31 60	■ For more information of the Board of Directors, please refer to 2024 Annual Report "Chapter 2.3 Corporate Governance Status".	●

Item		Food Services		Cleaning Services		Security		Total	
		Male	Female	Male	Female	Male	Female	Male	Female
Group	Full-time	10	9	40	147	101	43	151	199
	Part-time	6	35	0	0	0	0	6	35

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GRI Standard	Disclosure		Location	Page	Omission/Explanation	External Assurance
	2-17	Collective knowledge of the highest governance body	—	—	▪ Please refer to "Status of 2024 Continue Education for Board of Directors and Management" in Chapter 2.3 Corporate Governance Status of the 2024 Annual Report.	●
	2-18	Evaluation of the performance of the highest governance body	—	—	▪ Please refer to "Regular review of directors'/managerial officers' performance evaluation and other information such as salary policy, system, standard and structure." in Chapter 2.3 Corporate Governance Status of the 2024 Annual Report. ▪ Disclosed publicly on the company's website.	●
	2-19	Remuneration policies	5.2	92	▪ Please refer to "Regular review of directors'/managerial officers' performance evaluation and other information such as salary policy, system, standard and structure." in Chapter 2.3 Corporate Governance Status of the 2024 Annual Report. ▪ Disclosed publicly on the company's website.	●
	2-20	Process to determine remuneration	2.1 5.2	48 92	▪ Please refer to "Information Regarding Remuneration Committee Members" in Chapter 2.3 Corporate Governance Status of the 2024 Annual Report. ▪ Disclosed publicly on the company's website.	●
	2-21	Annual total compensation ratio	5.2	92	▪ Due to the company's privacy guidelines, we do not report the annual total compensation for the organization's highest-paid individual.	●
GRI 2：General Disclosures 2021	4. Strategy, policies and practices					
	2-22	Statement on sustainable development strategy	0.1 1.2	06 28		●
	2-23	Policy commitments	4.2 4.4 5.4	77 84 102		●
	2-24	Embedding policy commitments	1.4	33		●
	2-25	Processes to remediate negative impacts	1.4 3.1 5.4 5.5	33 66 102 109	▪ The company's website has a "Contact Us" section providing contact points and communication channels for internal and external stakeholders.	●
	2-26	Mechanisms for seeking advice and raising concerns	2.4 3.1 4.2	60 66 77	▪ The company has established an independent whistleblowing and consultation mailbox, which is publicly disclosed on the company's website.	●
	2-27	Compliance with laws and regulations	2.5	62		●
	2-28	Membership associations	4.3	83		●

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GRI Standard	Disclosure		Location	Page	Omission/Explanation	External Assurance
	5. Stakeholder engagement					
GRI 2：General Disclosures 2021	2-29	Approach to stakeholder engagement	1.3 1.4	31 33		●
	2-30	Collective bargaining agreements	5.5	109	▪ By the end of 2024, no employee has issued a request to form a union or pursued a collective bargaining agreement.	●
GRI 3：Material Topics 2021	3-1	Process to determine material topics	1.4	33		●
	3-2	List of material topics	1.4	33		●
	3-3	Management of material topics	1.4	33		●

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	53		●
	201-3	Defined benefit plan obligations and other retirement plans	5.2	92		●
Anti-corruption ★						
GRI 205：Anti-corruption 2016	205-3	Confirmed incidents of corruption and actions taken	2.4 2.5	60 62	▪ No employees have been dismissed or disciplined as a result of corruption incidents. ▪ None of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption in 2024.	●
Anti-competitive Behavior ★						
GRI 206：Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.5	62	▪ Not involved in any ongoing investigations related to anti-competitive practices.	●
Energy						
GRI 302：Energy 2016	302-1	Energy consumption within the organization	7.1	154		●
	302-3	Energy intensity	7.1	154		●
	302-4	Reduction of energy consumption	7.1	154		●

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GRI Standard	Disclosure		Location	Page	Omission/Explanation	External Assurance
Water and Effluents ★						
GRI 303：Water and Effluents 2018	303-1	Interactions with water as a shared resource	7.2	162		●
	303-2	Management of water discharge-related impacts	7.2	162		●
	303-3	Water withdrawal	7.2	162		●
Emissions						
GRI 305：Emissions 2016	305-1	Direct (Scope 1) GHG emissions	7.1	154		●
	305-2	Energy indirect (Scope 2) GHG emissions	7.1	154		●
	305-3	Other indirect (Scope 3) GHG emissions	7.1	154		●
	305-4	GHG emissions intensity	7.1	154		●
	305-5	Reduction of GHG emissions	7.1	154		●
	305-7 ★	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	7.3	165		●
Waste ★						
GRI 306：Waste 2020	306-1	Waste generation and significant waste-related impacts	7.3	165		●
	306-2	Management of significant waste-related impacts	7.3	165		●
	306-3	Waste generated	7.3	165		●
	306-4	Waste diverted from disposal	7.3	165		●
	306-5	Waste directed to disposal	7.3	165		●
Employment ★						
GRI 401：Employment 2016	401-1	New employee hires and employee turnover	5.1	88		●
	401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	0.4 5.2	21 92		●
	401-3	Parental leave	5.7	131		●

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GRI Standard	Disclosure		Location	Page	Omission/Explanation	External Assurance
Occupational Health and Safety ★						
GRI 403：Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.6	111		●
	403-2	Hazard identification, risk assessment, and incident investigation	5.6	111		●
	403-3	Occupational health services	5.6	111		●
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.6	111		●
	403-5	Worker training on occupational health and safety	5.6	111		●
	403-6	Promotion of worker health	5.6	111		●
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.6	111		●
	403-8	Workers covered by an occupational health and safety management system	5.6	111		●
	403-9	Work-related injuries	5.6	111		●
	403-10	Work-related ill health	5.6	111		●
Training and Education						
GRI 404：Training and Education 2016	404-1	Average hours of training per year per employee	5.3	96		●
	404-3	Percentage of employees receiving regular performance and career development reviews	5.3	96		●
Diversity and Equal Opportunity ★						
GRI 405：Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2.1 5.1	48 88		●
	405-1	Ratio of basic salary and remuneration of women to men	5.2	92		●
Non-discrimination ★						
GRI 406：Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.4 5.4	84 102		●

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GRI Standard	Disclosure		Location	Page	Omission/Explanation	External Assurance
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	77 84		●
Local Communities						
GRI 413：Local Communities 2016	413-2	Operations with significant actual and potential negative impacts on local communities	7.3	165		●
Supplier Social Assessment ★						
GRI 414：Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	4.2	77		●
Public Policy ★						
GRI 415：Public Policy 2016	415-1	Political contributions	2.4	60	■ No political contributions in 2024.	●
Marketing and Labeling						
GRI 417：Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	—	—	■ There were no incidents of non-compliance concerning product and service information and labeling in 2024.	●
Customer Privacy						
GRI 418：Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.1	66	■ No substantiated complaints of invasion of customer privacy or loss of customer information in 2024.	●

Customize Material Topics ★：Material Topic

Material Topic	Management of Material Topics	Location	Page	Omission/Explanation	External Assurance
Corporate Governance ★	3-1 ～ 3-3	1.4 2.1	33 48		●
Technology and Service ★	3-1 ～ 3-3	1.4 3.2	33 68		●
Employee Communication ★	3-1 ～ 3-3	1.4 5.5	33 109		●

8.2 Appendix SASB Index - Semiconductor Industry

Topic	Code	Metric	Category	2024 Performance Summary	Reference Chapters	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	▪ Direct GHG emission (Scope 1): 7,455.97 $MTCO_2e$ ▪ PFCs emissions: 3,187.09 $MTCO_2e$	7.1 Climate and Energy	154	●
	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 "Chapter 7.1.3 Carbon Management" in the report for details.	7.1 Climate and Energy	154	●
Energy Management in Manufacturing	TC-SC-130a.1	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	Quantitative	▪ Total energy consumption: 2,563,683.87 GJ ▪ Percentage grid electricity: 96.57% ▪ Percentage renewable: 3.43%	7.1 Climate and Energy	154	●
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	▪ Total water withdrawn: 3,017.526 thousand m^3. ▪ Total water consumed: 907.947 thousand m^3. None of PTI's plants are located in high water risk regions.	7.2 Water Stewardship	162	●
Waste Management	TC-SC-150a.1	(1) Amount of hazardous waste from manufacturing, (2) percentage recycled	Quantitative	▪ Amount of hazardous waste: 2,265.16 metric tonnes ▪ Percentage recycled: 36.4%	7.3 Waste and Pollutants	165	●
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 "Chapter 5.6.3 Workers' Occupational Disease Prevention and Continuous Management" and "Chapter 5.6.5 Contractor and Supplier Management" in the report for details.	5.6 Occupational Health and Safety	111	●
	TC-SC-320a.2	Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations	Quantitative	In 2024, violations of employee health and safety regulations resulted in NT$100,000 in financial losses, with no single fine exceeding US$10,000.	2.5 Regulatory Compliance	62	●
Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Percentage of employees that require a work visa	Quantitative	The percentage of PTI employees that require a work visa was 28.98%.	5.1 Workforce Composition and Diversity	88	●

Topic	Code	Metric	Category	2024 Performance Summary	Reference Chapters	Page	External Assurance
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. Furthermore, the percentage of products by revenue containing IEC 62474 declarable substances is 0%, guaranteeing 100% compliance with customer requirements for IEC 62474.	—	—	●
	TC-SC-410a.2	Processor energy efficiency at a system-level for: (1) servers, (2) desktops and (3) laptops	Quantitative	It is not applicable since PTI is not an end-product manufacturer.	—	—	●
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 "Chapter 4.2 Supply Chain Partnerships" in the report for details.	4.2 Supply Chain Partnerships	77	●
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	No violations occurred in 2024, and the total monetary losses amounted to NT$ 0.	—	—	●
Activity Metrics	TC-SC-000.A	Total production	Quantitative	In 2024, PTI's overall packaging and testing production volume was: ■ IC Packaging: 1,593,697 (1,000 units) ■ IC Testing: 929,973 (1,000 units) ■ Module Processing: 80,282 (1,000 units) ■ Wafer Level Packaging: 621 (1,000 wafers) ■ Wafer Level Testing：94 (1,000 wafers)	—	—	●
	TC-SC-000.B	Percentage of production from owned facilities	Quantitative	In 2024, 100% of PTI's product output originates from PTI Group's own manufacturing sites.	—	—	●

Note: All the above information disclosed is based on the scope of PTI.

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8.3 Appendix TWSE-required Disclosure of Indicators

According to TWSE's "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies", relevant attachments have been disclosed belows.

8.3.1 Disclosure of Sustainability Indicators: Semiconductor Industry

Scope: PTI (the parent company)

No.	Metric	Category	2024 Performance Summary	Unit of Measure	Remarks
1	Total energy consumed, percentage grid electricity and percentage renewable	Quantitative	▪ Total energy consumption: 2,563,683.87 GJ ▪ Percentage grid electricity: 96.57% ▪ Percentage renewable: 3.43%	GJ, %	
2	Total water withdrawal and total water consumption	Quantitative	▪ Total water withdrawal: 3,017.526 thousand m³. ▪ Total water consumption: 907.947 thousand m³.	thousand m³	
3	Amount of hazardous waste from manufacturing, and percentage recycled	Quantitative	▪ Amount of hazardous waste: 2,265.16 metric tonnes ▪ Percentage recycled: 36.4%	metric tonne (t), %	
4	Type, number and rate of occupational accidents	Quantitative	▪ The classification of occupational injuries follows the categorization by the Ministry of Labor. For details, please refer to the "Chapter 5.6.4 Occupational Injury Investigation Management" of the report. ▪ In 2024, a total of 20 occupational injury incidents occurred, involving 20 people with disabling injuries. ▪ Percentage of people with disabling injuries: 0.18%.	number, %	Percentage of people with disabling injuries = Number of people with disabling injuries / total employees
5	Disclosure of product lifecycle management: including the weight of end-of-life products and electronic waste and percentage of recycling	Quantitative	The weight of waste containing end-of-life products and electronic waste was 472.38 metric tonnes, and the percentage of recycling was 99.8%.	metric tonne (t), %	
6	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	Please refer to "Chapter 4.2 Supply Chain Partnerships" in the report for details.	not applicable	
7	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	Quantitative	No violations occurred in 2024, and the total monetary losses amounted to NT$ 0.	currency	
8	Total production	Quantitative	In 2024, PTI's overall packaging and testing production volume was: ▪ IC Packaging: 1,593,697 (1,000 units) ▪ IC Testing: 929,973 (1,000 units) ▪ Module Processing: 80,282 (1,000 units) ▪ Wafer Level Packaging: 621 (1,000 wafers) ▪ Wafer Level Testing：94 (1,000 wafers)	Varies by product type.	

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8.3.2 Climate-related Information of the Listed Company

1. Climate-related Response Measures

No.	Item	Response Measures
1	Describe the board of directors and management's supervision and governance of climate-related risks and opportunities	Please refer to "Chapter 7.1 Climate and Energy" in the report for details.
2	Describe how the identified climate-related risks and opportunities affect the company's business, strategy, and financials (short-term, medium-term, long-term).	Please refer to "Chapter 7.1 Climate and Energy" in the report for details.
3	Describe the impact of extreme climate events and transition actions on financials.	Please refer to "Chapter 7.1 Climate and Energy" in the report for details.
4	Describe how the identification, assessment, and management process of climate-related risks is integrated into the overall risk management system.	Please refer to "Chapter 2.3 Risk Management" and "Chapter 7.1 Climate and Energy" in the report for details.
5	If scenario analysis is used to assess resilience to climate-related risks, the scenarios, parameters, assumptions, analytical factors, and main financial impacts should be described.	Climate-related risks and opportunities impact PTI's strategy and financial planning. We employ both quantitative and qualitative climate scenario analyses to develop appropriate strategies. PTI considers the 2° C scenario (2DS), the 1.5° C scenario, and the Representative Concentration Pathway scenario (RCP 8.5) in project meetings. Based on these scenarios, we assess physical risks, transition risks, opportunity sources, and carbon pricing as the primary financial impact in evaluating climate change risks and opportunities.
6	If there are transition plans to address the management of climate-related risks, describe the content of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	Please refer to "Chapter 7.1 Climate and Energy", "Chapter 7.2 Water Stewardship"and "Chapter 7.3 Waste and Pollutants" in the report, as well as the "2024 TCFD Report" for details.
7	If internal carbon pricing is used as a planning tool, the basis for price setting should be explained.	Evaluating international trends and regulatory requirements, PTI is currently deliberating the implementation of an internal carbon pricing management measure, which is expected to be enforced starting in 2026.
8	If climate-related targets are set, information on the covered activities, GHG emission categories, planning period, and annual progress should be provided. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these goals, the source and quantity of the offset carbon reductions or the number of RECs should be specified.	Please refer to the "2024 TCFD Report" for details on various targets and implementation progress.
9	Results of GHG inventory and verification, as well as the goals and action plans of GHG emissions reduction (detailed in sections 1-1 and 1-2).	Please refer to the content below.

1-1 Results of GHG Emissions Inventory and Verification

Year	Scope	Total Emissions ($MTCO_2e$)		Intensity ($MTCO_2e$/NT$ million)		Assurance Information		
		Scope 1	Scope 2	Scope 1	Scope 2	Party	Criteria	Status
2023	PTI (the parent company)	14,381.30	328,260.29	0.34	7.76	SGS Taiwan Ltd.	ISO 14064-3:2019/ Reasonable assurance	Unqualified Opinion
2024	PTI (the parent company)	7,455.97	339,416.97	0.16	7.17	SGS Taiwan Ltd.	ISO 14064-3:2019/ Reasonable assurance	Unqualified Opinion

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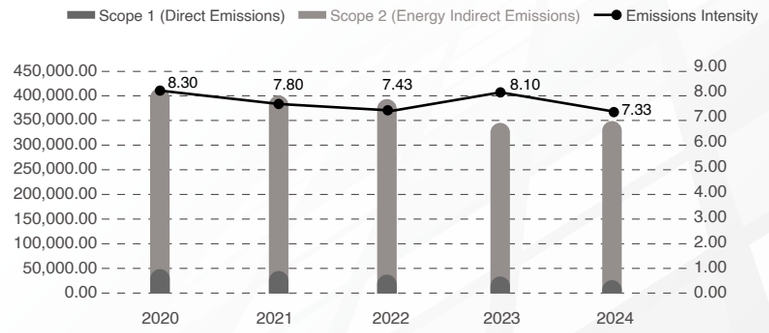
1-2 Goals and Action Plans of GHG Emissions Reduction

PTI completed its greenhouse gas inventory in 2020, with Scope 1 and Scope 2 emissions amounting to 34,572.779 MTCO2e and 380,119.407 MTCO2e, respectively. Using 2020 as the baseline year, we have set greenhouse gas reduction targets, aiming for a 5% reduction by 2025, a 15% reduction by 2030, and achieving net-zero emissions by 2050.

In response to Taiwan's "Climate Change Response Act" carbon fee system, PTI implements self-reduction initiatives in compliance with greenhouse gas regulations. In addition to reducing carbon emissions through renewable energy usage, our facilities have obtained ISO 50001 Energy Management Systems certification. We set annual energy-saving goals and enhance electricity efficiency through equipment replacement, process optimization, and energy-efficient lighting. These measures help minimize energy consumption and reduce greenhouse gas emissions. Furthermore, our e-platform integrates greenhouse gas emission data, enabling tracking of emission metrics and goal progress. As of 2024, compared to the 2020 baseline year, our greenhouse gas emission intensity has decreased by 12%, while total emissions have been reduced by 16%.

For details on our energy-saving and carbon reduction measures, as well as the implementation of renewable energy usage in 2024, please refer to the "Chapter 7.1 Climate and Energy" of the report.

Emissions and Intensity Trends





Opinion TW25/00348GG

SGS

Greenhouse Gas Verification Opinion

The inventory of Greenhouse Gas emissions in year 2024 of

Powertech Technology Inc.

No.10, Datong Rd.,
Hsinchu Industrial Park, Hukou, Hsinchu, Taiwan

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Opinion Type: Modified

Direct emissions
7,455.9654 tonnes of CO_2e
Indirect emissions
602,921.0170 tonnes of CO_2e
Direct emissions and indirect emissions
610,376.982 tonnes of CO_2e

Authorized by

Stephen Pao
Business Assurance Director
Date: 11 July 2025
Version 1

TGP56B-15-1 2501
SGS Taiwan Ltd.
No. 136-1, Wu Kung Road, New Taipei Industrial Park,
Wu Ku District, New Taipei City 248016, Taiwan
t (02) 22993279 f (02)22999453 www.sgs.com

ISO 14064-1 GHG INVENTORY VERIFICATION SGS

TAF

Validation and Verification
VB002

This Opinion is not valid without the full verification scope, objectives, criteria and findings available on the Opinion.

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Appendix

8.4 ESG Performance Summary

Scope: Except for financial performance, disclosed via consolidated financial statements, all other disclosures are primarily based on PTI.

Aspect	Indicator		Unit of Measure	2021	2022	2023	2024	Note
Governance & Economic	TWSE Corporate Governance Evaluation ranking		%	6%~20%	6%~20%	21%~35%	21%~35%	
	Consolidated revenue		NT$ 100 million	838	839	704	733	
	Consolidated net income		NT$ 100 million	89	87	80	68	
	R&D expenditures		NT$ 100 million	24	25	25	28	
	Capital expenditures		NT$ 100 million	180.8	168.6	75.8	132.7	
	Return on equity (ROE)		%	19.27	16.59	14.04	12.07	
	Product recalls		number	0	0	0	0	
	Accumulated global patents granted		number	882	926	969	999	
	Local Supplier Procurement Ratio		%	53	50	55	54	
	Compliance rate of material suppliers using certified minerals (Conflict-Free Minerals)		%	100	100	100	100	
	Suppliers participated in the annual supplier forum		number of companies	127	149	156	148	
	Information Security	Total number of information security breaches	number	0	0	0	0	
		Total number of clients, customers, and employees affected by the breaches	person	0	0	0	0	

Aspect	Indicator		Unit of Measure	2021	2022	2023	2024	Note
Environmental	Emissions	Total GHG emissions	MTCO2e	689,155.06	717,364.83	656,970.43	610,376.98	
		Direct GHG emissions (Scope 1)	MTCO2e	18,372.82	14,452.87	14,381.30	7,455.97	
		Indirect GHG emissions (Scope 2) (Location-based)	MTCO2e	381,346.17	377,208.72	328,260.29	339,416.97	
		Indirect GHG emissions (Scope 3)	MTCO2e	289,436.07	325,703.24	314,328.84	263,504.04	
		GHG emissions intensity	MTCO2e/NT$ million revenue	7.80	7.43	8.10	7.33	(Scope 1 + Scope 2) emissions per individual revenue
		Perfluorocarbons (PFCs) emissions	MTCO2e	98.17	6,216.56	6,627.15	3,187.09	
	Energy	Total energy consumption	GJ	2,703,523.00	2,757,696.70	2,440,671.95	2,580,707.04	
		Purchased electricity	kWh	750,978,720	762,571,840	673,153,150	687,719,949	
		Total renewable energy consumption	kWh	0	146,196	8,535,594	24,414,460	
		Solar power generation	kWh	0	146,196	3,545,149	3,520,460	
		Purchased renewable energy	kWh	0	0	4,990,445	20,894,000	
		Energy savings	kWh	13,036,365	11,435,224	17,240,951	14,182,415	
		Energy intensity	GJ/NT$ thousand revenue	0.053	0.052	0.057	0.055	Total energy consumption per individual revenue
	Waste & Pollutants	Total industrial waste generated	metric tonnes	8,156.26	7,835.08	6,367.41	7,032.22	
		Non-hazardous waste generated	metric tonnes	5,771.80	5,339.83	4,091.49	4,767.06	
		- Waste recycled/reused	metric tonnes	(Note 1)	1,798.20	3,140.99	4,113.80	
		- Waste incinerated with energy recovery	metric tonnes	(Note 1)	2,033.58 (Note 2)	602.49	448.45	
		- Waste incinerated without energy recovery	metric tonnes	(Note 1)		348.01	204.79	

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Aspect	Indicator		Unit of Measure	2021	2022	2023	2024	Note
Environmental	Waste & Pollutants	- Waste landfilled	metric tonnes	(Note 1)	1,508.05	0	0	
		- Others	metric tonnes	(Note 1)	0	0	0	
		Hazardous waste generated	metric tonnes	2,384.46	2,495.25	2,275.92	2,265.16	
		- Hazardous waste recycled/ reused	metric tonnes	(Note 1)	675.80	805.13	823.84	
		- Hazardous waste incinerated with energy recovery	metric tonnes	(Note 1)	1,812.23 (Note 2)	179.65	321.15	
		- Hazardous waste incinerated without energy recovery	metric tonnes	(Note 1)		354.98	237.71	
		- Hazardous waste landfilled	metric tonnes	(Note 1)	7.22	0	36.14	
		- Others	metric tonnes	(Note 1)	0	936.16	846.32	
		Non-hazardous waste recycling rate (with energy recovery)	%	-	-	91.5	95.7	
		Waste intensity	metric tonnes/NT$ million revenue	0.16	0.15	0.15	0.15	Industrial waste generation per individual revenue
		Volatile organic compounds (VOCs)	metric tonnes	100.4	93.6	73.3	89.6	
	Water	Water withdrawal	m^3	3,017,359	2,967,257	2,780,544	3,017,526	
		- Third party sources: Municipal water	m^3	2,817,241	2,904,510	2,734,971	2,982,264	
		- Groundwater	m^3	200,118	62,747	45,573	35,262	
		- Fresh surface water	m^3	0	0	0	0	
		Water discharge	m^3	1,991,060	2,115,966	1,967,811	2,109,579	
		Water consumption (Total net fresh water consumption)	m^3	1,026,299	851,291	812,733	907,947	Water withdrawal - Water discharge
		Water intensity	m^3 / NT$ million revenue	58.86	56.30	65.77	63.78	Water withdrawal per individual revenue
		Process water recycling rate	%	88.05	87.61	88.68	86.89	
		Ultra-pure water usage	m^3	1,983,813	1,936,382	1,951,266	2,219,029	

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Aspect	Indicator		Unit of Measure	2021	2022	2023	2024	Note
Social	Full-time employees (FTE)		person	11,535	11,905	10,994	11,358	
	Employment of the disabilities		number	116	123	111	117	
	Mean salary of full-time non-managerial employees		NT$ thousand	891	863	804	869	
	Median salary of full-time non-managerial employees		NT$ thousand	734	688	635	689	
	Training & Development Inputs	Training spent	NT$ million	3.26	4.32	4.92	4.40	
		Employee training hour	hour	721,336.50	1,785,714.00	730,982.00	1,135,472.6	
		Employee training	person	189,606	231,947	206,725	205,348	
		Average hours per FTE of training	hour	62.50	150.00	66.50	100.0	
		Average amount spent per FTE on training	NT$	282.6	362.8	447.5	388.0	
	Human capital return on investment (ROI)		%	4.92	5.07	4.98	4.84	(Total Revenue - (Total Operating Expenses - Total employee-related expenses))/ Total employee-related expenses
	Customer satisfaction score		point	4.4	4.2	4.4	4.1	5 points the best
	Occupational Health & Safety	Work-related fatalities - employees	person	0	0	0	0	
		Work-related fatalities - contractors	person	0	0	0	0	
		Disability injury frequency rate (FR) - employees	-	0.40	0.58	0.71	0.86	
		Disability injury frequency rate (FR) - contractors	-	0	0	0	0	
		Disability injury severity rate (SR) - employees	-	6	12	9	29	
		Disability injury severity rate (SR) - contractors	-	0	0	0	0	
		Frequency severity indicator (FSI) - employees	-	0.04	0.08	0.07	0.15	
		Frequency severity indicator (FSI) - contractors	-	0	0	0	0	
		Occupational injury rate per 1,000 workers - employees	‰	0.78	1.19	1.43	1.74	
		Occupational injury rate per 1,000 workers - contractors	‰	0	0	0	0	
	Newborns		person	362	333	331	320	
	Return to work rate after parental leave		%	76	73	79	84	
	Migrant worker direct hiring rate		%	100.0	80.7	64.4	51.9	
	Ratio of migrant workers residing outside dormitories (self-selected housing)		%	0	43	56	56	
	Social welfare investments		NT$	1,562,280	2,319,101	3,380,647	3,902,227	
	Volunteer service hours		hour	1,175	1,096	1,481	1,348	
	Interns		person	40	84	50	67	

Note:

1. The classification methodology for waste generation and treatment in 2021 differed from the current approach; accordingly, relevant data is not disclosed.
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.

Appendix

8.5 Independent Third Party Assurance Statement

bsi.

INDEPENDENT ASSURANCE OPINION STATEMENT

2024 Powertech Technology Inc. ESG 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 followings:

1. The assurance scope is consistent with the description of 2024 Powertech Technology Inc. ESG 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 2024 Powertech Technology Inc. ESG Report provides a fair view of the PTI sustainability programmes and performances during 2024. 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 assurors 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 42 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 2024 Powertech Technology Inc. ESG 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 transparence 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) (Semiconductors Sustainability Accounting Standard, version 2023-12) 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.

AA1000 Licensed Report 000-4/V3-YIFX9

Statement No: SRA-TW-803934

2025-05-15

For and on behalf of BSI:

Peter Pu, Managing Director BSI Taiwan

...making excellence a habit.™

Taiwan Headquarters: 2nd Floor, No. 37, Ji-Hu Rd., Nei-Hu Dist., Taipei 114, Taiwan, R.O.C.

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Appendix

8.6 Social Media Communication Platform

Facebook	PTI ESG - 力成科技永續發展	力成科技 PTI GOOD JOB	PTI Taiwan
LINE	力成科技 (@ptilife)	PTI Education (@ptikababayan)	
Instagram	PTI Life 力成精彩生活	YouTube	PTI Life 力成精采生活
LinkedIn	PTI 力成科技	Messenger	力成科技 PTI GOOD JOB


力聚未來
2025
力成科技 微光盛典
THE ANNUAL PARTY OF POWERTECH TECHNOLOGY

POWERTECH TECHNOLOGY INC. ESG REPORT

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Welcome to join PTI fan page to share related information.
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