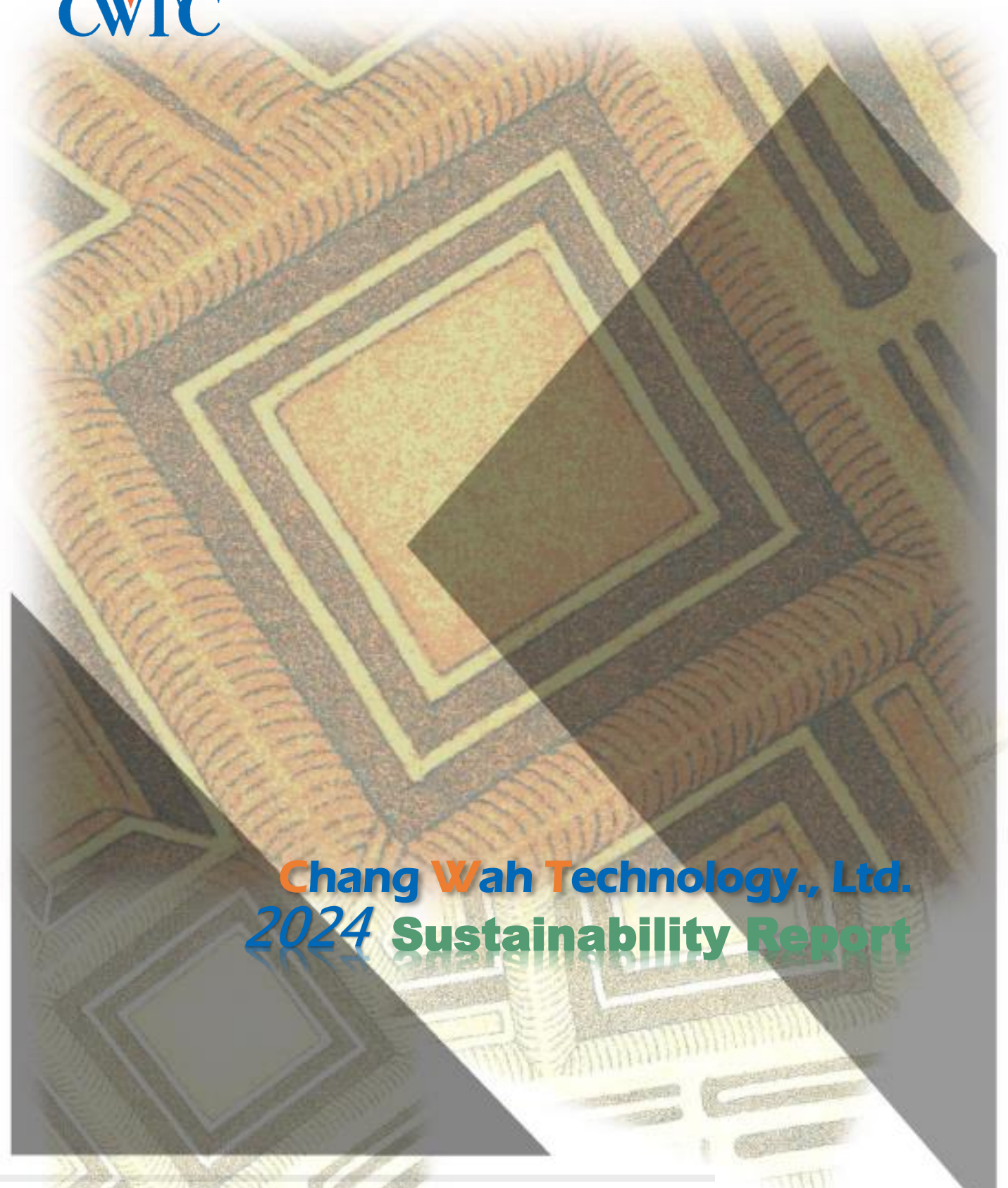


The background of the page is a complex, abstract geometric pattern. It consists of various nested squares and rectangles, some of which are filled with a textured, wavy pattern in shades of orange, brown, and yellow. Other squares are solid colors like dark brown or olive green. The pattern is layered and overlapping, creating a sense of depth and complexity.

# **Chang Wah Technology., Ltd.** **2024 Sustainability Report**

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# About This Report [【GRI 2-3-2-5】](#)

Chang Wah Technology Co., Ltd. (CWTC or the Company) has prepared this report with reference to the GRI Standards issued by the Global Reporting Initiative (GRI) and in accordance with the “Rules Governing the Preparation and Filing of Sustainability Reports by TPEX Listed Companies” of the Taipei Exchange (TPEX). This report has been publicly released in the “Corporate Social Responsibility (CSR)” section of the Company’s official website, demonstrating the Company's concrete achievements and performance in Environmental (E), Social (S), and Governance (G) aspects to realize the vision of sustainable management and development.

## Reporting Period

CWTC regularly releases sustainability reports on an annual basis, and this is the fifth report. The 2024 sustainability report was issued in August 2025, covering information from January 1 to December 31, 2024. To ensure the completeness of information disclosure, some of the data covers periods before and after the reporting period.

## Reporting Boundary

The reporting boundary of this report covers CWTC and its subsidiaries. The financial information, greenhouse gas inventory, environmental, occupational health and safety, and social data presented in this report encompass all entities included in the consolidated financial statements. If the disclosure scope differs from the aforementioned, it will be specified in the corresponding section.

## Audit and External Verification

The content of this report was reviewed for accuracy and completeness by the heads of each department. The Sustainability Information Disclosure Team compiled the information and prepared the report, which was then submitted to the Sustainable Development Committee for review and reported to the Board of Directors on August 6, 2025, prior to its release.

The disclosed financial performance data has been prepared in accordance with the International Financial Reporting Standards (IFRSs) as endorsed by the Financial Supervisory Commission (FSC) and audited by Deloitte & Touche. Unless otherwise stated, all figures are expressed in New Taiwan dollars.



The 2024 GHG emissions data of CWTC and its subsidiaries was inventoried in accordance with the latest version of the ISO 14064:2018 standard, and a verification statement was obtained. The merged individual inspection agencies are listed in the appendix of this report.

The key performance information in this report has been verified by an independent third party—Live Susthinkability CPA Firm. In accordance with ISAE 3000, “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information,” issued by the Accounting Research and Development Foundation, the firm conducted a limited assurance engagement and issued a limited assurance report. For the scope of assurance and the verification statement, please refer to the appendix.

### Contact Information



CWTC Official Website

For continuous communication with stakeholders, you are most welcome to contact us with your valuable suggestions. The contact information is as follows:

Address : NO. 24,Kai-Fa Road Nan-Tze Dist., Kaohsiung. Taiwan, R.O.C.

E-mail : [cwtkh@cwtcglobal.com](mailto:cwtkh@cwtcglobal.com)

Official Website : <https://www.cwtcglobal.com/>





# Letter from The Chairman

Driving lead frame technological innovation toward a smart and sustainable semiconductor future!

Amid the ever-advancing global wave of technology, lead frames are no longer merely the “supporting components” in packaging—they have become critical elements that directly impact product performance, reliability, and environmental footprint. In response to the rapid emergence of next-generation applications such as 5G, AI, and electric vehicles, we firmly recognize that technological innovation must go hand in hand with corporate responsibility in order to build a truly resilient industrial value chain.

CWTC has long been committed to the research and development of advanced lead frame technologies. Our focus areas include:

- High-density miniaturized designs to support smaller, more powerful device packaging;
- Enhanced thermal conductivity and electrical performance to meet the demands of high-power and high-speed computing;
- Modular and heterogeneous integration, enabling multi-chip and multi-functional packaging solutions.

However, technological advancement must not come at the expense of the environment. That is why we uphold a “Sustainability First” principle throughout the development and manufacturing processes of our lead frame products.

## Green Materials and Processes

We have fully adopted lead-free processes and designs compatible with low-silver solder, prioritizing the use of recyclable metals and low-carbon emission material sources to reduce environmental impact. In terms of manufacturing, we continuously optimize our stamping and etching processes, focusing on waste reduction, energy conservation, and emissions reduction as our core performance indicators.

## Energy Management

Through concrete actions such as energy audits and the replacement of energy-saving equipment, we have effectively reduced the energy intensity per unit of product, ensuring that every kilowatt-hour is utilized for critical performance. At the same time, we actively encourage our supply chain partners to implement energy-saving and carbon reduction measures, amplifying the overall sustainability impact across the entire industry value chain.



## Social Responsibility and Talent Sustainability

We believe that talent is the soul of technology. The CWTC lead frame team has implemented a Technical Knowledge Transfer Program and a Women in Engineering Development Program to encourage more young people to join the high-tech manufacturing industry. At the same time, we are committed to fostering a diverse and inclusive workplace culture.

## Occupational Safety and Health Management

We regard employee safety and health as the foundation of our corporate responsibility. To this end, we have implemented the ISO 45001 Occupational Health and Safety Management System, conducting regular risk assessments and training programs to enhance safety awareness and emergency response capabilities in the workplace. In addition, we continue to invest in smart monitoring technologies and equipment automation to reduce the proportion of high-risk manual operations, ensuring that every employee can work in a safe, healthy, and respectful environment.

Looking ahead, the semiconductor lead frame market is expected to continue its growth. In response to global demand, we will deliver products with higher performance and greater environmental sustainability. At the same time, we remain committed to advancing our corporate vision of “Technology and Sustainability in Harmony.”

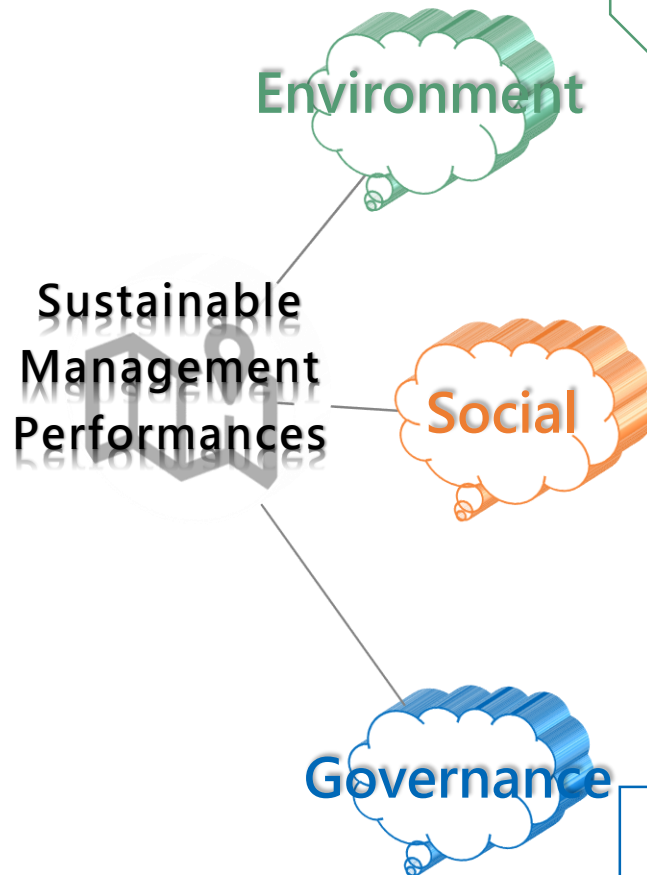
Let us shape the future through innovation and build sustainability through responsibility!

CWTC Chairman and President





# Sustainable Management Performances



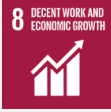
- Recycling rate of water withdrawal has increased by approximately 4%.
- Waste reuse reached 96%

- No human rights violations or labor disputes occurred in 2024.
- No major occupational injury cases or occupational diseases occurred.
- The Occupational Health and Safety Management System of Taiwan plant obtained ISO45001:2018 certification.
- The Taiwan plant has been certified as a Healthy Workplace by the Health Promotion Administration, Ministry of Health and Welfare.
- The Taiwan plant has been awarded the Green Enterprise Certification by the Taiwan Organic Living Environmental Education Promotion Association.
- The proportion of local employees was 90%, and employed sufficient number of disabled people in Taiwan.
- The total training hours for employees reached 160,236 hours, increased 20%
- The proportion of female employees was 38%, and it was 32% at the supervisory level.
- Adopted 60 street trees for greening project in the industrial park.

- Operating revenue was NT\$11,986,794 thousand and earnings per share were NT\$2.02, based on a par value of NT\$0.4 per share.
- Ranked in the Top 5% of OTC Companies in the 11th Corporate Governance Evaluation.
- We hold a total of 269 patents and 7 trademarks worldwide.
- The proportion of local procurement accounted for 57% of all procurement.



## Corresponding policies, strategies, and action plans to UN Sustainable Development Goals (SDGs)

| SDGs Core Objectives                                                                | Achievements                                                                                                                                                                                                                                                                                                                                                                                                                                               | Corresponding Issues                                                      | SDGs Core Objectives                                                                  | Achievements                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Corresponding Issues                                                                                   |
|-------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|---------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
|    | <ul style="list-style-type: none"> <li>There are regular employee health check-ups every year and the health risk classification approach in place to provide timely tracking of employee health, encourage treatments and prevent the occurrence of occupational diseases.</li> <li>We provide safe and healthy working environment, keep monitoring various operating environment and promote the programs of occupational health and safety.</li> </ul> | 4.4 Occupational Health and Safety                                        |    | <ul style="list-style-type: none"> <li>Increase installed capacity of rooftop solar system.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 3.3 Energy Management                                                                                  |
|    | <ul style="list-style-type: none"> <li>Hold vocational training courses covering a wide range of fields for employees every year.</li> <li>Supporting local education by actively promoting industry-academia and cooperative education programs with local universities, colleges, and vocational high schools.</li> </ul>                                                                                                                                | 4.3 Talent Development and Diversity Cultivation<br>4.5 Social Engagement |    | <ul style="list-style-type: none"> <li>Employment equality, respect for human rights, employee diversity, and prohibition of child labor and forced labor are incorporated into our recruitment principles and processes.</li> <li>Employees are entitled to appropriate compensation package and fair promotion opportunities.</li> <li>The Taiwan facility has implemented the ISO 45001:2018 Occupational Health and Safety Management System and obtained certification.</li> <li>We establish a Safety and Health Committee.</li> <li>Regularly examine our operating environment to eliminate and improve unsafe conditions and potential hazards.</li> </ul> | 4.1 Human Rights Policies<br>4.2 Talent Attraction and Retention<br>4.4 Occupational Health and Safety |
|  | <ul style="list-style-type: none"> <li>We establish "Regulations Governing the Maternal Health Protection of Female Employees" to ensure the physical and mental health of female employees during pregnancy, postpartum, and breastfeeding.</li> <li>We promote a gender-friendly workplace that male and female employees both can apply for unpaid parental leave for raising children and family care leave.</li> </ul>                                | 4.2 Talent Attraction and Retention                                       |  | <ul style="list-style-type: none"> <li>Promoting industry-academia collaboration programs by offering internship opportunities to help students align with industry needs.</li> <li>Adopting street trees greening projects to maintain green landscapes and enhance urban livability and community cohesion.</li> </ul>                                                                                                                                                                                                                                                                                                                                            | 4.5 Social Engagement<br>4.5 Social Engagement                                                         |
|  | <ul style="list-style-type: none"> <li>The discharge of wastewater is controlled by each plant to comply with local regulations.</li> <li>Each plant promotes conservation measures such as water recycling systems and water-saving design of machinery and equipment.</li> </ul>                                                                                                                                                                         | 3.4 Water Resources Management                                            |                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                        |



| SDGs Core Objectives                                                                | Achievements                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Corresponding Issues                                                | SDGs Core Objectives                                                                  | Achievements                                                                                                                                                                                         | Corresponding Issues                                     |
|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
|    | <ul style="list-style-type: none"> <li>Comply with the Responsible Business Alliance Code of Conduct (RBA) and the Responsible Minerals Initiative (RMI) based on which suppliers are required to comply with relevant rules and standards.</li> </ul>                                                                                                                                                                                                          | 2.7 Sustainable Supply Chain                                        |    | <ul style="list-style-type: none"> <li>Adopting street trees greening projects to protect and increase urban green spaces and provide habitats for animals and plants.</li> </ul>                    | 4.5 Social Engagement                                    |
|                                                                                     | <ul style="list-style-type: none"> <li>We adopt the latest version of ISO14001:2015 environmental management system and obtain relevant certifications.</li> <li>We set up the environmental management units, including the Environmental Management Committee of the head office and the Environmental Safety Center and Occupational Safety Office of each plant, which are responsible for issues and effectiveness of environmental management.</li> </ul> | 3.1 Environmentally Sustainable Development                         |    | <ul style="list-style-type: none"> <li>We offer multiple communication channels for stakeholders to solicit opinions and report of improper interests.</li> </ul>                                    | 1.1 Sustainable Development Organizations and Strategies |
|  | <ul style="list-style-type: none"> <li>In accordance with Task Force on Climate-related Financial Disclosures (TCFD), we identify the climate-related risks and opportunities, strengthen renewable energy and extend to the operation of carbon neutrality.</li> </ul>                                                                                                                                                                                         | 3.2 TCFD Task Force on Climate-related Financial Disclosures (TCFD) |    | <ul style="list-style-type: none"> <li>Strictly prohibit any actions about corruption, bribery, embezzlement and improper enrichment. We have a zero-tolerance policy for any violations.</li> </ul> | 2.2 Integrity Management                                 |
|                                                                                     | <ul style="list-style-type: none"> <li>We continue to conduct greenhouse gas inventories.</li> <li>Adopting street trees greening projects to enhance environmental awareness and climate resilience.</li> </ul>                                                                                                                                                                                                                                                | 3.3 Energy Management                                               |                                                                                       | <ul style="list-style-type: none"> <li>Strictly prohibit our suppliers from engaging in child or forced labor, and closely observe fair business principles.</li> </ul>                              | 4.1 Human Rights Policies                                |
|  | <ul style="list-style-type: none"> <li>Holding beach cleaning activities to remove marine debris and reduce threats to fish, corals and other marine life.</li> </ul>                                                                                                                                                                                                                                                                                           | 4.5 Social Engagement                                               |  | <ul style="list-style-type: none"> <li>Enhancing employability through industry-academia collaboration and establishing cross-disciplinary partnership networks.</li> </ul>                          | 4.5 Social Engagement                                    |



## 【GRI 2-1-2-6】About CWTC

**Chang Wah Technology Co., Ltd.** was established on December 24, 2009, as a subsidiary of Chang Wah Electromaterials Inc. (CWE). The Company focused on the development and production of packaging materials for LED lead frames initially and was listed on the Taipei Exchange under stock code 6548 in 2016. It purchased the shares of SH Asia Pacific Pte. Ltd. (SHAP), an investee of the Japanese company, SH Materials Co., Ltd. (S.H.M), on March 17, 2017, marking its official start to the upstream metal lead frame industry to become a leading global IC substrate manufacturer.

Our role in the IC and LED supply chain is to provide materials for packaging following wafer production. Wafers need to be packaged before they can be used in subsequent module production and be installed in/applied to various electronic consumer products. Same as other IC and LED packaging companies, we are material suppliers of the back-end process in the early stages of the entire industry chain. CWTC is one of the top five lead frame suppliers in the world.

|                 |                                |                            |                                                     |
|-----------------|--------------------------------|----------------------------|-----------------------------------------------------|
| Stock Code      | 6548                           | Chairman                   | Chuen-Sing Hung                                     |
| Company Name    | Chang Wah Technology Co., Ltd. | President                  | Chuen-Sing Hung                                     |
| Business ID No. | 70849957                       | Paid-in capital            | NT\$380,195,480                                     |
| Industry        | Semi-conductor industry        | Par value per common share | NT\$0.4                                             |
| Main businesses | Manufacturing of lead frames   | Headquarter                | No. 24, Kaifa Road, Nanzhi District, Kaohsiung City |

Note : The completion of capitalization change registration was on March 11, 2025.

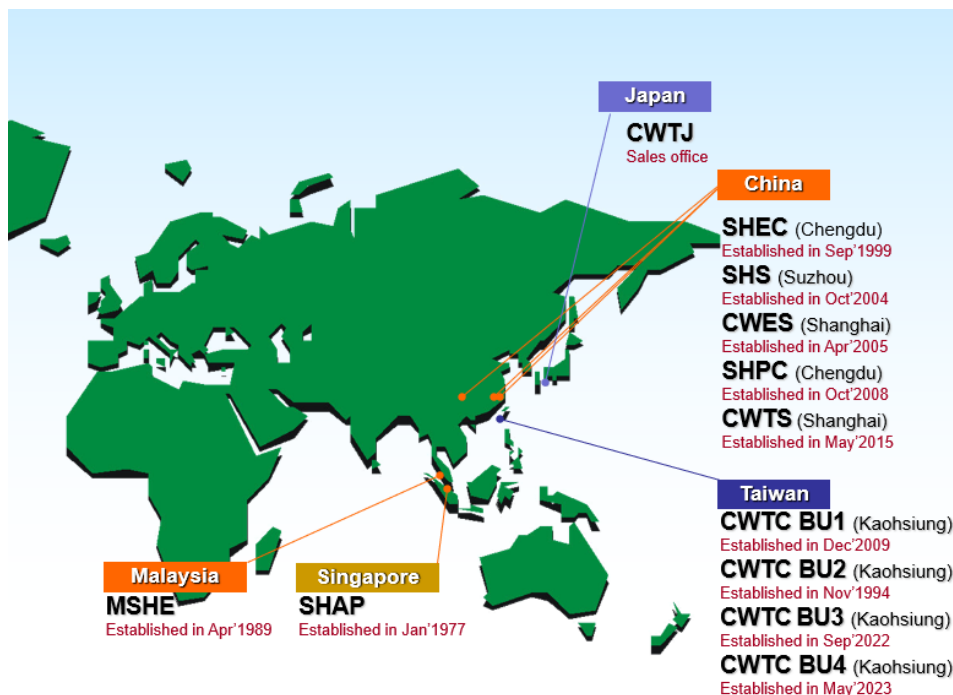
### **Participation in Associations** 【GRI 2-28】

By actively participating in associations, we can establish good interactions with the industry and society, enabling us to stay closely informed about industry development trends at all times.

| Organization                                                  | Position |
|---------------------------------------------------------------|----------|
| The Institute of Internal Auditors-Chinese Taiwan             | Member   |
| Taiwan External Trade Development Council                     | Member   |
| Taiwan Computer Emergency Response Team / Coordination Center | Member   |
| Chinese Society for Quality                                   | Member   |



## Main Business Locations of CWTC Group 【GRI 2-1-2-2】



### Chang Wah Technology Co., Ltd.

|               |                                                                                        |
|---------------|----------------------------------------------------------------------------------------|
| Location      | No. 24, Kaifa Rd., Nanzi Dist., Kaohsiung City, Taiwan (R.O.C.)                        |
|               | No. 16, E. 7th St., Nanzi Dist., Kaohsiung City, Taiwan (R.O.C.) (Plant 2)             |
|               | No. 133, Jing 5th Rd., Nanzi Dist., Kaohsiung City, Taiwan (R.O.C.) (Plant 3)          |
|               | No. 36, Jing 3th Rd., Nanzi Dist., Kaohsiung City, Taiwan (R.O.C.) (New Etching Plant) |
| Main Business | Manufacturing of lead frames                                                           |

### Branch office in Japan of CWTC

|               |                                                              |
|---------------|--------------------------------------------------------------|
| Location      | Takano Building, 2-5-3, Uchi-kanda, Chiyoda-ku, Tokyo, Japan |
| Main Business | Trading of lead frames                                       |

### SH Electronics Suzhou Co., Ltd. ( SHS )

|               |                                                                        |
|---------------|------------------------------------------------------------------------|
| Location      | No. 123, Longtan Road, Suzhou Industrial Park, Jiangsu Province, China |
| Main Business | Manufacturing of lead frames                                           |

### SH Electronics Chengdu Co., Ltd. ( SHEC )

|               |                                                                                                          |
|---------------|----------------------------------------------------------------------------------------------------------|
| Location      | No. 7, Xin Yuan South 2nd Road, Singapore Industrial Park, Chengdu Hi-Tech Zone, Sichuan Province, China |
| Main Business | Manufacturing of lead frames                                                                             |

### SH Precision Chengdu Co., Ltd. ( SHPC )

|               |                                                                                             |
|---------------|---------------------------------------------------------------------------------------------|
| Location      | No.6, West Zone, No.8, Kexin Road, West Park, Chengdu Hi-tech Zone, Sichuan Province, China |
| Main Business | Manufacturing of lead frames                                                                |

### Shanghai Chang Wah Electromaterials Inc. ( CWES )

|               |                                                                     |
|---------------|---------------------------------------------------------------------|
| Location      | Room 2101, 1027 Changning Road, Changning District, Shanghai, China |
| Main Business | Trading of IC packaging materials                                   |

### CWTC (Shanghai) Inc. ( CWTS )

|               |                                                                                |
|---------------|--------------------------------------------------------------------------------|
| Location      | Room E01, 2F, No. 207, Fute North Road, Pilot Free Trade Zone, Shanghai, China |
| Main Business | Trading of lead frames                                                         |

### SH Asia Pacific Pte. Ltd ( SHAP )

|               |                                                                  |
|---------------|------------------------------------------------------------------|
| Location      | 10 Eunos Road 8 #05-04/05 Singapore Post Centre Singapore 408600 |
| Main Business | Trading of lead frames                                           |

### Malaysian SH Electronics Sdn. Bhd. ( MSHE )

|               |                                                                                |
|---------------|--------------------------------------------------------------------------------|
| Location      | Lots 5,7&9, Jalan Ragum 15/17, 40200 Shah Alam, Selangor Darul Ehsan, Malaysia |
| Main Business | Manufacturing of lead frames                                                   |

Note : CWTC's subsidiaries, WSP Electromaterials Ltd. and Shing Zheng Investment Co., Ltd., which are not main operational locations, primarily engage in investment activities. Their financial information, GHG inventory, and social information are included in this report. The other information please refer to Section VIII in 2024 Annual Report.



## Vision and Mission

- ✓ **To meet or exceed customer expectation**
- ✓ **To achieve customer's request on quality and delivery**
- ✓ **Extraordinary service and craftsmanship**

- ✓ **Share holder**

Throughout efficiency management, sustainability to pursuit the maximization of the interest.

- ✓ **Customer**

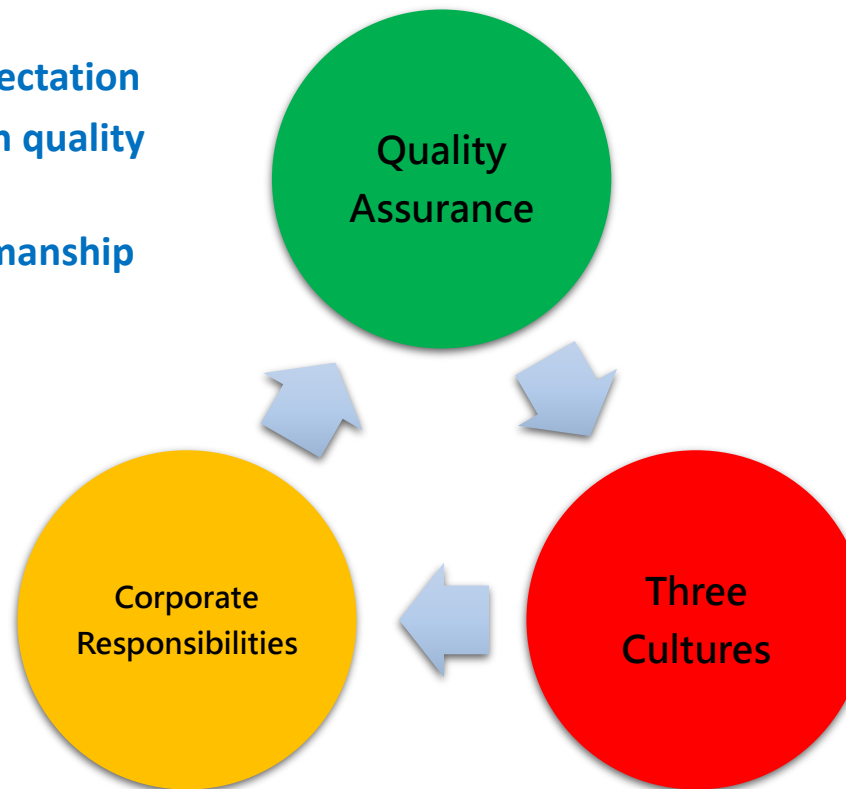
To segment our market with skills, quality, delivery and production cost and become a highly competitive enterprise.

- ✓ **Employees**

To create decent working environment, clearly specify the job and responsibility.

- ✓ **Government**

To follow all regulation and law principal.



- ✓ **Human is fundamental**

To provide employees safe, friendly and fair working environment. Focus on working environment safety, continue to develop talented employee, offer complete promotional map and build highly developing stage.

- ✓ **Integrity**

Integrity is the foundation of an enterprise sustainable operation.

- ✓ **Innovation**

Innovation is the source of grow, continue to create and improve our product to satisfy customer's expectation.



# 1. Sustainability Management

[【GRI 2-12-2-13-2-14-2-22-2-23】](#)

## 1.1 Sustainable Development Organizations and Strategies

To fulfill the sustainable development goals in environmental protection, social responsibility, and corporate governance, CWTC established the Sustainable Development Committee under the Board of Directors in August 2024. This committee strengthens the Board's role and management mechanisms in advancing sustainability efforts. The Chairman of the Board serves as the Chairperson and Convener of the committee, while other members are appointed by Board resolution—more than half of whom are independent directors. The term of the committee members aligns with that of the appointing Board.

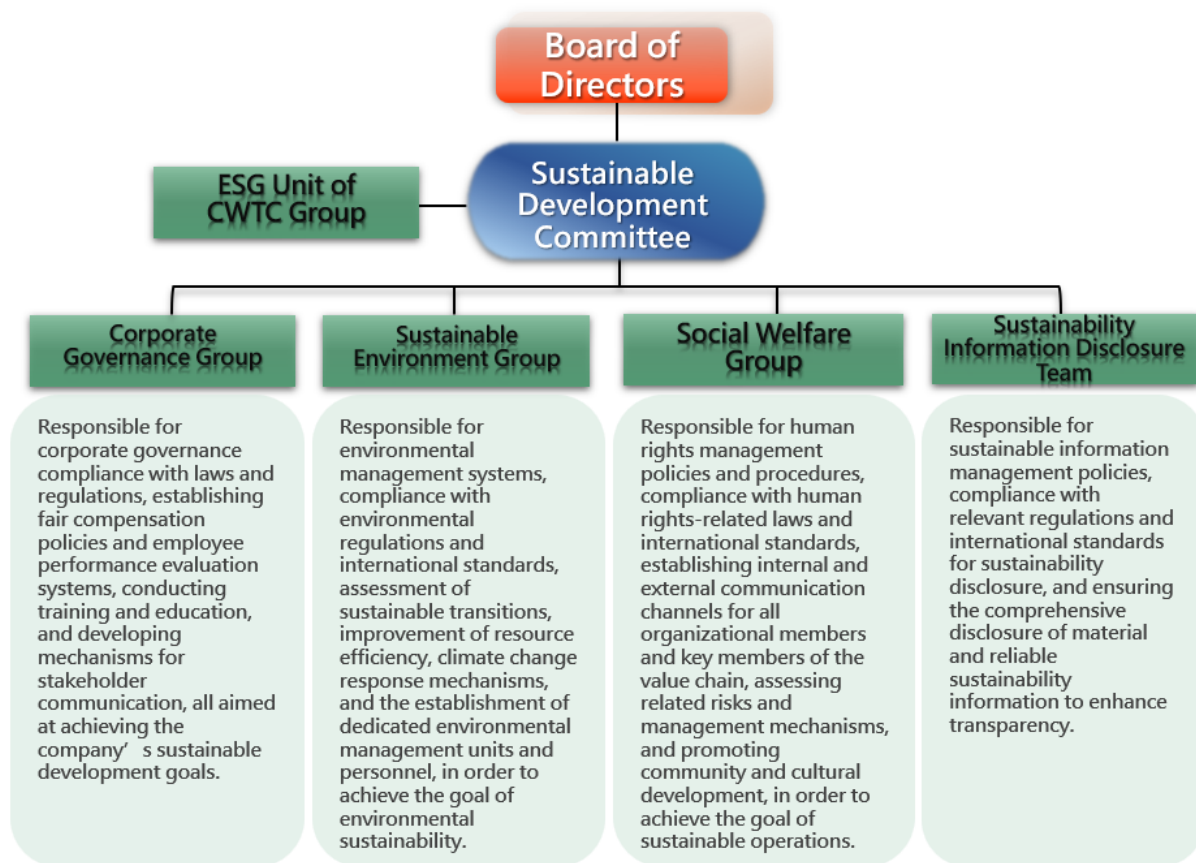
The Sustainable Development Committee is structured around the promotion of various sustainability initiatives. The company's Group ESG Team is responsible for coordinating all sustainability-related matters and reports the progress and strategic alignment of these initiatives to the Committee. Furthermore, sustainability performance is linked to both short-term and long-term incentive compensation for the General Manager and senior executives.

The Committee regularly reports its implementation status to the Board of Directors. Beyond its supervisory and advisory roles, the Board may also prompt the management team to make adjustments when necessary to ensure the achievement of sustainability objectives.

For more details on CWTC's sustainability strategy, please refer to the Corporate Social Responsibility Policy linked on the right.



CWTC Corporate Social  
Responsibility Policy



## The Main Points for Reporting to the Board of Directors in 2024

| Date         | Content                                                                                                                                    |
|--------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| 02/21        | Business integrity performance with reviews revealing there were no violations in the previous year.                                       |
| 03/12 、 5/10 | GHG inventory and schedule planning for verification, where implementation and progress are monitored on a quarterly basis.                |
| 08/06        | Preparation and assurance of the 2023 Sustainability Report, and explanation of material topics, goals, and management approaches.         |
| 12/19        | Report on the implementation of sustainability-related risk management, progress of GHG inventory and verification planning and execution. |



## 1.2 Stakeholder Engagement [【GRI 2-12-2-16-2-25-2-29】](#)

Based on the five major principles of the AA1000 Stakeholder Engagement Standard (AA1000 SES) which includes Influence, tension, responsibility, dependency and diverse perspectives, CWTC has identified six major categories of stakeholders, which are government agencies, investors, employees, customers, suppliers and society (including local communities and non-profit organizations (NGOs)).



### Communication with Stakeholders

| Stakeholder                                    | Significance                                                                                                                                                                                | Communication Channel                        | Frequency                   |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------------|
| Employees                                      | Employees are our foundation to sustainable operating and the key toward the road of our sustainable operations.                                                                            | Welfare Committee meetings                   | At least once every quarter |
|                                                |                                                                                                                                                                                             | Labor-management meetings                    | At least once every quarter |
|                                                |                                                                                                                                                                                             | Human Resources Arbitration Committee        | At least twice every year   |
|                                                |                                                                                                                                                                                             | Environmental Management Committee           | At least once every quarter |
|                                                |                                                                                                                                                                                             | Improvement proposal incentive form          | Irregularly                 |
|                                                |                                                                                                                                                                                             | Employee opinion mailbox / Reporting hotline | Timely                      |
| Customers                                      | Focus on customer demands and provide our services using our core technology fully and comprehensively.                                                                                     | Telephone / E-mail                           | Timely                      |
|                                                |                                                                                                                                                                                             | Different types of meetings                  | Irregularly                 |
|                                                |                                                                                                                                                                                             | Customer Satisfaction Survey                 | At least once every year    |
|                                                |                                                                                                                                                                                             | Conduct an audit                             | Irregularly                 |
| Suppliers                                      | We are paying more attention to quality of raw materials from suppliers, and we gain trust in market and customers through joint efforts to achieve benefit-sharing and sustainable growth. | Supplier audit and interview                 | At least once every year    |
|                                                |                                                                                                                                                                                             | Inspection at equipment suppliers' premises  | Irregularly                 |
|                                                |                                                                                                                                                                                             | Interview / telephone / E-mail               | Irregularly                 |
|                                                |                                                                                                                                                                                             | Construction Safety Commitments              | At least once every year    |
|                                                |                                                                                                                                                                                             | Supplier evaluation form                     | At least once every year    |
|                                                |                                                                                                                                                                                             | Company website                              | Timely                      |
| Stakeholder                                    | Significance                                                                                                                                                                                | Communication Channel                        | Frequency                   |
| Investors                                      | Investors' support is our motivation for continuous growth and responsibility.                                                                                                              | Company website                              | Irregularly                 |
|                                                |                                                                                                                                                                                             | Investor conferences                         | At least once every quarter |
|                                                |                                                                                                                                                                                             | Shareholders' meeting                        | At least once every year    |
|                                                |                                                                                                                                                                                             | Annual Report / Financial Report             | At least once every year    |
| Government agencies                            | Prudently comply with the requirements of local government agencies for each plant, and we will adjust by using methods in line with local circumstances.                                   | Official Correspondence                      | Irregularly                 |
|                                                |                                                                                                                                                                                             | Inspection and Audit                         | Irregularly                 |
|                                                |                                                                                                                                                                                             | Material Information Announcement            | Irregularly                 |
|                                                |                                                                                                                                                                                             |                                              |                             |
| Society (including local communities and NGOs) | To be a good corporate citizen, implement corporate social responsibility and create prosperity and a common good for society.                                                              | Project Collaborations and Activities        | Irregularly                 |
|                                                |                                                                                                                                                                                             | Telephone / E-mail                           | Timely                      |
|                                                |                                                                                                                                                                                             | Company website                              | Timely                      |



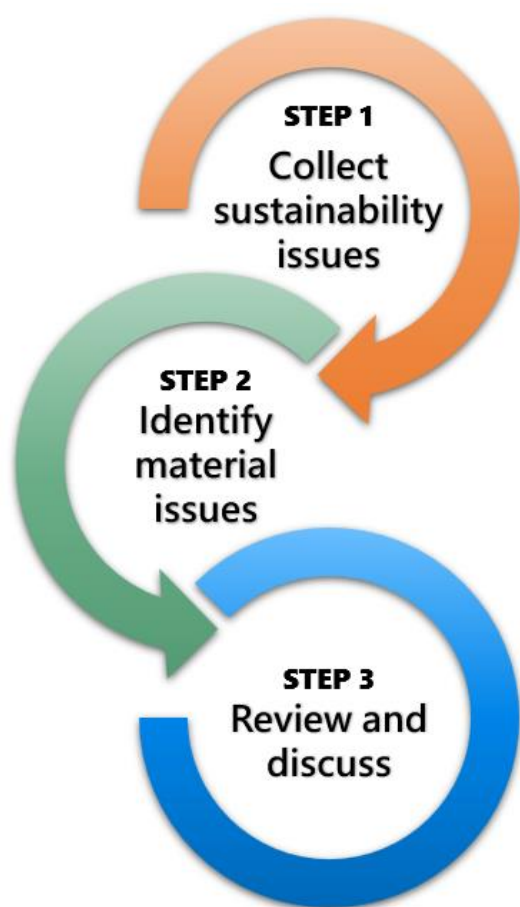
## 1.3 Identify Material Topics 【GRI 3-1-3-2-3-3】

According to the Company's vision and sustainable development strategy, and referring to the updated GRI Universal Standards, SDGs, topics of concern to peers, as well as important industry trends, we summarize three aspects for sustainability topics listing with consideration to stakeholders' feedback.

We identify the external impact for each topic and integrate it into questionnaire. The significance of impacts is then evaluated and ranked through stakeholder questionnaire surveys. After confirmation by the ESG Unit of CWTC Group, the topics are submitted to the Sustainable Development Committee for approval. For material topics with high impact, we disclose our management policies and performance in the sustainability report under corresponding to particular topics of the GRI Universal Standards. We ensure that the contents of the report comply with the principles of stakeholder inclusiveness, materiality, and completeness, and reflect on the position and sustainability influence of CWTC in the value chain. This is used as an important basis for examining and continuously improving our sustainability management and performance.

CWTC's material topic analysis for sustainability issues mainly carries out identification and prioritizing through questionnaire survey results. Based on results of a materiality matrix compiled, the high concern and high impact are listed as material topics. In 2024, building on the results of the 2023 survey, CWTC has **eight material topics** resulting the investigation.

### Process of Identifying Material Topics



#### ■ STEP 1 : Collect sustainability issues

Referring to the updated GRI Universal Standards, SDGs, topics of concern to peers, and important industry trends, we summarize three aspects for listing sustainability topics, taking stakeholder feedback into consideration.

#### ■ STEP 2 : Identify material issues

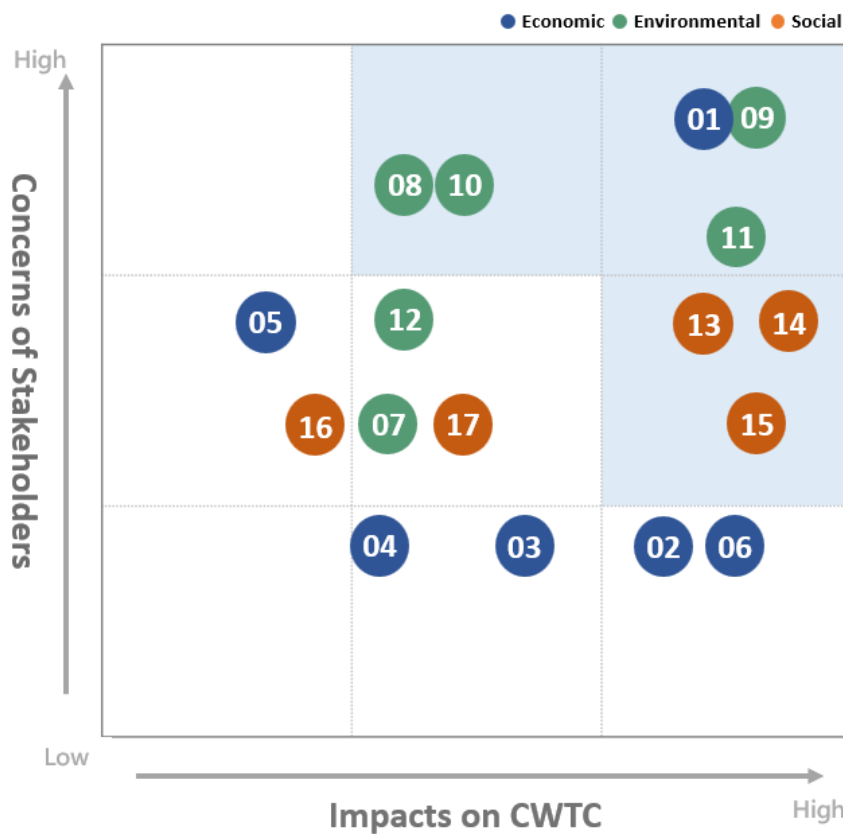
The significance of impacts is then evaluated and ranked through stakeholder questionnaire surveys. After confirmation by the ESG Unit of CWTC Group, the topics are submitted to the senior management for approval.

#### ■ STEP 3 : Review and discuss

For material topics with high impact, we disclose our management policies and performance in our sustainability report, corresponding to specific topics of the GRI Universal Standards, as an important basis for evaluating and continuously improving our sustainability management and performance.



## Materiality Matrix



### Economic Topics

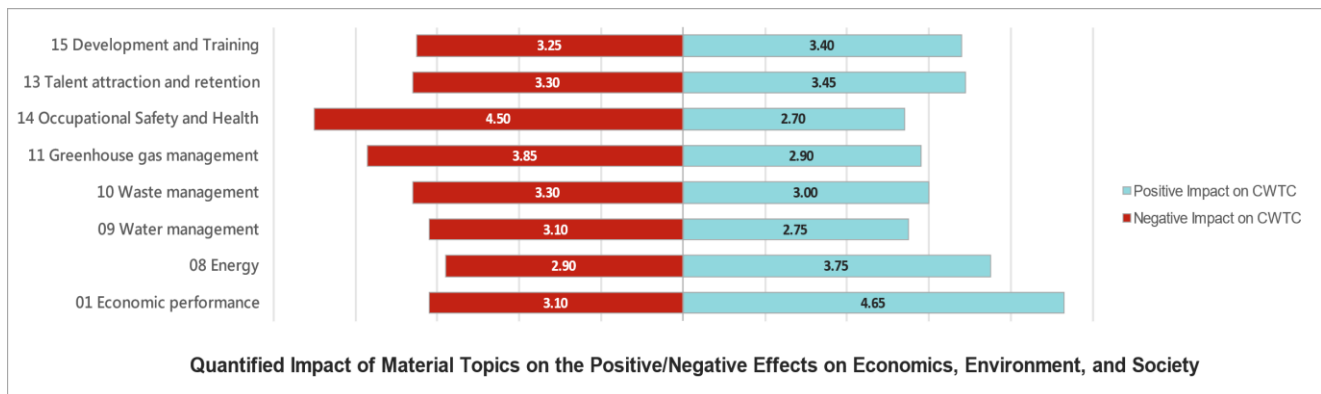
01. Economic Performance ✓
02. Governance and Risk Management
03. Procurement Practices
04. Supplier Management
05. Business Ethics
06. Customer Relationship Management

### Environmental Topics

07. Hazardous Substance Management
08. Energy ✓
09. Water Resources Management ✓
10. Waste Management ✓
11. GHG Management ✓
12. Climate Change Mitigation and Adaptation

### Social Topics

13. Talent Attraction and Retention ✓
14. Occupational Safety and Health ✓
15. Employee Development and Training ✓
16. Community Investments and Participations
17. Employees' Rights and Diversity and Equality



## Changes in the List of Selected Material Topics

In 2024, based on the 2023 identification results, there were no changes to the list or prioritization of material topics. :





## Involvement Levels in the Value Chain for Material Topics and the Management Policies

| Material Topics |                                      | Corresponding to<br>GRI Guidelines<br>Material Topics | Corresponding<br>Chapter                 | Response measures                                                                                                                                                                                                      | Value Chain Impacts Boundaries<br>(Boundaries of Topics) |                            |                             | Management<br>indicators                                         | 2024<br>Goals          | 2024<br>Achievements  | 2025<br>Goals          |
|-----------------|--------------------------------------|-------------------------------------------------------|------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------|-----------------------------|------------------------------------------------------------------|------------------------|-----------------------|------------------------|
|                 |                                      |                                                       |                                          |                                                                                                                                                                                                                        | All<br>Plants                                            | Downstream<br>value chains | Upstream<br>value<br>chains |                                                                  |                        |                       |                        |
| E               | Water<br>Resources<br>Management     | GRI303                                                | 3.4 Water<br>Resources<br>Management     | Our plating and etching processes require a high level of water resources. We will establish emergency response measures for water supply interruptions and use recycled water to reduce the consumption of tap water. | ●                                                        | ●                          |                             | Recycling rate of water withdrawal <sup>Note1</sup>              | >30%                   | 34%                   | >30%                   |
|                 | GHG<br>Management                    | GRI305                                                | 3.3 Energy<br>Management                 | Strengthen carbon reduction and facilitate process efficiency, as well as continue to plan on purchasing renewable energy.                                                                                             | ●                                                        | ●                          |                             | GHG inventory in accordance with ISO14064 and external assurance | 100%                   | 100%                  | 100%                   |
|                 | Waste<br>Management                  | GRI306                                                | 3.5 Waste<br>Management                  | Sources reduction, recycling and the use of precious metal recycling techniques, along with the establishment of in-house treatment systems, are implemented to reduce waste emissions.                                | ●                                                        | ●                          |                             | Reuse rate of waste                                              | >40%                   | 96%                   | >40%                   |
|                 | Energy                               | GRI302                                                | 3.3 Energy<br>Management                 | Improve energy performance using PDCA approach for ISO50001 energy management systems, increase energy efficiency, and develop green energy to reduce environmental impact.                                            | ●                                                        | ●                          |                             | Energy efficiency                                                | Energy Saving >3,000GJ | Energy Saving 6,838GJ | Energy Saving >3,000GJ |
| S               | Occupational<br>Health and<br>Safety | GRI403                                                | 4.4 Occupational<br>Health and<br>Safety | Build comprehensive education and training programs and continuously improve safety and health management to reduce occupational accidents and create a safe, healthy, and high-quality work environment.              | ●                                                        | ●                          | ●                           | Regular promotion of Safety Week                                 | 4 times                | 5 times               | 4 times                |
|                 |                                      |                                                       |                                          |                                                                                                                                                                                                                        |                                                          |                            |                             | Regular Occupational Safety and Health Committee                 | 20 meetings            | 56 meetings           | 20 meetings            |
|                 |                                      |                                                       |                                          |                                                                                                                                                                                                                        |                                                          |                            |                             | Regularly working environment monitoring                         | 5 times                | 12 times              | 5 times                |



| Material Topics | Corresponding to<br>GRI Guidelines<br>Material Topics | Corresponding<br>Chapter | Response measures                                | Value Chain Impacts Boundaries<br>(Boundaries of Topics) |                            |                          | Management<br>indicators                                     | 2024<br>Goals          | 2024<br>Achievements          | 2025<br>Goals          |
|-----------------|-------------------------------------------------------|--------------------------|--------------------------------------------------|----------------------------------------------------------|----------------------------|--------------------------|--------------------------------------------------------------|------------------------|-------------------------------|------------------------|
|                 |                                                       |                          |                                                  | All<br>Plants                                            | Downstream<br>value chains | Upstream<br>value chains |                                                              |                        |                               |                        |
| S               | Talent<br>Attraction<br>and Retention                 | GRI401                   | 4.2 Talent<br>Attraction<br>and Retention        | •                                                        |                            |                          | Regular Employer-employee Meeting                            | 4 meetings             | 4 meetings                    | 4 meetings             |
|                 |                                                       |                          |                                                  |                                                          |                            |                          | Turnover rate                                                | 15%                    | 10%                           | 15%                    |
|                 |                                                       |                          |                                                  |                                                          |                            |                          | Number of employees receive retention bonus <sup>Note2</sup> | >100 employees         | 74 employees <sup>Note3</sup> | >20%                   |
|                 | Employee Development and Training                     | GRI404                   | 4.3 Talent Development and Diversity Cultivation | •                                                        |                            |                          | Participants in training                                     | 24,000 employees       | 26,626 employees              | 24,000 employees       |
| G               | Water Resources Management                            | GRI201                   | 2.3 Operating Performance                        | •                                                        | •                          | •                        | Investor conference                                          | 4 investor conferences | 6 investor conferences        | 4 investor conferences |
|                 |                                                       |                          |                                                  |                                                          |                            |                          | Shareholders meeting                                         | 1 Shareholders meeting | 1 Shareholders meeting        | 1 Shareholders meeting |

Note1 : The recycling rate of water withdrawal indicator is only included in the group's factories that have built a water recovery system ; Recycling rate of water withdrawal = Water recycled / Water withdrawal

Note2 : Starting in 2025, the target is to use the ratio of personnel receiving retention bonuses to the number of new hires in the previous year as a management indicator.

Note3 : Due to the lower number of new hires in 2023, the need to issue retention bonuses also decreased, resulting in a decline in the number of recipients.



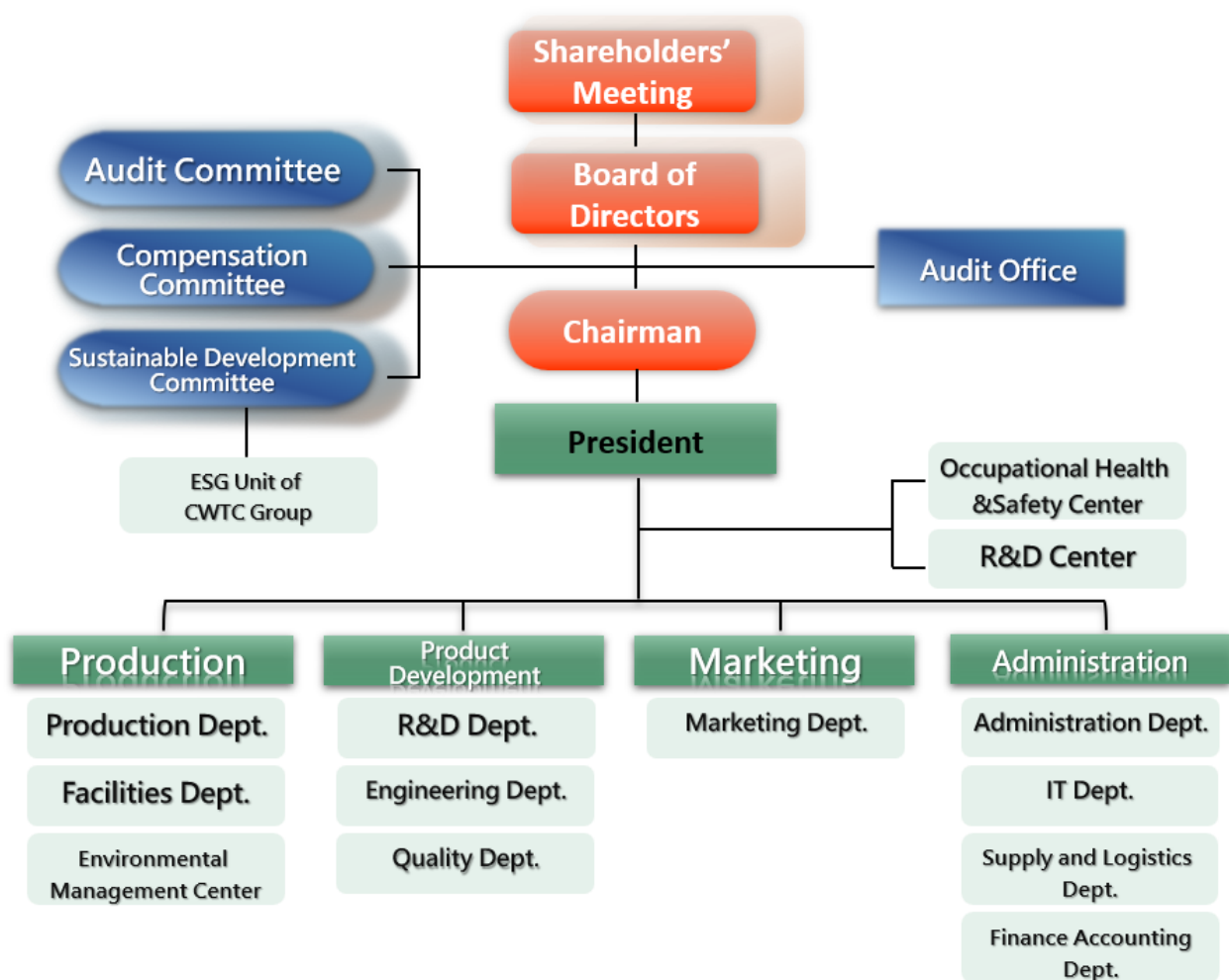
## 2. Corporate Governance

### 2.1 Organization and Operation of Corporate Governance

CWTC deeply understands that integrity is the solid foundation for sustainable development. With the protection of shareholders' rights and interests as the starting point, we aim to maximize corporate value through sound business management, while also ensuring the rights and interests of all stakeholders.

In accordance with the "Corporate Governance 3.0 - Sustainable Development Roadmap" promoted by the Financial Supervisory Commission (FSC) of Taiwan and the "Code of Practice for Corporate Governance," revised and approved by the Board of Directors in 2020, CWTC continuously reviews and assesses the status and effectiveness of its corporate governance practices. Through a process of self-evaluation, we strive to enhance sustainability and competitiveness, dedicating ourselves to becoming an excellent company with long-term sustainable operations.

#### Organizational Structure





| Department                          | Main Functions                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Audit Office                        | Implementation of internal audit and risk assessment, planning and execution of internal control system, assessment of operational efficiency, and provision of system improvement recommendations.                                                                                                                                              |
| President                           | Planning and execution of the Company's overall operation, development and execution of the Company's medium and long-term operational strategies, establishment and supervision of the operation and system of each department.                                                                                                                 |
| Occupational Health & Safety Center | Formulation, planning, supervision and promotion of occupational safety and health management issues.                                                                                                                                                                                                                                            |
| ESG Unit of CWTC Group              | Planning and promotion of the Group's sustainable development objectives with a focus on sustainable risk management and opportunities.                                                                                                                                                                                                          |
| R&D Center                          | Research and development of the company's future short, medium and long-term products and technologies.                                                                                                                                                                                                                                          |
| Marketing Dept.                     | Market development and sales, customer services and consulting, business resource planning, management and utilization, industry data investigation and collection.                                                                                                                                                                              |
| R&D Dept.                           | Market survey for new products, research and development and production of new technologies and molds, and business activities and customer services for new products at the initial stage.                                                                                                                                                      |
| Engineering Dept.                   | Control of process yield rate and improvement of quality yield rate, product project development, testing for mass production of new product introductions, planning and management of sample deliveries and shipments, and estimation of component composition and equipment loss in the plant.                                                 |
| Quality Dept.                       | Establishment and maintenance of quality systems, management of supplier audits, control of incoming material and process quality, response and improvement associated with internal, external, and customer audits, assurance on product reliability testing, maintenance of calibration systems, handling and tracking of customer complaints. |
| Production Dept.                    | Planning of production line operation and production process, control of production schedule and planning of production targets.                                                                                                                                                                                                                 |
| Facilities Dept.                    | Establishment of safety operating standards, inspection of risk factors and collaboration of elimination, compliance with labor laws and regulations, labor safety and health training, operation of environmental protection equipment, wastewater treatment, and maintenance of facilities and electrical and plumbing facilities.             |
| Environmental Management Center     | Plan and implement pollution prevention measures for processes involving water, air, and noise, improve resource use efficiency, manage and report environmental data, and ensure that company operations comply with regulatory requirements to avoid legal violations or fines.                                                                |
| Supply and Logistics Dept.          | Arrangement of production capacity, control of delivery schedules, coordination between production and sales, planning of materials and control of production costs, management of outsourced production, and warehouse control.                                                                                                                 |
| Finance Accounting Dept.            | Finance and accounting management, funding arrangements, tax management, and investor relations, etc.                                                                                                                                                                                                                                            |
| Administration Dept.                | Human resource planning, various education courses, corporate operation management, general affairs, etc.                                                                                                                                                                                                                                        |
| IT Dept.                            | Establishment, introduction and maintenance of software and hardware information systems and development of smart technology applications.                                                                                                                                                                                                       |



## Structure and operation of the Board of Directors [【GRI 2-9-2-10-2-11-2-12】](#)

The Board of Directors is the highest governance body of CWTC. In conducting the Company's affairs, it shall exercise its powers with a high level of self-discipline and prudence, and assist in supervising, appointing, and instructing the management, as well as overseeing the Company's operations. In addition to matters that must be resolved by the shareholders' meeting in accordance with the law or the Articles of Incorporation, the Board of Directors conducts the Company's business based on its resolutions and is also responsible for formulating the Company's corporate social responsibility and sustainable development strategies.

The CWTC Board of Directors underwent a full re-election in May 2024. The fifth-term board consisted of 7 members, including 4 directors and 3 independent directors, with one female director among them. The current sixth-term board comprises 8 members, including 4 directors and 4 independent directors, also with one female director. All board members possess extensive industry experience. The Board members are selected in accordance with a fair, impartial, and transparent director appointment process. The election of directors follows a candidate nomination system, where candidates are approved by the Board of Directors and then submitted to the shareholders' meeting for final appointment.

To establish proper governance system of the Board of Directors, improve supervision and strengthen management efficiency, we formulate the Rules of Procedure for Board of Directors' Meetings based on Article 2 of the Regulations Governing Procedure for Board of Directors Meetings of Public Companies. The CWTC Board of Directors convenes at least once every quarter. For the operation of the Board of Directors, please refer to CWTC's 2024 Annual Report.

In 2024, a total of 7 board meetings were held (including 3 meetings during the fifth term, with a 100% actual attendance rate by all directors). The current directors are serving a three-year term from May 30, 2024, to May 29, 2027. The information of the current board members is as follows:



## Information of the Board members

| Title    | Name                                                                       | Gender /<br>Age           | Experience (Education)                                                                                                                                                                                                                                                                                                                                                                                                                              | Number of Other<br>Public Companies<br>in Which the<br>Individual is<br>Concurrently<br>Serving in the BOD | Attendance<br>in Person * | Attendance<br>by Proxy | Attendance<br>Rate (%) |
|----------|----------------------------------------------------------------------------|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------------------------|------------------------|------------------------|
| Chairman | Chang Wah<br>Electromaterials Inc.<br>Representative:<br>Chuen-Sing, Hung  | Male<br>> 50<br>years old | <ul style="list-style-type: none"> <li>Graduated from Hong Kong Polytechnic University.</li> <li>He is now the president of CWTC and a director in entities of the CWE Group.</li> <li>Once served as the president of Possehl Electronics Hong Kong Ltd. and SH Electronics Taiwan Co., Ltd., he has been involved in the operation and strategic management of semiconductor industry for more than 30 years.</li> </ul>                          | 3                                                                                                          | 4                         | 0                      | 100%                   |
| Director | Chang Wah<br>Electromaterials Inc.<br>Representative:<br>Rong-Dong, Tsai   | Male<br>> 50<br>years old | <ul style="list-style-type: none"> <li>Graduated from Indiana University with an MBA.</li> <li>He is now the director of Gold Circuit Electronics Ltd. And the independent director of ALi Corporation.</li> <li>Once served as the president of Ta Chong Commercial Bank Co., Ltd. and Taishin International Bank Co., Ltd., he has been involved in the operation and strategic management of finance industry for more than 30 years.</li> </ul> | 2                                                                                                          | 4                         | 0                      | 100%                   |
| Director | Yuan Yao Energy<br>Technology Co., Ltd.<br>Representative:<br>Tomas, Huang | Male<br>> 50<br>years old | <ul style="list-style-type: none"> <li>Graduated from the Department of Marine Engineering at Kaohsiung Marine and Fishery Senior Vocational School.</li> <li>He is currently the President of Chang Wah Electromaterials Inc.</li> <li>With over 20 years of experience in the high-tech industry, he had held positions at Orient Semiconductor Electronics Limited and Wah Lee Industrial Corp.</li> </ul>                                       | None                                                                                                       | 4                         | 0                      | 100%                   |
| Director | Yuan Yao Energy<br>Technology Co., Ltd.<br>Representative:<br>Angus, Shih  | Male<br>> 50<br>years old | <ul style="list-style-type: none"> <li>Graduated with a Ph.D. in Electrical Engineering at the National Taiwan University.</li> <li>He is now the president and director of Vizionfocus Inc.</li> <li>Once served as a R&amp;D assistant manager/director at several multinational corporations such as Tong Bao Technology Co., Ltd. and Innolux Corporation, he has been involved in the high-tech industry for more than 20 years</li> </ul>     | 1                                                                                                          | 4                         | 0                      | 100%                   |

\* : Only the attendance records of the sixth-term board meetings are disclosed.



| Title                   | Name          | Gender /<br>Age             | Experience (Education)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Number of Other<br>Public Companies<br>in Which the<br>Individual is<br>Concurrently<br>Serving in the BOD | Attendance<br>in Person* | Attendance<br>by Proxy | Attendance<br>Rate (%) |
|-------------------------|---------------|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|--------------------------|------------------------|------------------------|
| Independent<br>Director | Yi-Jing, Lin  | Female<br>> 50<br>years old | <ul style="list-style-type: none"> <li>Graduated from the Department of Accounting in Tunghai University.</li> <li>Passed the Senior Examinations for Certified Public Accountants and has a CPA license.</li> <li>She is now an independent director of several companies, including Contrel Technology Co., Ltd. and Sun Rise E&amp;T Corporation.</li> <li>Once served as a senior manager of Deloitte &amp; Touche, specializing in corporate finance and accounting.</li> </ul>                                                                                                                            | 3                                                                                                          | 4                        | 0                      | 100%                   |
| Independent<br>Director | Ren-Lin, Lin  | Male<br>> 50<br>years old   | <ul style="list-style-type: none"> <li>Graduated from the City University of New York with a Master of Information Management.</li> <li>He is the president of Hsin Yi Recreation Enterprise Co., Ltd.</li> <li>Once served as vice president of Hanyu Electronic Technology Co., Ltd. and president of Konlin Digital Technology Co., Ltd., he has been involved in the operation and strategic management of electronics industry for more than 20 years.</li> </ul>                                                                                                                                          | None                                                                                                       | 4                        | 0                      | 100%                   |
| Independent<br>Director | Jia-Ruey, Ou  | Male<br>> 50<br>years old   | <ul style="list-style-type: none"> <li>Graduated from the Institute of Transportation of National Chiao Tung University with a PhD.</li> <li>He is now the chairman of Sustainable &amp; Circular Economy Development Association, the director of ShinFox Energy Co., Ltd. And the independent director of Formosa Chemicals &amp; Fibre Corporation.</li> <li>Once served as the director-general Bureau of Energy, Ministry of Economic Affairs, the president of Dayeh University, and the chairman of CPC Corporation, and accumulated vast experience in the industry, government and academy.</li> </ul> | 2                                                                                                          | 4                        | 0                      | 100%                   |
| Independent<br>Director | Wen-Gu, Huang | Male<br>> 50<br>years old   | <ul style="list-style-type: none"> <li>Graduated from the National Taiwan Normal University with a PhD in Technology Application and Human Resource Development.</li> <li>He is now the Director of New Taipei DaZe Education Foundation and the independent director of Echem Materials Company Limited</li> <li>Once served as the Director of the Export Processing Zone Administration under the Ministry of Economic Affairs, he has accumulated extensive experience.</li> </ul>                                                                                                                          | 1                                                                                                          | 4                        | 0                      | 100%                   |

\* : Only the attendance records of the sixth-term board meetings are disclosed.



## Board Diversity [【GRI 2-10】](#)

To ensure that the Board of Directors has strong governance capabilities, it is required that the Board of Directors members possess professional competencies in areas such as operational judgment, financial analysis, business management, risk management, industry knowledge, international market perspective, leadership, and decision-making.

The nomination and selection of the Board members comply with the Articles of Incorporation and adopt a candidate nomination system. The Finance Department reviews the qualifications of candidates before submitting them to the Board of Directors for final resolution, ensuring the diversity and independence of the Board members.

### Implementation of Board Diversity

| Policy                         | Goals                                                                                                                                                                                                                                                                                                    | Performance in 2024                                                                                                                                                                                                                                                                           | Accomplishment                                                                                                    |
|--------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| <b>Professional Competence</b> | Diversity of professional background, skills and industry experience.                                                                                                                                                                                                                                    | The Board members include professionals from industry, accounting, technology and management fields. The directors possess the knowledge, skills and competencies required to carry out their duties, and their industry experience and professional expertise are diverse and complementary. | ✓                                                                                                                 |
| <b>Gender Equality</b>         | The number of female board members should ideally reach one-third of the total board seats.                                                                                                                                                                                                              | Among the eight board members, there is one female director, accounting for 12.5% of the board.                                                                                                                                                                                               | In the future, the Company plans to increase the number of female directors in order to achieve the target ratio. |
| <b>Independence</b>            | <p>The number of directors who are also managers of the Company should be less than one-third of the Board seats.</p> <p>The number of independent directors should be at least one-third of the Board seats.</p> <p>Independent directors should not serve consecutively for more than three terms.</p> | <p>Only one director also serve as manager of the Company, accounting for 12.5%.</p> <p>Four of the eight directors are independent, accounting for 50%.</p> <p>None of the independent directors have served for more than three consecutive terms.</p>                                      | ✓                                                                                                                 |



## Diverse Backgrounds of the Board Members

| Diversified Core Competence<br>Name                               | Nationality | Gender | Concurrently serving as company officers | Age            |                 |                | Independent Director Term and Experience |           |           | Professional Knowledge and Skills |                      |                |                 |                                   |
|-------------------------------------------------------------------|-------------|--------|------------------------------------------|----------------|-----------------|----------------|------------------------------------------|-----------|-----------|-----------------------------------|----------------------|----------------|-----------------|-----------------------------------|
|                                                                   |             |        |                                          | < 60 years old | 61-70 years old | > 71 years old | < 3 years                                | 3-9 years | > 9 years | Industry Operation                | Marketing Management | Technology R&D | Risk Management | Accounting and Financial Analysis |
| Chang Wah Electromaterials Inc. Representative: Chuen-Sing, Hung  | H. K        | Male   | ✓                                        | ✓              |                 |                |                                          |           |           | ✓                                 | ✓                    | ✓              | ✓               | ✓                                 |
| Chang Wah Electromaterials Inc. Representative: Rong-Dong, Tsai   | ROC         | Male   |                                          |                |                 | ✓              |                                          |           |           | ✓                                 | ✓                    |                | ✓               | ✓                                 |
| Yuan Yao Energy Technology Co., Ltd. Representative: Tomas, Huang | ROC         | Male   |                                          | ✓              |                 |                |                                          |           |           | ✓                                 | ✓                    |                | ✓               | ✓                                 |
| Yuan Yao Energy Technology Co., Ltd. Representative: Angus, Shih  | ROC         | Male   |                                          | ✓              |                 |                |                                          |           |           | ✓                                 | ✓                    | ✓              | ✓               | ✓                                 |
| Yi-Jing, Lin                                                      | ROC         | Female |                                          | ✓              |                 |                |                                          | ✓         |           |                                   |                      |                | ✓               | ✓                                 |
| Ren-Lin, Lin                                                      | ROC         | Male   |                                          |                | ✓               |                |                                          | ✓         |           | ✓                                 | ✓                    |                | ✓               | ✓                                 |
| Jia-Ruey, Ou                                                      | ROC         | Male   |                                          |                | ✓               |                |                                          | ✓         |           | ✓                                 | ✓                    |                | ✓               |                                   |
| Wen-Gu, Huang                                                     | ROC         | Male   |                                          |                | ✓               |                | ✓                                        |           |           | ✓                                 | ✓                    |                | ✓               |                                   |



## Continuing Education of Directors [【GRI 2-17】](#)

To enhance the functions of the members of the CWTC Board of Directors, the Board members actively participate in relevant training courses which organized by institutions designated by the Taiwan authorities, in accordance with Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies and the regulations of the Taiwan authorities. The Board members remain attentive to developments in domestic and international economic, environmental, and social regulations by taking courses in various areas including finance, risk management, operations, business, accounting, law, corporate governance, integrity and ethics, and corporate social responsibility. This approach aims to strengthen the Board's leadership and decision-making capabilities and ensure the diligent execution of business and management responsibilities. In 2024, the total training hours of the CWTC Board members met the legal requirement of six hours, with an average of 7.88 training hours per director and a total of 63 training hours.

### Continuing Education of Directors Recently

| Year | Number of Directors | Training Hours | Average Hours |
|------|---------------------|----------------|---------------|
| 2024 | 8                   | 63             | 7.88          |
| 2023 | 7                   | 54             | 7.71          |
| 2022 | 7                   | 53             | 7.57          |

## Performance Evaluation of the Board of Directors [【GRI 2-18】](#)

To strengthen the operational functions and efficiency of the Board of Directors, CWTC has established the Rules for Performance Evaluation of the Board of Directors to assess the performance of the Board at least once every year. To ensure the Board of Directors is capable of fulfilling its responsibilities in corporate governance, management operations and achieving sustainable development, the evaluation includes the level of company engagement, the enhancement of decision-making quality, composition and structure of the Board, the election and continuing education of the directors, and internal control.

In 2024, the overall average self-evaluation score of the CWTC Board of Directors was 4.83 out of 5. The overall average self-evaluation score for individual board members was also 4.86 out of 5, with an overall performance rating of "Good."



In addition to internal evaluations, evaluations are carried out by external independent agencies or a team of experts at least once every three years. The evaluation criteria include non-financial indicators and elements related to sustainability, enabling an assessment of the board's and individual directors' performance in leading and overseeing the company's operations. The Board of Directors will work to fully enhance overall effectiveness based on the professional and objective evaluation report. The Taiwan Association of Board Governance was commissioned to conduct the performance evaluation in 2022, with a plan for another external evaluation in 2025.

## Results of the Board Performance Evaluation for Years

| Year | Internal Evaluation                         | External Evaluation                                                                                        |
|------|---------------------------------------------|------------------------------------------------------------------------------------------------------------|
| 2024 | 4.83 / 5<br>A sound operation of the Board. | -                                                                                                          |
| 2023 | 4.76 / 5<br>A sound operation of the Board. | -                                                                                                          |
| 2022 | 4.72 / 5<br>A sound operation of the Board. | With good communication and respect for professionals, the Board moves towards positivity and progression. |

## Compensation Policy for the Directors and Executives [【GRI 2-19-2-20-2-21】](#)

### ■ Remuneration of Directors

The Compensation Committee assesses remuneration by referring to overall operational performance, the level of engagement in company's operations for each director, sustainable value contribution, and peer remuneration levels. According to The Company's Articles of Incorporation, CWTC states that the remuneration to Directors shall not exceed 1.5% of the Company's profits for the year, and the remuneration of individual directors shall be disclosed in the annual report and reported to the shareholders' meeting.

The assessment items and weightings for directors' remuneration are as follows:

**Business Performance:** A comprehensive evaluation based on the previous year's revenue growth rate (40%), pre-tax profit growth rate (30%), and operating profit growth rate (30%). This accounts for 40% of the overall assessment.

**Sustainability Performance:** A comprehensive evaluation based on the company's sustainability commitment targets, including the achievement of goals in green materials and processes, carbon management and energy efficiency, social responsibility and talent sustainability, and occupational health and safety. This accounts for 30% of the overall assessment.

**Industry Benchmarking:** A comprehensive evaluation based on the average directors' remuneration within the industry. This accounts for 30% of the overall assessment.



## ■ Remuneration of Executives

According to the rules of compensation management, the remuneration of executives includes a fixed component where severance pay and pensions are distributed in accordance with the rules. The variable portion of the compensation is linked to KPIs and short- and medium-term incentives, which serve as the basis for compensation distribution. The rules of compensation management must be approved by the Compensation Committee, and any related payments require a proposal from the Compensation Committee and approval by the Board of Directors.

In 2024, the ratio of the President's compensation to the median annual compensation of other employees was 22 to 1, and the change rate in annual compensation was 3.17 to 1.

To encourage senior executives to prioritize long-term and comprehensive performance and to achieve sustainable operations, starting in 2022, sustainability performance has been integrated into both the short-term and long-term incentive compensation for the President and senior executives.

| Target            | Performance Indicators           | Implementation Method (Weighting)                                                                                                       |
|-------------------|----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| President         | Financial Performance (30%)      |                                                                                                                                         |
|                   | Market and Customers (30%)       |                                                                                                                                         |
|                   | Sustainability Performance (30%) | Water Resources Management (30%)<br>GHG Emission(20%)<br>Waste Management (20%)<br>Energy (15%)<br>Occupational Health and Safety (15%) |
|                   | Crisis Management (10%)          |                                                                                                                                         |
| Senior executives | Sustainability Performance (10%) | Water Resources Management (40%)<br>GHG Emission (30%)<br>Waste Management (30%)                                                        |



## Succession Planning for Directors and Executive

### ■ Succession Planning and Operation for Board Members

1. The selection of directors is conducted in accordance with the company's Articles of Incorporation through a candidate nomination system. The "Corporate Governance Best Practice Principles" and the "Director Nomination Procedures" stipulate that board composition should consider diversity. A diversity policy is formulated based on the company's operations, business model, and development needs, covering (but not limited to) two major areas: basic qualifications and values, as well as professional knowledge and skills.
2. The nomination process for director candidates must comply with qualification reviews and relevant regulations to ensure that, in the event of a vacancy or planned increase in board seats, suitable new directors can be effectively identified and selected.
3. The company maintains an ongoing succession plan for directors and builds a candidate database based on the following criteria:
  - (1) Possession of professional knowledge, skills, and industry experience beneficial to the company's management and operations
  - (2) Integrity, honesty, responsibility, decisiveness, and alignment with the company's core values.
  - (3) Industry experience relevant to the company's business operations.
  - (4) The collective expertise of the Board should include areas such as corporate strategy and management, accounting and taxation, finance, and law.
4. The company has established a "Board Performance Evaluation Policy." Through performance evaluation metrics—including understanding of the company's goals and missions, awareness of duties, participation in operations, internal relationship management and communication, professional competence and training, internal controls, and expression of concrete opinions—the effectiveness of the Board's operations and individual director performance can be assessed. This serves as a reference for future director selection.



## ■ Succession Planning and Operation for Key Management Personnel

1. Employees at the level of Associate Vice President and above are considered key management personnel in the company, responsible for various business and management operations. Each management level has designated deputies to ensure business continuity.
2. In addition to possessing the necessary professional skills and relevant experience, key management personnel must also align with the company's corporate values and business philosophy.
3. The Human Resources Department is responsible for establishing and overseeing the talent development mechanism. Based on each candidate's expertise and development potential, the company conducts training aligned with core competencies and management functions by level, executing succession plans in phases.
4. Succession training includes topics such as business management, strategic planning, market operations, human resources, and financial risk management. In addition to strengthening knowledge in corporate governance and industry development, the program also offers courses in leadership, trend analysis, global perspectives, international economics and politics, digital transformation, and sustainable development—broadening senior executives' horizons and strategic thinking while enhancing their operational and decision-making capabilities.





## Functional Committees [【GRI 2-15-2-20】](#)

To effectively enhance the functions of the Board of Directors, develop supervisory functions and strengthen management mechanisms, CWTC has established the “Compensation Committee,” “Audit Committee” and “Sustainable Development Committee” under the Board, based on their authorities and functions. These committees are designed to ensure the effective implementation of independent supervision and checks and balances mechanisms, and to ensure that all resolutions and actions of the Board are duly reported and discussed. If a proposal involves any conflict of interest with a director or the legal entity they represent, the director must recuse themselves to uphold the best interests of stakeholders.

Additionally, an administrative audit unit, the "Audit Office," has been set up. Its responsibility is to audit and evaluate the reliability and effectiveness of the Company's internal control system. The Audit Office regularly reports audit results and provides improvement recommendations to the Audit Committee to promote the Company's effective operations.

### ■ Audit Committee

The Audit Committee is composed of four independent directors, one of whom must possess expertise in accounting and finance. The committee assists in overseeing the fair presentation of the Company's financial statements; the appointment (or dismissal), independence, and performance evaluation of the Company's CPAs; the effective implementation of internal controls; compliance with relevant laws and regulations; and the management of existing or potential risks. The resolutions passed in the meetings are documented in minutes and submitted to the Board of Directors. In 2024, the committee held six meetings (including three meetings in the previous term), with an overall attendance rate of 100% by its members. The overall average self-evaluation score of the CWTC Audit Committee was 4.94 out of 5, with an overall performance rating of "Excellent" in 2024.

### Attendance of the Audit Committee in 2024

| Title                | Name                              | Attendance in Person * | Attendance by Proxy | Attendance Rate (%) |
|----------------------|-----------------------------------|------------------------|---------------------|---------------------|
| Independent Director | <b>Yi-Jing, Lin</b><br>(Convener) | 3                      | 0                   | 100%                |
| Independent Director | <b>Ren-Lin, Lin</b>               | 3                      | 0                   | 100%                |
| Independent Director | <b>Jia-Ruey, Ou</b>               | 3                      | 0                   | 100%                |
| Independent Director | <b>Wen-Gu, Huang</b>              | 3                      | 0                   | 100%                |

\* : Only the number of meetings attended in the current term is disclosed.



## ■ Compensation Committee

The Compensation Committee is composed of four independent directors. The committee assists the Board of Directors in implementing and evaluating the Company's overall compensation and benefits policies, as well as the remuneration of directors and executives, with a professional and objective perspective. The committee regularly provides recommendations to the Board as a reference for decision-making. In 2024, the committee held three meetings (including one meeting in the previous term), with an overall attendance rate of 100% by its members. The overall average self-evaluation score of the CWTC Compensation Committee was 4.94 out of 5, with an overall performance rating of "Excellent" in 2024.

### Attendance of the Compensation Committee in 2024

| Title                | Name                              | Attendance in Person * | Attendance by Proxy | Attendance Rate (%) |
|----------------------|-----------------------------------|------------------------|---------------------|---------------------|
| Independent Director | <b>Ren-Lin, Lin</b><br>(Convener) | 2                      | 0                   | 100%                |
| Independent Director | <b>Jia-Ruey, Ou</b>               | 2                      | 0                   | 100%                |
| Independent Director | <b>Yi-Jing, Lin</b>               | 2                      | 0                   | 100%                |
| Independent Director | <b>Wen-Gu, Huang</b>              | 2                      | 0                   | 100%                |

\* : Only the number of meetings attended in the current term is disclosed.

## ■ Sustainable Development Committee

The Sustainable Development Committee is composed of the Chairman and two independent directors, all of whom possess professional knowledge and practical experience in areas related to Environmental, Social, and Governance (ESG). Their expertise covers sustainability strategy planning, regulatory compliance, risk management, business ethics, and stakeholder communication. This enables them to effectively support the company in advancing its sustainability goals and long-term value creation. Regular reports are submitted to the Board of Directors. In 2024, the committee held one meeting, with a 100% attendance rate by all members.

### Attendance of the Sustainable Development Committee in 2024

| Title                  | Name                                  | Attendance in Person | Attendance by Proxy | Attendance Rate (%) |
|------------------------|---------------------------------------|----------------------|---------------------|---------------------|
| Chairman and President | <b>Chuen-Sing, Hung</b><br>(Convener) | 1                    | 0                   | 100%                |
| Independent Director   | <b>Yi-Jing, Lin</b>                   | 1                    | 0                   | 100%                |
| Independent Director   | <b>Ren-Lin, Lin</b>                   | 1                    | 0                   | 100%                |



## 2.2 Integrity Management

### Integrity Management

The Board has gradually adopted rules of business conduct and ethics and established policies, guidelines, operating procedures, a code of conduct, and grievance systems to prevent unethical behavior. We are committed to conducting all business activities and actions with integrity, and have dedicated a chapter on the employees' code of conduct in our working rules, which is applicable to all employees of the Company and its subsidiaries. The Company has designated the Integrity Management Committee, which reports directly to the Board of Directors, as the dedicated unit responsible for handling matters related to integrity management. This includes the revision, implementation, interpretation, and advisory services of the integrity management procedures and code of conduct, as well as the registration and documentation of reported cases and the supervision of their execution. The ESG Unit of CWTC Group assesses our business integrity performance every year and reports the results to the Board of Directors.



### Relevant rules

| Internal Rules                                           | Date of Establishment (Amendment) |
|----------------------------------------------------------|-----------------------------------|
| Code of Ethical Conduct                                  | October 21, 2015                  |
| Code of Business Integrity                               | May 12, 2016                      |
| Procedures and Guidelines of Business Integrity          | October 21, 2015                  |
| Procedures for Preventing Insider Trading                | October 21, 2015                  |
| Code of Sustainable Development Best Practice Principles | March 17, 2022                    |
| Code of Practice for Corporate Governance                | February 21, 2023                 |
| Risk Management Policy                                   | February 21, 2023                 |



## Regulatory Compliance [【GRI 2-27 / SASB TC-SC-320a.2.】](#)

In addition to continuously focusing on domestic and international policies and laws that may potentially impact the Company's business and finances, CWTC has established various corporate governance regulations. The Audit Office is responsible for auditing regulatory compliance and coordinating updates to internal rules accordingly.



In 2024, there were two violations of the Occupational Safety and Health Act in Taiwan, and the total fine is NT\$120,000. The items in violations have been corrected.

### Violations and Improvements in 2024

| Category    | Location | Description                                                                                                                 | Fine        | Improvement                                                                                                                                      |
|-------------|----------|-----------------------------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------|
| Environment | Plant 2  | Violation of Article 12 of the Energy Administration Act                                                                    | NT\$20,000  | Complete energy audit declaration within the deadline.                                                                                           |
| Social      | Plant 2  | Violation of Paragraph 1, Article 6 of the Occupational Safety and Health Act and Article 287 of Regulations of Facilities. | NT\$100,000 | 1.Once again promote the need to wear protective equipment when changing.<br>2.Install automatic valve opening and closing device when changing. |

Note : Major violations of the Company are one-off events. The cumulated fines totalled NT\$1million.

### Regulatory Compliance for Each Department

| Department                   | Regulatory Compliance                                                                                               | External Assistance                                                                                   |
|------------------------------|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|
| President Office             | Report regularly on legal disputes and the progress of related litigations and cases, and take actions accordingly. | Plan for external legal advice and services.                                                          |
| Administration Dept.         | Conduct internal training on relevant laws and regulations to strengthen employees' awareness of legal compliance.  | Coordinate with external consultants to plan and obtain certificates of relevant educational training |
| Departments and Subsidiaries | Comply with local laws and regulations.                                                                             | Work with local authorities to conduct regulatory training courses and obtain relevant certificates.  |
| Audit Office                 | Implement internal audits and control business risks.                                                               |                                                                                                       |

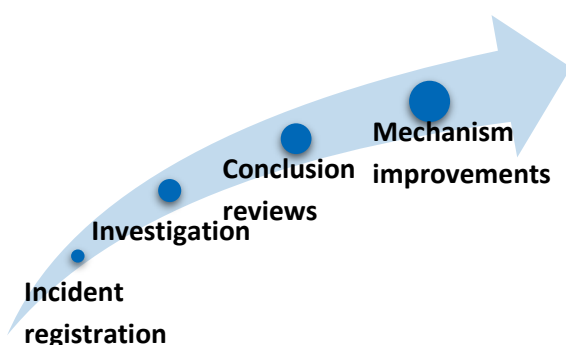


## Prevention and Grievance 【GRI 2-26】

To guide our employees and stakeholders in understanding the Company's corporate social responsibility (CSR) policies, we have released the relevant policies and practices on the Company's official website and communicated our concepts and actions through various means, such as education and promotion, within the Company.

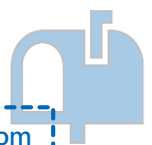
In terms of human rights, all plants invite labor and management representatives for labor-management meetings. The Taiwan plant holds these meetings once every quarter, the Chengdu plant in China holds employee representative exchange meetings every six months, the Suzhou plant in China holds employee representative conferences every quarter, and the Malaysia plant holds welfare committee meetings once a month. These meetings cover 100% of the total workforce. During these meetings, proposals related to the Company's operations and personnel matters are discussed, and relevant departments are requested to provide explanations on the content of the proposals, with follow-up reports presented at the next meeting.

In terms of environment, the Taiwan plant holds the Environmental Management Committee meetings quarterly, while other plants hold the meetings monthly in 2024. In addition to promoting laws and regulations, and conducting education and training, environmental monitoring, measurements, as well as internal and external communications and proposals, are fully discussed and resolved in the meetings.



A stakeholder mailbox is created as a communication channel for soliciting opinions and reporting of improper interests with the whistleblower's identity strictly kept confidential. To ensure its effectiveness, the auditing officer is appointed to handle reported incidents. If the investigation reveals any material irregularities or the Company may suffer significant losses, a report will be prepared immediately to notify the Independent Directors in writing. As of the end of 2024, the Company has not received any reporting of incidents.

Stakeholder mailbox : [michelle.hsu@cwtcglobal.com](mailto:michelle.hsu@cwtcglobal.com)





## Personal Data Protection

CWTC values the personal data privacy rights of all stakeholders. To ensure the security and transparency of data processing, we have established a Privacy Protection Policy in accordance with the Personal Data Protection Act, and formulated the Personal Data Protection Management Measures to oversee and manage related practices. These measures cover the collection, processing, and use of personal data.

A dedicated Personal Data Task Force has been established as the responsible unit to develop appropriate responses and ensure that stakeholders' rights are respected. Personal data is handled with integrity, lawfulness, and appropriateness. When data is collected by the responsible unit, individuals must be clearly informed—or their written consent obtained—regarding the purpose, scope, and potential impact of data collection, as well as their legal rights.

To raise awareness and strengthen employees' capability in data protection, the company conducts regular training and requires all new employees to receive orientation, sign a Personal Data Usage Consent Form, and participate in privacy education. In 2024, a total of 244 new employees joined our Taiwan plant, all of whom signed the consent form, achieving a 100% coverage rate. There were no stakeholder complaints or reports of major violations of personal data protection in 2024.





## 2.3 Operating Performance <<...Key Material Issue

### Business Performance 【GRI 201】

#### Impact Description

Enhancing economic performance management helps improve operational efficiency and financial stability, promotes optimal resource allocation, strengthens corporate competitiveness, and ultimately creates sustainable value for stakeholders.

#### Management Policy and Commitment

The company upholds the core values of prudent management and sustainable development. We continuously improve operational efficiency and financial performance to enhance competitiveness and resilience. Through effective cost management, strategic product planning and global market expansion, we are committed to creating long-term economic value for stakeholders and supporting investments in other sustainability-related initiatives.

#### Management Mechanism and Implementation

##### Responsible Units:

Board of Directors / Office of the General Manager / Finance Department

##### Strategic Directions:

- ✦ Strengthen working capital management and cash flow control
- ✦ Streamline manufacturing and optimize costs
- ✦ Develop high value-added products and diversify markets

##### Relevant Internal Policies:

Risk Management Policy, Annual Operating Plan, Annual Budget Operation Guidelines

##### Risk Control:

Establish a financial risk early warning system to address impacts from exchange rate, interest rate and raw material prices fluctuations.

#### Specific Action Plan

1. Optimize operational performance: Implement intelligent systems to enhance manufacturing efficiency and resource allocation.
2. Improve cost structure: Regularly review material, process, and labor cost structures, and promote energy saving and consumption reduction.
3. Diversified market development: Strengthen market share in existing markets and evaluate opportunities for overseas expansion.
4. Financial transparency: Regularly disclose financial statements and operational information to ensure timely and accurate communication.
5. Stakeholder engagement: Address key concerns through mechanisms such as shareholders' meetings, investor conferences, and Q&A sessions with investors.



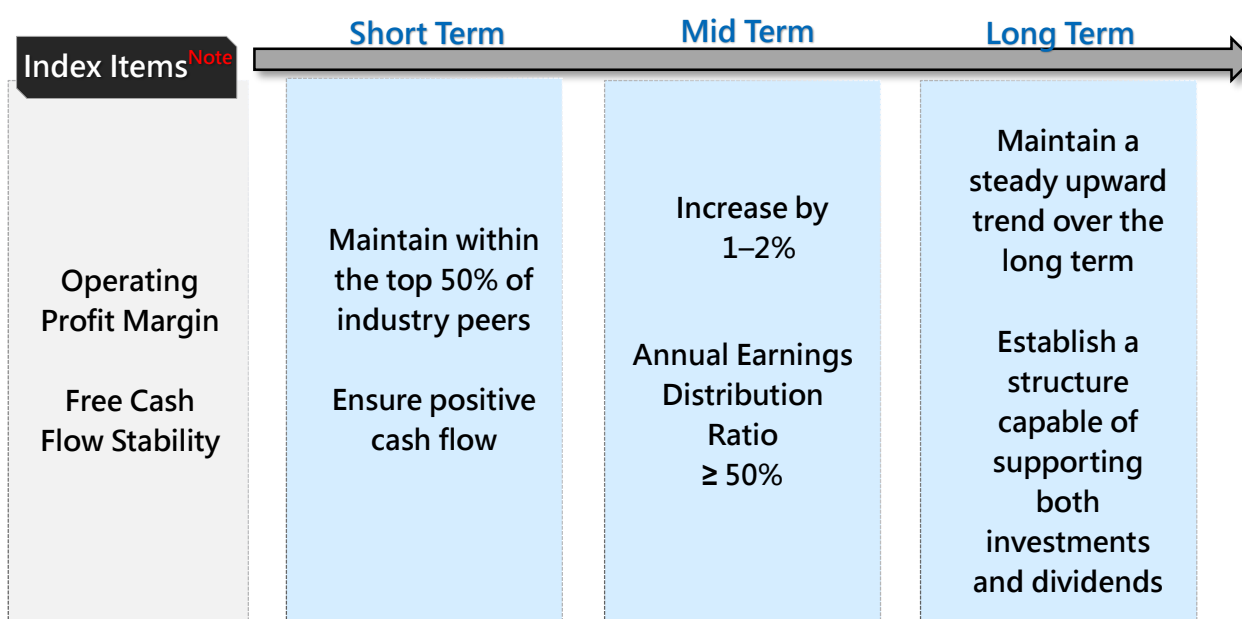
## Tracking and Verification Mechanism

**Execution Cycle:** Apply the PDCA (Plan-Do-Check-Act) management model to various operational and financial indicators.

**Performance Review Frequency:** Conduct quarterly operational review meetings to evaluate strategy implementation.

**Major Exception Handling:** Report any issues exceeding the risk tolerance level to the Board of Directors or Audit Committee for necessary adjustments.

**Information Disclosure:** Disclose financial and operational information to regulators, shareholders, and the public in accordance with applicable regulations.



Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years

CWTC specializes in metal substrates and is dedicated to the manufacturing, R&D, and sales of IC lead frame packaging materials to meet the demands of global top-tier IC manufacturing and packaging foundries, as well as vertically integrated manufacturers. Our goal is to become the world's largest IC lead frame supplier by 2025. To meet the demands of various customers, CWTC continuously engages in technological innovation and product development to enhance product performance and quality. Meanwhile, we are also actively expanding our capacity and pursuing M&A strategies to ensure long-term sustainable revenue growth, maintain our competitive advantage in the market, and achieve stable sales growth over the long term. Our operating revenue was NT\$11,986,794 thousand in 2024, and earnings per share (EPS) after tax were NT\$2.02.



## Financial Information of CWTC Group

(In Thousands of New Taiwan Dollars)

| Type                            | Item                                 | 2021       | 2022       | 2023       | 2024       |
|---------------------------------|--------------------------------------|------------|------------|------------|------------|
| Direct economic value generated | Revenues                             | 12,792,169 | 14,431,284 | 11,581,245 | 11,986,794 |
| Economic value distributed      | Operating costs                      | 8,828,993  | 8,983,599  | 7,904,717  | 7,686,085  |
|                                 | Employee wages and benefits          | 1,691,299  | 1,775,461  | 1,684,653  | 1,912,971  |
|                                 | Profit-seeking enterprise income Tax | 510,539    | 789,286    | 373,041    | 430,083    |
|                                 | Remuneration to Directors            | 4,000      | 4,000      | 4,000      | 4,000      |
|                                 | Remuneration to Employees            | 18,693     | 32,969     | 17,387     | 21,889     |
|                                 | Dividends to shareholders            | 892,995    | 1,427,036  | 1,528,175  | 1,634,904  |
|                                 | Community investments                | -          | 1,000      | 300        | 300        |
| Economic value retained         |                                      | 845,650    | 1,417,933  | 68,972     | 296,562    |

## Government Subsidies [【GRI 201-4】](#)

(In Thousands of New Taiwan Dollars)

| Item                 | 2021   | 2022   | 2023   | 2024   |
|----------------------|--------|--------|--------|--------|
| Government subsidies | 32,058 | 32,184 | 37,304 | 32,909 |

The Company and its subsidiaries receive government financial subsidies primarily through loan subsidies under the Action Plan for Welcoming Overseas Taiwanese Businesses to Return to Invest in Taiwan, as well as incentives from the Three Authorized Tax Collection Commissions in China and employment stabilization policies in China. Additionally, the Company qualified for tax reductions in 2023 by meeting the government's criteria for encouraging investment in smart machinery and research and development. Subsidiaries SHEC and SHPC qualify for a 15% corporate income tax rate due to meeting the conditions of the China Western Development Policy, are exempt from customs duties on imported self-use equipment, and also benefit from R&D investment tax reductions. Subsidiary SHS has obtained Chinese high-tech enterprise certification, entitling it to a 15% corporate income tax rate. Subsidiary CWTS is eligible for the small low-profit enterprise income tax reduction policy in China, benefiting from a 5% corporate income tax rate.



## Tax Policies

CWTC adheres to both domestic and international tax regulations in its operations and is committed to establishing a robust tax management system and governance culture, with the goal of effectively managing tax risks to promote sustainable corporate development and create corporate value. In recent years, under the trend of international tax fairness and anti-tax avoidance principles, and in response to the Controlled Foreign Company (CFC) rules that has been implemented, CWTC has adjusted its organizational structure, carefully assessing the policy's tax impact on the group, and continues to closely watch on any revision of applicable laws and regulations.

The tax affairs of CWTC are managed by the Finance Department of the parent company, while the accounting department of each subsidiary acts as the execution unit. Based on the overall business strategy and operating environment, the Company formulates comprehensive tax governance policies to ensure the effective operation of the tax management mechanism. After filing annual income tax returns, the execution of tax management is reported to the Board of Directors of the parent company each year.





## **2.4 Risk Management**

To provide a framework for the Company's risk management operations and effectively manage risks, we established a "Risk Management Policy" in 2023. The policy is reviewed regularly and submitted for approval by the Board of Directors before the annual group risk assessment, serving as the Company's highest guiding principle. We instruct each functional unit to conduct risk identification according to their division of labor and to formulate management strategies and action plans to mitigate, transfer, or avoid risks in order to effectively lower the Company's operational risks.

To ensure the Company's normal operations and achieve business continuity, we proactively and cost-effectively integrate and manage all potential strategic, operational, financial, and hazard-related risks that could impact operations and profitability. Through regular group risk assessments, we utilize a risk matrix to understand the frequency of risk events and their potential impact on the Company's operations, define risk priorities and levels, and adopt corresponding risk management strategies based on the risk levels.

### **Risk Management Structure and Relevant Responsibilities**





## Risk Identification and Countermeasures

Our risk management process includes elements such as risk identification, risk assessment, risk response, risk monitoring, and risk management information communication and handling. In addition to assessing the overall impact of various risks on the Company through cross-departmental communication and data collection, the degree of each risk's impact is also linked to the Company's short, medium, and long-term operational goals to gauge its risk tolerance. To implement the risk management mechanism, a group risk assessment is conducted annually, and the results of the risk assessment are regularly reported every year to the Audit Committee (composed of three independent directors) and the Board of Directors. The report includes a summary of the various risks the Company faces during the year, risk response measures, and planned improvements, which are subsequently tracked annually. The Audit Office is notified of the tracking results, and it conducts risk management audits to ensure the effective operation and execution of the Company's risk management.

| Material Issue | Risk Evaluation Item                        | Risk Management Policy and Measure                                                                                                                                                                                                                                                                                                                                                                        |
|----------------|---------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Finance        | Interest rate fluctuations                  | <ul style="list-style-type: none"> <li>• Monitor changes in interest rate markets and manage existing short- and long-term loan positions, using market tools as needed.</li> <li>• Determine the use of funds based on the cost of capital and possible returns and risks.</li> <li>• Maintain close contact with banks to secure the best financing and deposit rates.</li> </ul>                       |
|                | Exchange rate fluctuations                  | <ul style="list-style-type: none"> <li>• Collect daily information on exchange rate fluctuations and comprehensively evaluate future trends and influencing factors to determine the most appropriate pricing.</li> <li>• Achieve a certain degree of natural hedging through trading and adjust the positions of assets and liabilities denominated in foreign currencies in a timely manner.</li> </ul> |
|                | Changes in the inflation rate               | <ul style="list-style-type: none"> <li>• Closely monitor price fluctuations in the upstream raw materials markets.</li> <li>• Maintain good relationships with suppliers and customers in order to properly adjust the inventory level of raw materials.</li> </ul>                                                                                                                                       |
| Operation      | Peers competition                           | <ul style="list-style-type: none"> <li>• Map out cross-regional strategies with developments in the Asia-Pacific market as our advantages.</li> <li>• Maintain excellent customer relations to enhance customer loyalty and trust.</li> </ul>                                                                                                                                                             |
|                | Shrinking of profit margin                  | <ul style="list-style-type: none"> <li>• Focus on expanding product applications to ensure that products meet the diverse needs of different customers.</li> <li>• Strengthen product reliability in terms of design and verification to improve customer satisfaction and trust.</li> </ul>                                                                                                              |
|                | Customization affects production efficiency | <ul style="list-style-type: none"> <li>• Focus on key customers, concentrate on advantages of mainstream products, and committing to planned production to increase production efficiency.</li> <li>• Strengthen customer communication to ensure timely and efficient production while aiming to reduce costs associated with work-in-progress inventory.</li> </ul>                                     |



| Material Issue       | Risk Evaluation Item               | Risk Management Policy and Measure                                                                                                                                                                                                                                                                                   |
|----------------------|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Environment          | Environmental protection           | <ul style="list-style-type: none"> <li>Promote reduced water usage in the manufacturing process, establish wastewater recycling facilities, and improve wastewater treatment efficiency with an annual target to increase the recycling volume by 10%.</li> </ul>                                                    |
|                      | Climate change                     | <ul style="list-style-type: none"> <li>Implement energy conservation and carbon reduction initiatives, conducting GHG inventories annually to gradually reduce carbon dioxide emissions.</li> </ul>                                                                                                                  |
| Society              | Workplace safety                   | <ul style="list-style-type: none"> <li>Conduct at least two plant-wide disaster prevention drills and emergency responses every year, covering scenarios such as earthquakes, fires, and chemical spills, based on operational characteristics and types of hazards.</li> </ul>                                      |
|                      | Employees recruitment and training | <ul style="list-style-type: none"> <li>Prioritize local hires when recruiting and employing new team members. Our company training courses include new employee orientation and on-the-job training, with assessments and evaluations conducted to motivate employees and ensure appropriate empowerment.</li> </ul> |
| Corporate Governance | Regulatory compliance              | <ul style="list-style-type: none"> <li>Ensure that all personnel and operations fully comply with relevant laws and regulations by establishing a governance structure and implementing internal control mechanisms.</li> </ul>                                                                                      |



## 2.5 Internal Control

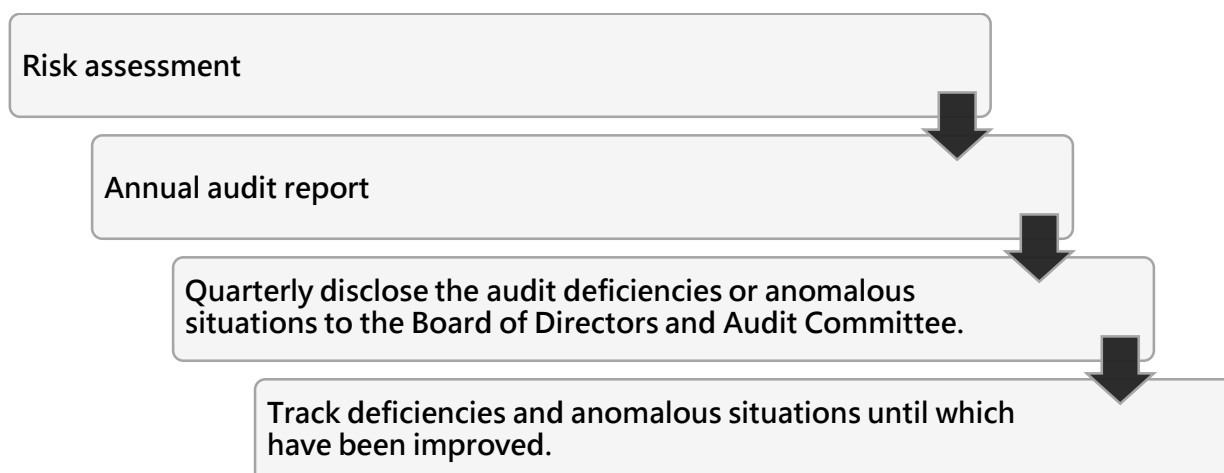
According to the “Regulations Governing Establishment of Internal Control Systems by Public Companies” issued by the Financial Supervisory Commission (FSC), CWTC has established an internal control system under the Board of Directors, which is implemented by an independent audit office. Its purpose is to assist the Board of Directors and management in overseeing all internal systems and processes, ensuring the effective execution of annual audit plans and continuous monitoring of relevant operational systems. This helps reasonably ensure that the goals of accurate, reliable, timely, and transparent operational, financial, and management information, as well as compliance with relevant laws, are met. Additionally, it provides timely improvement recommendations to ensure the continued and effective implementation of the internal control system.

Furthermore, the Audit Office reviews the self-inspection reports for the internal control system prepared by all departments and subsidiaries as required, and regularly submits these reports on the results, along with their corrections, to the Board of Directors. This process ensures that management is informed and that the supervisory mechanism is effectively implemented.

### Audit Work

- ✓ Every year, based on identified risks, an annual audit plan is developed for the next year and executed upon approval by the Board of Directors.
- ✓ Monthly, the execution of audit items in the plan is checked, and audit reports are prepared and submitted to the Board of Directors and the Audit Committee for review. Quarterly, a report on the internal audit activities is presented at the Board of Directors meeting.
- ✓ The parent and subsidiary companies are required to conduct at least one self-inspection annually. The results of these self-inspections, along with the Audit Office’s findings of internal control deficiencies and irregularities, are reviewed and used as the basis for the President and Board of Directors to issue the Internal Control System Statement.
- ✓ Deficiencies and irregularities identified during audits that require follow-up must be tracked with reports issued at least quarterly until fully resolved, ensuring that the relevant units have taken appropriate and timely corrective actions.
- ✓ Conduct related project audits as needed.
- ✓ Complete the required internet information system reporting within the deadlines set by the regulatory authorities.

### Audit Process



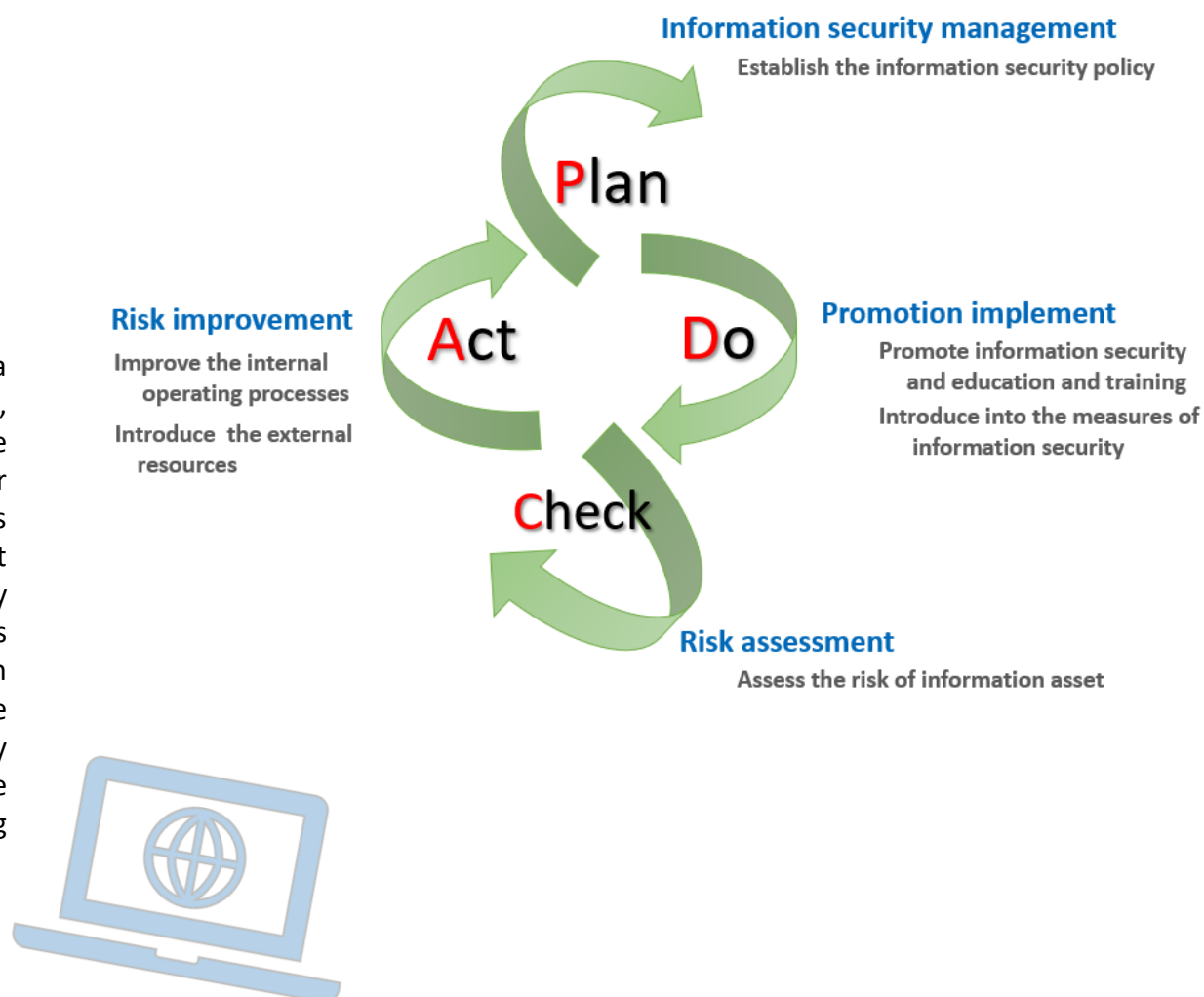


## 2.6 Information Security Management

To strengthen information security resilience and management mechanisms in response to various cybersecurity threats and operational risks, the internal information management system adopts a PDCA (Plan-Do-Check-Act) cyclical management model. This model includes system establishment, implementation, risk assessment, and improvement measures to enhance CWTC's information security framework. It ensures the confidentiality, integrity, and availability of the company's critical information assets while complying with relevant laws and regulations to maintain sustainable operations and key business functions.

With the approval of the Board of Directors, a "Cybersecurity Dedicated Unit" has been established, with Manager Fu-ren Zhang serving as the cybersecurity officer. The unit is responsible for formulating, implementing, and managing policies related to CWTC's information security and trade secret protection. It conducts regular annual security assessments of information assets and adjusts information security policies as needed, based on updates to security tools or technologies, to ensure the effective operation of the information security management system. The IT department is responsible for executing cybersecurity advocacy and handling cybersecurity incidents.

### PDCA for Information Security Management





## Information Security Control Measures

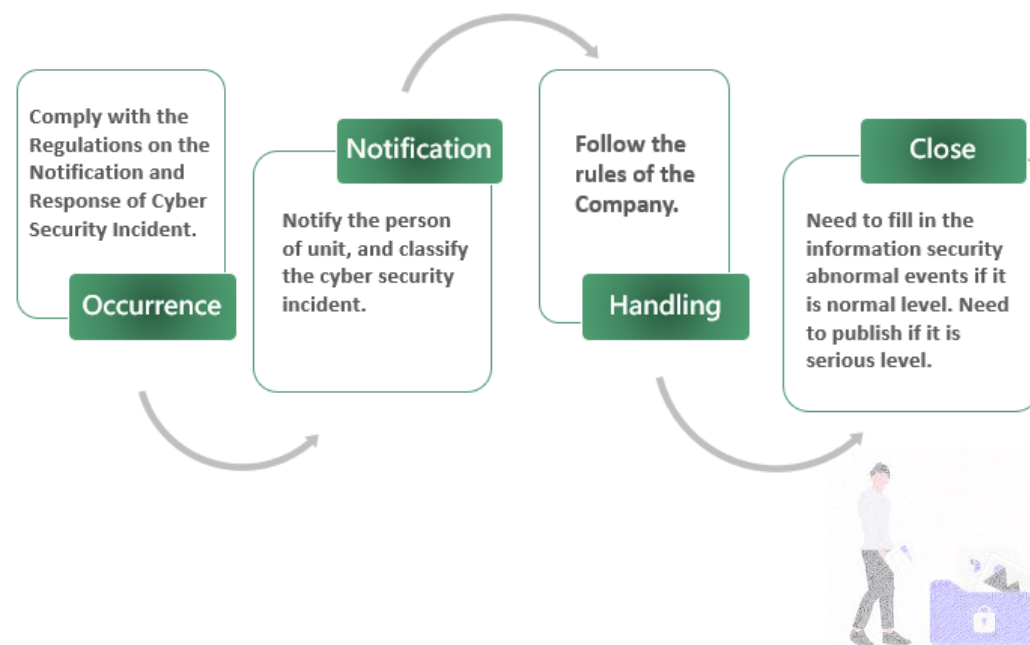
CWTC regularly reviews its information security processes to enhance and strengthen all information risk management. In 2024, there were no significant cyberattacks or events, nor were there any issues that have caused or could potentially cause a significant adverse impact on the company's operations. Furthermore, no major complaints were received regarding the infringement of customer privacy or the loss of customer data.

|                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Risk management</b>                   | <ul style="list-style-type: none"> <li>Install endpoint detection and response (EDR) software on personal computers and servers under the control of the master control unit, and update threat definition files regularly.</li> <li>Deploy patches through Windows Server Update Services (WSUS). Schedule restarts for changes to take effect.</li> <li>Establish Urchin Tracking Module (UTM) to prevent malicious attacks.</li> <li>Conduct regular disaster drills and exercises related to information security systems.</li> </ul> |
| <b>Information operation security</b>    | <ul style="list-style-type: none"> <li>Formulate backup plans in compliance with the 3-2-1 backup principle.</li> <li>Initiate virtual platforms and employ high availability (HA) mechanism.</li> <li>Monitor the operational efficiency of core systems through SYSLOG.</li> </ul>                                                                                                                                                                                                                                                      |
| <b>Device security</b>                   | <ul style="list-style-type: none"> <li>Prohibit the use of personal computers within the plants.</li> <li>Disable USB ports on company computers. Applications are required for user access.</li> <li>Establish a network access control (NAC) platform to block access from unknown devices.</li> </ul>                                                                                                                                                                                                                                  |
| <b>Information security of suppliers</b> | <ul style="list-style-type: none"> <li>Require all departments to ensure that NDAs (Non-Disclosure Agreements) are signed with suppliers.</li> <li>Conduct irregular audits or inspections of suppliers annually to prevent supply chain disruptions caused by information security incidents.</li> </ul>                                                                                                                                                                                                                                 |
| <b>Field Security</b>                    | <ul style="list-style-type: none"> <li>Enforce computer control for visitors entering the plant and regulate 3C products, personal mobile phones, and USB drives on production lines and in laboratories.</li> <li>Establish a zoned management mechanism for office and controlled areas, as well as access control and abnormal event monitoring for computer rooms, with regular reviews and continuous improvements.</li> </ul>                                                                                                       |
| <b>Human Resources Security</b>          | <ul style="list-style-type: none"> <li>New employees of the Company and its subsidiaries shall sign the non-disclosure agreements (NDA) when joining the Company. Information security is part of the orientation program.</li> <li>Information system accounts and permissions are reviewed and managed by the IT unit.</li> <li>Information security awareness programs are conducted regularly to raise employees' awareness.</li> </ul>                                                                                               |

## Information Security Incident Reporting Process



A comprehensive information security incident reporting process has been established, allowing employees to report incidents through multiple channels. Once the Information Security Task Force receives a notification, a dedicated team is formed to handle the incident based on its category and severity. In 2024, no information security incidents were reported by employees.





## **2.7 Sustainable Supply Chain** [【GRI 2-6 / SASB TC-SC-440a.1】](#)

Suppliers are important partners to the Company. Therefore, CWTC values the sustainable development of its suppliers. We implement “Sustainable Development Best Practice Principles” to encourage our suppliers to fulfill their corporate social responsibilities by protecting the environment, reducing carbon emissions, improving safety and health, valuing human rights, managing risk, and adhering to ethical compliance. Together, we aim to establish a stable and sustainable supply chain.

All new or existing suppliers are required to sign the “Responsible Business Alliance Code of Conduct (RBA Code of Conduct) Compliance Declaration,” the “Corporate Social Responsibility Statement,” and the “Conflict Minerals Declaration,” and complete the relevant background information survey forms. Additionally, we implement the RBA Code of Conduct, uphold the Human Rights Declaration, and comply with current laws, regulations, and customer requirements. In 2024, none of the Company's existing suppliers or contractors had any significant negative impact, either actual or expected, on the environment, labor conditions, human rights, or society.

### **Quality Management for Suppliers**

CWTC has identified several key materials that pose potential operational risks, including copper alloys, iron-nickel alloys, and silver. Some of these materials are characterized by high price volatility or a high concentration of supply sources. In the event of geopolitical conflicts, trade restrictions, or stricter environmental regulations, there could be significant cost increases or supply chain disruptions. To reduce reliance on single sources and ensure supply stability, we have adopted a diversified procurement strategy. We prioritize collaboration with suppliers from regions with stable political and economic environments and have established supplier review and management mechanisms accordingly.

According to its supplier procurement management procedures, CWTC conducts a thorough review of each supplier's qualifications. This review covers basic company information, financial status, quality management, environmental management, and relevant system certifications. Where necessary, on-site factory audits are conducted to assess suppliers' performance in areas such as quality control, delivery management, system integration, and sustainability risk control. Suppliers must be jointly reviewed and approved by the Procurement, Quality, Engineering, and other relevant departments before being included on the approved supplier list. In addition, Chang Wah Technology conducts regular on-site evaluations of suppliers each year to ensure continued compliance with company requirements and relevant standards. In 2024, no new major raw material suppliers were added, and all existing key suppliers had obtained internationally recognized quality management system certifications. Therefore, no on-site factory audits were conducted during the year.

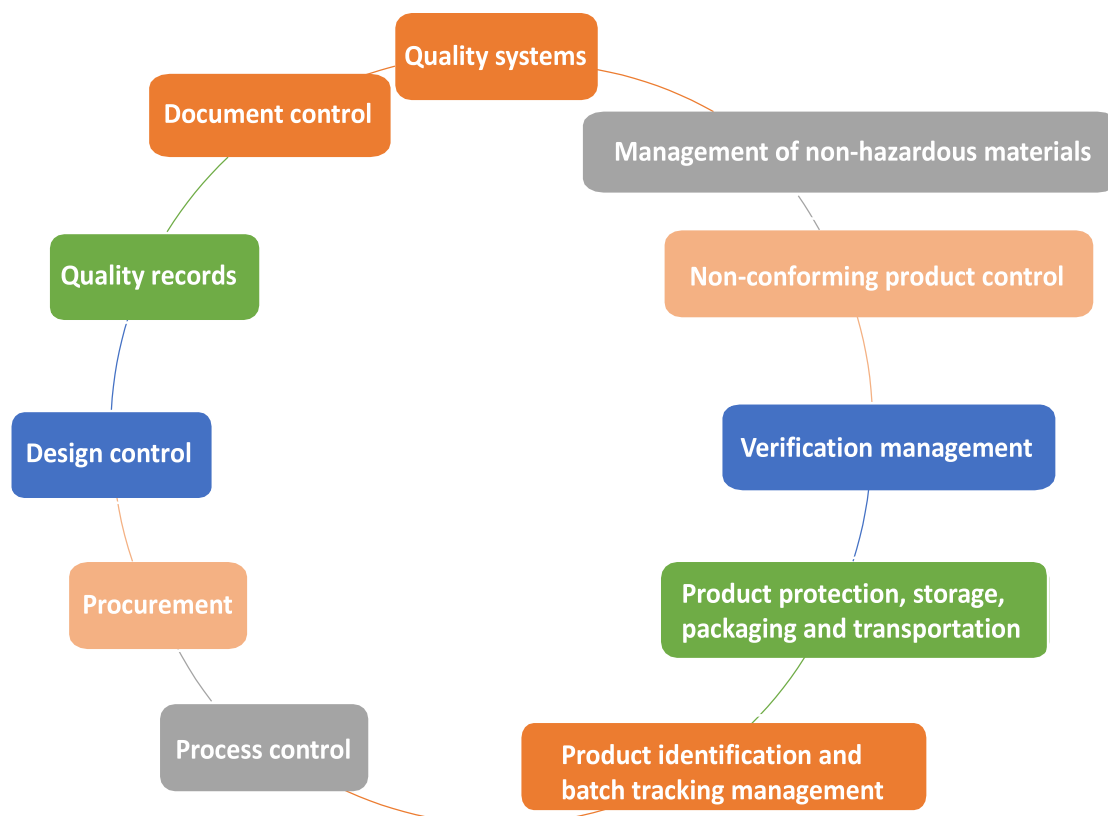
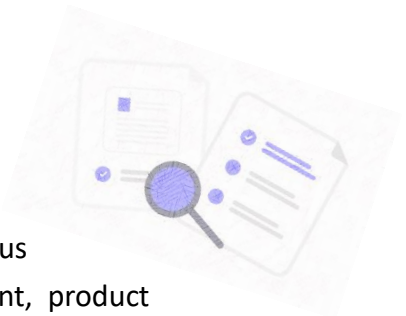


## Relevant Value Chains of Main Products (Material Stability and Price & Inventory Control)

| Industry | Upstream                                                    | Midstream                   | Downstream                 | Product Applications                                                                                                                                                   |
|----------|-------------------------------------------------------------|-----------------------------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| IC       | Copper alloys,<br>nickel-iron alloys,<br>industrial epoxies | Lead frame<br>manufacturers | IC packaging<br>companies  | LCD panels, automobiles,<br>computers and peripherals,<br>lighting fixtures, handheld<br>consumer electronics devices,<br>precision instruments,<br>aerospace industry |
| LED      |                                                             |                             | LED packaging<br>companies |                                                                                                                                                                        |

## Quality Audit Process for Suppliers

To understand the current status of suppliers in depth, CWTC evaluates the performance of "key suppliers of the current year" or "key suppliers rated as Class C in the previous assessment." The assessment includes 11 aspects: document control, design control, quality systems, quality records, procurement, process control, management of non-hazardous materials, control of non-conforming products, verification management, product protection, storage, packaging and transportation, product identification, and batch tracking management. These aspects are covered in both the suppliers' self-assessments and the Company's on-site evaluations.





## Supplier Tier Management

| Rank | Score | Result               | Action                                                                                                                   |
|------|-------|----------------------|--------------------------------------------------------------------------------------------------------------------------|
| A    | >85   | Approval             | Normal purchases.                                                                                                        |
| B    | 70~85 | Conditional approval | Annual audits and counseling.                                                                                            |
| C    | <70   | Fail                 | Improvement plans shall be submitted within 7 days. Suppliers failing to make improvements as scheduled would be banned. |

## Supplier Assessment

To proactively manage risks and enhance overall supply chain quality, CWTC conducts sustainability risk assessments for suppliers. CWTC distributes self-assessment questionnaires to primary materials suppliers to investigate their potential environmental, social, and human rights risks. Based on the results, suppliers are categorized into five risk levels. High-risk suppliers are required to make improvements within a prescribed timeframe. Those who fail to make improvements on time will be disqualified from our supplier list. In 2024, we assessed 11 primary materials suppliers, and none of them were found to have significant or potential negative social impacts.

## Risk Assessment of 2024

| Category   | Extremely Low | Low | Medium | High  | Extremely High |
|------------|---------------|-----|--------|-------|----------------|
| Risk Level | 0~3           | 4~6 | 7~9    | 10~12 | 13~15          |
| Numbers    | 2             | 8   | 1      | 0     | 0              |





## Conflict Minerals Policy

CWTC has long been committed to complying with the standards and initiatives of the Responsible Business Alliance (RBA), the Global e-Sustainability Initiative (GeSI) and the Responsible Minerals Initiative (RMI). We clearly state that conflict minerals originating from the Democratic Republic of Congo (DRC) and its neighboring areas, controlled by armed groups—such as gold (Au), tantalum (Ta), tungsten (W), cobalt (Co), tin (Sn), and other conflict minerals—are not accepted in our supply chain. Suppliers are also required to comply with the RBA Code of Conduct.



CWTC Conflict Minerals Policy

### Specific Measures

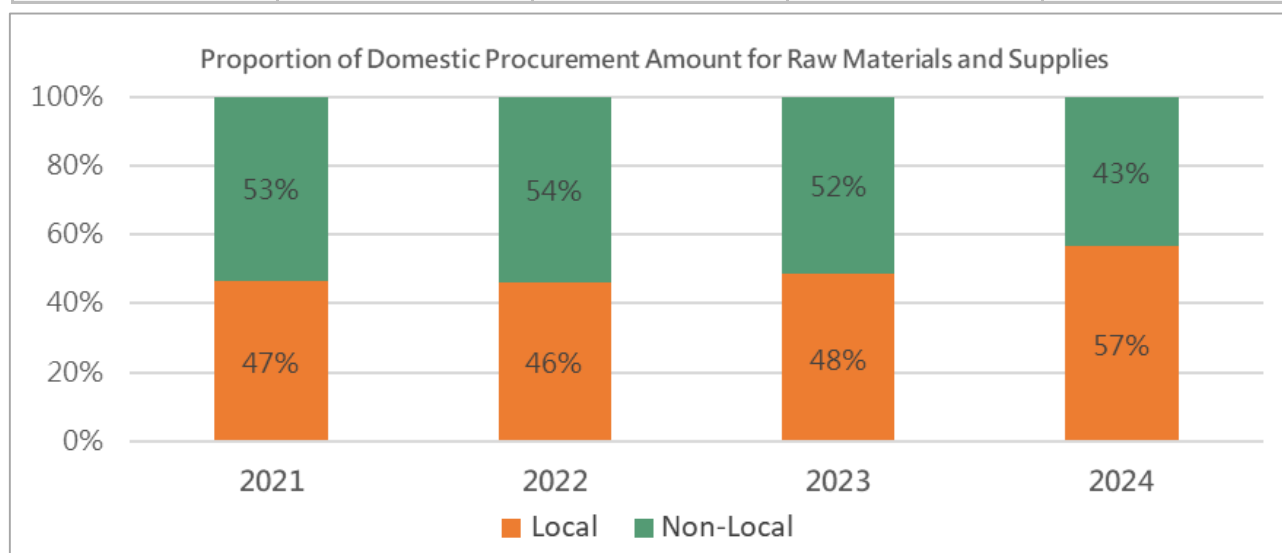
- ✓ Do not use conflict minerals from illegal sources, and do not purchase conflict metals produced in conflict-affected and high-risk areas.
- ✓ Encourage all suppliers in our supply chain to participate in programs such as the RBA (Responsible Business Alliance) and the RMI (Responsible Minerals Initiative).
- ✓ Commit to conducting due diligence on conflict minerals to ensure more transparent sourcing of conflict metals and minerals.

## Local Procurement

CWTC has been committed to promoting local procurement to reduce carbon emissions from material transportation and improve procurement stability, while also fostering local employment and economic development. Local procurement also helps strengthen relationships with local suppliers, enhancing the flexibility and efficiency of the supply chain. In 2022, we expanded our facilities in Taiwan, increasing production capacity and gradually raising the proportion of self-produced materials while reducing overseas procurement. In 2024, the proportion of local procurement for raw materials reached 57%.

### Proportion of Local Procurement Amount of Raw Materials in Our Plants

| Plant          | 2021 | 2022 | 2023 | 2024 |
|----------------|------|------|------|------|
| Taiwan Plant   | 31%  | 29%  | 38%  | 51%  |
| China Plant    | 90%  | 81%  | 91%  | 90%  |
| Overseas Plant | 24%  | 24%  | 19%  | 23%  |





## Product Lifecycle Management [【SASB TC-SC-410a.1-TC-SC-410a.2】](#)

As a key lead frame manufacturer in the semiconductor supply chain, CWTC fully recognizes the environmental impact that may arise throughout the lead frame's lifecycle—from metal raw material procurement, stamping, to etching processes. We actively uphold our sustainability responsibilities toward both downstream customers and upstream suppliers. Although individual product carbon footprint assessments have not yet been completed, we continuously work to enhance resource efficiency by optimizing processes and promoting efficient resource utilization. Through circular economy practices and optimized product design, we aim to reduce scrap generated during manufacturing and collaborate with supply chain partners to achieve energy-saving, carbon-reduction, and circular economy goals.

Looking ahead, we will continue to strengthen digital management of production processes and prepare for carbon footprint assessments. These efforts will lay the foundation for the comprehensive implementation of Product Life Cycle Assessment (LCA), driving a green transformation focused on high resource efficiency and low environmental impact, while improving the overall environmental transparency and sustainability performance of our lead frame production.



## 2.8 Product Research, Development and Innovation

With the rise of emerging technologies such as 5G, AI and IoT, the consumer and automotive electronics markets would continue to grow in size and bring new opportunities for display applications as products shift toward being thin, light, and compact with high value-added or high-end specifications. Using QFN as our raw material, we create different processes to differentiate our products from the market and enter the niche market of lead frames for mini LED and automotive power management.

Our PMMS (pre-mode metal substrate) for mini LEDs use flat metal lead frames to open up the beam angle of LED chips to 170 degrees, superior to the 130 degrees in the conventional packaging structure. It greatly improves the contrast and brightness of mini LED backlights, which are formerly constrained by the multi-chip arrangements.

There are also lead frames with high reliability for automotive / industrial power supply applications and GaN/SiC. In terms of applications, one is for TFT backlights while the other is lead frames for automotive power management.

As lead frames for mini LED display technology and automotive power management enter the mass production stage, new challenges have emerged. Through commercialization of results from our R&D Center, we are developing packaging metal substrates with higher precision, thinner in thickness, better reliability and greater diversity. By maximizing the number of chips on the laminate substrates in a larger area with high density, we assist customers with improving the product performance, packaging quality, and production efficiency. These products will become the market mainstream in the future.

✧ IC Lead frame  
DIP, IDF, SKINNY,  
PLCC, SOJ, SOP,  
SSOP, TSOP, LOC,  
COL, QFP, TQFP,  
LQFP

✧ Varieties:  
Discrete Transistor  
(POWER / LED)

✧ PPF Lead frame  
HTSSOP, TSSOP,  
SSOP,  
TQFP, HTQFP,  
LQFP,  
SOIC, SOWB

### R&D Investments and Achievements

(In Thousands of New Taiwan Dollars, Unless Stated Otherwise)

| Item            |                                             | 2020      | 2021       | 2022       | 2023       | 2024       |
|-----------------|---------------------------------------------|-----------|------------|------------|------------|------------|
| R&D Investments | Revenue(A)                                  | 9,678,146 | 12,792,169 | 14,431,284 | 11,581,245 | 11,986,794 |
|                 | R&D expenses (B)                            | 228,583   | 461,211    | 422,484    | 420,520    | 431,124    |
|                 | Total number of employees (C)               | 1,927     | 2,066      | 2,202      | 2,130      | 2,260      |
|                 | Total number of R&D personnel (D)           | 118       | 213        | 266        | 190        | 242        |
|                 | Average R&D expense per R&D personnel (B/D) | 1,937     | 2,165      | 1,588      | 2,213      | 1,782      |
|                 | Proportion of R&D expenses (B/A)            | 2.36%     | 3.61%      | 2.93%      | 3.63%      | 3.60%      |
| R&D             | Cumulative number of patents                | Domestic  | 39         | 37         | 43         | 55         |
|                 |                                             | Overseas  | 78         | 88         | 109        | 218        |
|                 | Cumulative number of trademarks             | Domestic  | 3          | 3          | 3          | 2          |
|                 |                                             | Overseas  | -          | -          | -          | 3          |

### Customer Relationship and Product Safety Management

CWTC is committed to serving global customers with integrity, professionalism, and innovation. Guided by the principle of "growing together with customers and creating win-win outcomes," we view customer satisfaction as a core indicator of our long-term business sustainability. To this end, we provide high-quality, safe, and compliant products, along with responsive technical support, to strengthen long-term partnerships with customers worldwide. In accordance with the ISO 9001 Quality Management System, we conduct comprehensive reviews of product design, production, and delivery processes to meet customer expectations and ensure that our products pose no health or safety risks to customers or end users throughout their lifecycle. The Company has also established a customer complaint handling mechanism to maintain stable and positive relationships. In 2024, no major customer complaints were reported.

## 3. Sustainable Environment

### 3.1 Environmentally Sustainable Development

CWTC is a professional manufacturer of metal lead frames, dedicated to production, manufacturing and product development. Our operation model is built on the business philosophy of humanity, rationalization, standardization, and internationalization, with a fair and transparent management approach. As we are well aware of the potential environmental impact of our products, activities and services, we have fully implemented an “Environmental Management System” and advocate for “full participation, conserving social resources, and complying with environmental regulations.”

Our environmental management organization includes the Environmental Management Committee, as well as the environmental management unit at each plant. These entities are responsible for executing comprehensive tasks related to internal and external issues and environmental considerations raised by various units, and for reviewing and confirming the environmental consideration data from each unit. A committee is established at each plant, chaired by the plant manager, which regularly convenes meetings to review performance. The meetings involve coordination, research, and examination of environmental management issues with supervisors and employee representatives from all units, demonstrating a high level of commitment to environmental management.

Our plants, both domestic and overseas, have adopted ISO14001 Environmental Management Systems, with certifications acquired. The latest version of ISO14001:2015 was introduced with certifications received in 2016 for our Taiwan plants and in 2020 for our overseas plants. This extends environmental management to the entire product lifecycle and addresses environmental risks and mechanisms at each stage, establishing a macro-level strategic policy and action plan aligned with the latest international management trends.

### ISO14001 : 2015 Certifications





## 3.2 Task Force on Climate-Related Financial Disclosures (TCFD) [【GRI 201-2】](#)

Climate action has become a critical factor in evaluating international commitments to carbon reduction. Therefore, CWTC follows the framework of the Task Force on Climate-related Financial Disclosures (TCFD) to disclose effective data on the financial impacts, the risks and opportunities brought by climate change, and to establish relevant response strategies while assessing potential financial impacts. This approach aims to enhance the management framework for responding to climate change, demonstrating the resilience of the Company's operations.

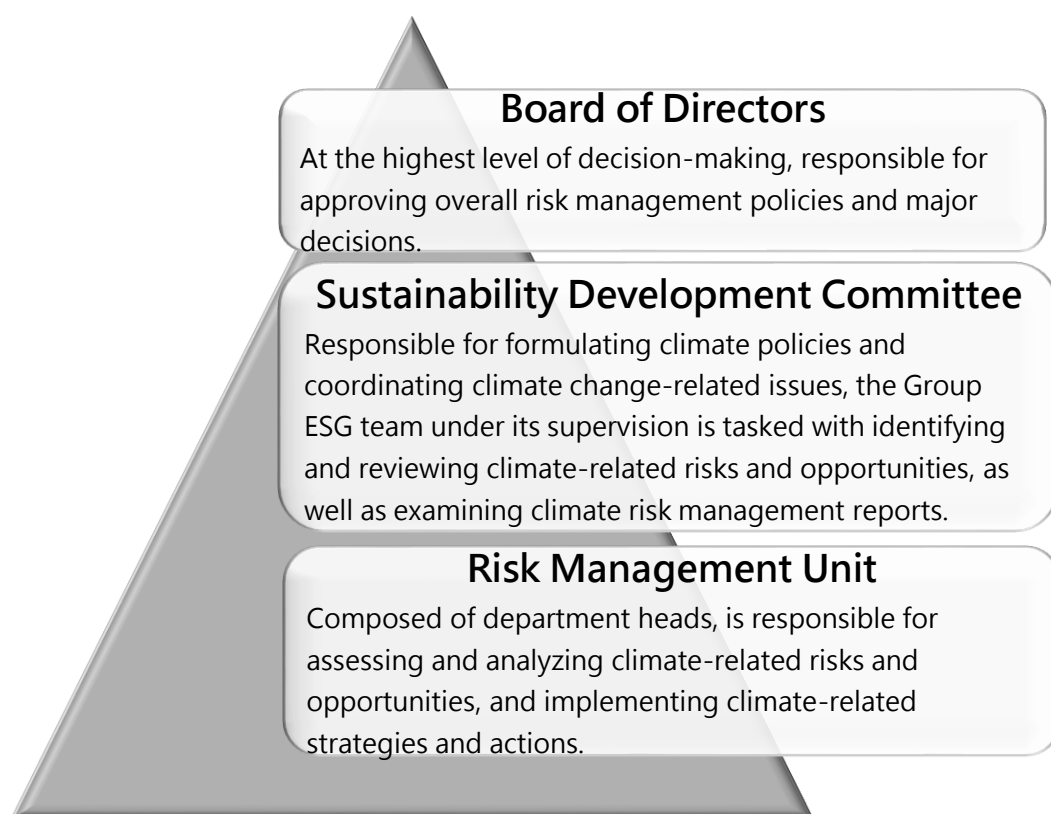


Note: The reporting boundary for the 2024 inventory has been expanded to include downstream transportation and distribution emissions. Therefore, the company has changed the base year to 2024.



## Governance

The Company has established the Sustainable Development Committee of CWTC Group, which is responsible for formulating the Company's climate policy, coordinating sustainable development and climate change-related affairs, and ensuring the alignment and integration of the company's environmental and social activities. Under the Sustainability Development Committee, a Group ESG Unit has been established to coordinate cross-departmental communication and integrate management activities related to sustainability and climate change. The ESG Unit also oversees the implementation status. The Company's long-term goals and development strategies for climate change and renewable energy are reported to the Board of Directors by the Sustainability Development Committee every six months.



## Strategy

To effectively manage climate-related risks and opportunities, the Group ESG Unit convenes department heads from the Risk Management Unit. Through multiple cross-departmental meetings and scenario analyses, the unit consolidates the major climate risks and opportunities faced by the Company. Based on internal management needs, the Company defines the short term as within 3 years, the mid term as 3 to 5 years, and the long term as over 5 years.

In line with the TCFD guidelines, a total of 13 climate risks and 10 opportunities were identified in 2024. Through risk matrix analysis, 3 major climate risks and 2 associated opportunities were ultimately consolidated.



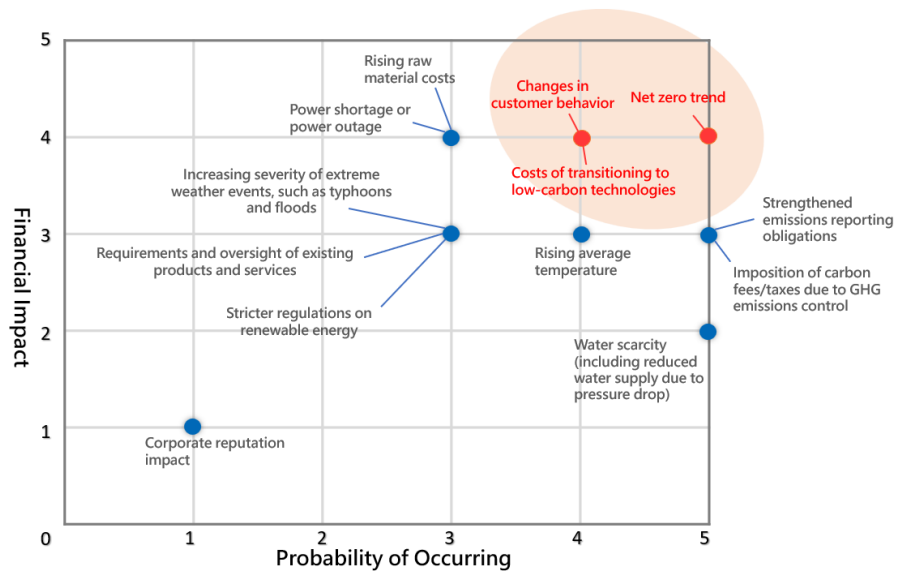
## Climate Change Risk and Opportunity Matrix

### Transition risks

1. Net zero trend
2. Changes in customer behavior
3. Costs of transitioning to low-carbon technologies
4. Strengthened emissions reporting obligations
5. Imposition of carbon fees/taxes due to GHG emissions control
6. Rising raw material costs
7. Stricter regulations on renewable energy
8. Requirements and oversight of existing products and services
9. Corporate reputation impact

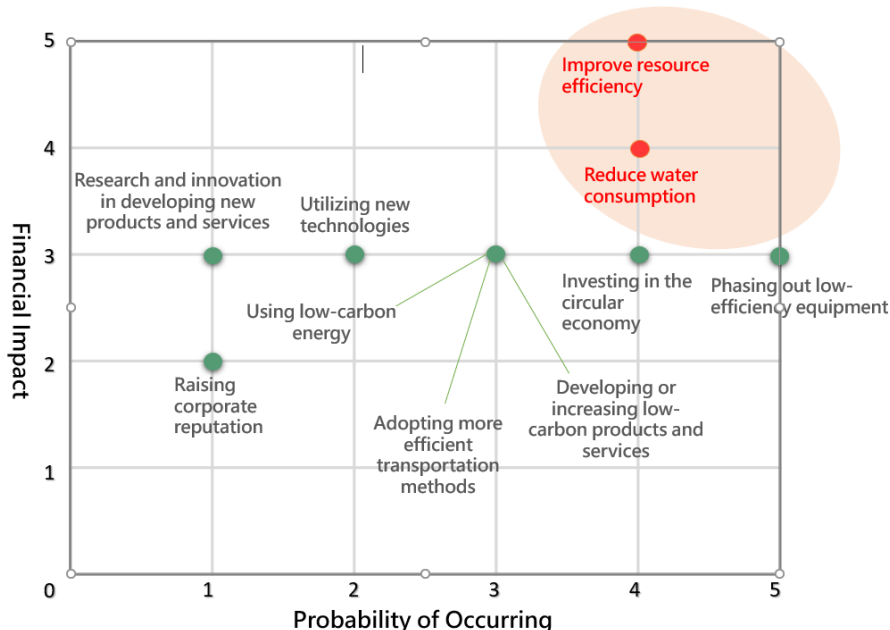
### Physical Risk

1. Rising average temperature
2. Power shortage or power outage
3. Water scarcity (including reduced water supply due to pressure drop)
4. Increasing severity of extreme weather events, such as typhoons and floods



### Opportunity

1. Improve resource efficiency
2. Reduce water consumption
3. Phasing out low-efficiency equipment
4. Investing in the circular economy
5. Developing or increasing low-carbon products and services
6. Adopting more efficient transportation methods
7. Using low-carbon energy
8. Utilizing new technologies
9. Research and innovation in developing new products and services
10. Raising corporate reputation





## Financial Impacts and Response Measures of Climate Change Risk and Opportunity

| Risk / Opportunity Type |                                                   | Duration of Impact | Potential Financial Impacts                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Response Measures                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------|---------------------------------------------------|--------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transition Risk         | Net zero trend                                    | Long Term          | <ul style="list-style-type: none"> <li>✧ Increased capital expenditures and operating costs for upgrading or installing carbon reduction equipment</li> <li>✧ To reduce greenhouse gas emissions, production capacity expansion may be restricted, potentially impacting revenue.</li> </ul>                                                                                                                                                                                                                 | <ul style="list-style-type: none"> <li>➤ Continuously implementing greenhouse gas reduction actions</li> <li>➤ Purchasing renewable energy certificates</li> </ul>                                                                                                                                                                                                                  |
|                         | Changes in customer behavior                      | Long Term          | <ul style="list-style-type: none"> <li>✧ Customer shift resulting in decreased revenue from non-low-carbon products</li> <li>✧ Increased climate awareness leads customers to prefer low-carbon or more environmentally transparent products/services, resulting in decreased demand for certain goods and services.</li> <li>✧ Customers demand the company to provide related products/services and disclose emissions. Failure to meet these requirements may pose a risk of losing customers.</li> </ul> | <ul style="list-style-type: none"> <li>➤ Enhancing product carbon footprint disclosure :               <ol style="list-style-type: none"> <li>1. Establishment of production systems and equipment</li> <li>2. Investment in information technology personnel</li> <li>3. ISO 14067 guidance and verification</li> </ol> </li> </ul>                                                |
|                         | Costs of transitioning to low-carbon technologies | Mid Term           | <ul style="list-style-type: none"> <li>✧ Capital expenditures and R&amp;D investments in low-carbon technology transition result in increased operating costs.</li> <li>✧ Research and development of new and alternative technologies may lead to a decline in demand for existing products and services, causing a significant drop in revenue.</li> </ul>                                                                                                                                                 | <ul style="list-style-type: none"> <li>➤ Narrower and wider format designs with reduced spacing, along with equipment and mold design and investment, to reduce customer material usage.</li> </ul>                                                                                                                                                                                 |
| Opportunity             | Improve resource efficiency                       | Short Term         | <ul style="list-style-type: none"> <li>✧ Increased capital investment in energy-saving equipment and related assets.</li> <li>✧ Improving energy efficiency in the production process and strengthening the management of materials, energy resources, and waste to reduce resource consumption and carbon emissions, thereby lowering operating costs.</li> </ul>                                                                                                                                           | <ul style="list-style-type: none"> <li>➤ Acquire energy-saving equipment.</li> <li>➤ Replacing outdated equipment with high-efficiency units and upgrading to energy-saving inverter modules.</li> <li>➤ Track energy consumption through energy management systems.</li> </ul>                                                                                                     |
|                         | Reduce water consumption                          | Short Term         | <ul style="list-style-type: none"> <li>✧ Increased capital investment in water-saving equipment and related assets.</li> <li>✧ Reducing the water conservation charge imposed by the government, thereby lowering operating costs.</li> </ul>                                                                                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>➤ Increase the use of reclaimed water.</li> <li>➤ Introduce water-saving management measures as well as technology for recycling process water.</li> <li>➤ Automatically shutting off non-essential water usage during equipment standby or downtime.</li> <li>➤ Installing water-saving devices on faucets throughout the plant.</li> </ul> |



## Climate Scenario Analysis

Based on TCFD recommendations, the Company uses scenario analysis of both transition and physical risks, as well as climate opportunities, to assess the resilience of its climate strategy under the most severe scenarios.

| Type            | Reference                                                                                                                                                     | Details                                                                                                                                                                                    |
|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Transition Risk | The assessments and reports on climate emission pathways by the Intergovernmental Panel on Climate Change (IPCC) and the International Energy Agency (IEA).   | Evaluate the potential operational impact of carbon-related expenses based on carbon pricing trends corresponding to temperature increases kept below 1.5°C, 1.8°C, and 3°C, respectively. |
| Physical Risk   | The Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) conducts projections based on the RCP8.5 <sup>Note</sup> scenario. | If temperature control is not effectively achieved, evaluate the operational impact of extreme weather conditions in a worst-case warming scenario.                                        |

**Note :** Under a scenario of extremely high GHG emissions (RCP8.5), climate change would exacerbate changes in the average temperature, extreme high temperatures, total annual precipitation, the annual maximum 1-day intensity of heavy precipitation, the annual maximum number of consecutive dry days, and the proportion of strong typhoons in the future.

| Scenario Analysis                                                                                                                                                                                                                                                                                                                   | Financial Planning Impact                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| <b>High Emission Scenario with Temperature Rise of More than 3°C</b> <ul style="list-style-type: none"> <li>No additional carbon reduction actions beyond current national policies</li> <li>International Carbon Price<sup>Note</sup>: US\$2.63 per metric ton</li> </ul>                                                          | Increase in operating costs accounts for 0.04% of annual revenue. |
| <b>Medium Emission Scenario with Temperature Rise of More than 1.8°C</b> <ul style="list-style-type: none"> <li>No active low-carbon transition actions by countries before 2030, but still aiming for a temperature rise of less than 2°C</li> <li>International Carbon Price<sup>Note</sup>: US\$231.86 per metric ton</li> </ul> | Increase in operating costs accounts for 3.70% of annual revenue. |
| <b>Low Emission Scenario with Temperature Rise of More than 1.5°C</b> <ul style="list-style-type: none"> <li>Achieving net-zero emissions globally by 2050</li> <li>International Carbon Price<sup>Note</sup>: US\$268.12 per metric ton</li> </ul>                                                                                 | Increase in operating costs accounts for 4.28% of annual revenue. |

**Note :** The carbon price is based on the scenario parameters published by the NGFS and adopts the carbon price for 2035 globally as assumed in the REMIND-MagPIE 2.1-4.2 model.

CWTC conducts a physical risk scenario analysis of its operations to understand the impact of climate-related risks on its business, strategy, and financial planning under the RCP8.5 scenario. The Company's main processes include etching and plating production lines, making water resources an essential factor. It was determined that the Taiwan plant is not affected by water resource constraints, resulting in no significant impact on the estimated financial loss.



## Risk Management

In 2023, CWTC established a "Risk Management Policy" to integrate climate-related risk management processes into its enterprise risk management processes. The results and experiences of this ongoing work are regularly reported to the Board of Directors by the responsible units. The Audit Committee periodically reviews reports from the Chief Internal Auditor regarding the design and effectiveness of internal controls related to climate-related risks, as well as any audit findings.

### Plan / Do

**Step 1 Collection of data** Period: 2024/1/1~2024/12/31  
**Step 2 Assessment scope** Boundaries : Taiwan plant  
**Step 3 Analysis of impact** Hold an annual meeting to discuss and identify climate change risks and opportunities  
 Identify the prioritization of risks and opportunities based on the severity of impact and the possibility of occurrence.

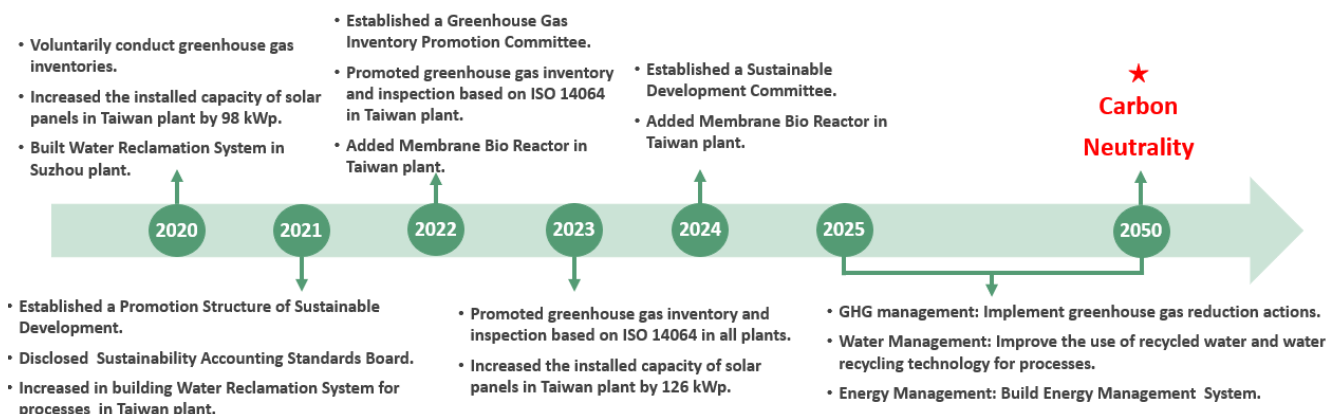
### Check / Action

**Step 4 Goal setting** CWTC takes 2024 as the base year to set an absolute GHG emission reduction targets.  
**Step 5 Control Measures** Select response strategies to achieve the 2050 carbon neutrality goal.  
**Step 6 Review and Optimization** Hold review meetings every six months.

## Metrics and Targets [【SASB TC-SC-110a.2】](#)

The Company annually inventories its GHG emissions and verifies the accuracy of these emissions through third-party impartial agencies. The revised "Climate Change Response Act" of 2023 stipulates that net zero GHG emissions must be achieved by 2050. It also requires a science-based approach to assess climate risks, strengthen governance capabilities, and enhance resilience.

To align with the policy, the Company will adopt a gradual carbon reduction approach, supported by the Science-Based Targets initiative (SBTi). Using the 2024 GHG emissions from our Taiwan plant (31,820 metric tons) as the base year, we have established short term, mid term, and long term absolute GHG reduction targets. Specifically, we aim to reduce emissions to 25,456 metric tons by 2029 (short term), achieve a 40% reduction from the base year by 2034 (mid term), and reach carbon neutrality by 2050 (long term).





### 3.3 Energy Management

<<...Key Material Issue

【GRI 302-1.302-3 / SASB TC-SC-130a.1】

#### Impact Description

Energy use and management are closely tied to a company's operating costs, environmental impact, and carbon emissions, and are directly related to climate change mitigation and process efficiency. Poor management may increase financial risks and affect supply chain stability. Energy consumption at the manufacturing facilities of the Company is highly relevant, and improving energy efficiency is one of the core elements of sustainable operations.

#### Management Policy and Commitment

CWTC Group is committed to improving energy efficiency, reducing energy intensity, and implementing energy-saving equipment and management systems. Through ongoing audits and improvement actions, the Group aligns with government energy-saving policies and international energy trends, moving toward green manufacturing and low-carbon transition.

#### Management Mechanism and Implementation Strategy

##### Responsible Units:

Facility Departments, Environmental Management Centers, and R&D Departments

##### Relevant Internal Policies:

Energy Resource Operation Management Procedure, Facility Equipment Maintenance Procedure, Environmental Management Work Instruction.

##### Key Strategies:

Implement energy data monitoring, set energy-saving targets, regularly review energy efficiency and the effectiveness of energy-saving measures, and promote training and education programs.

#### Specific Action Plan

1. Energy Auditing and Monitoring: Identify high-energy-consuming equipment and energy hotspots.
2. Replacement with High-Efficiency Equipment: Promote the upgrade of air compressors, chillers, pumps, lighting, and other systems to energy-efficient models.
3. Process Improvement and Energy-Saving Projects: Implement variable frequency drives (VFDs), dynamic load management, and other efficiency measures.
4. Renewable Energy Application: Install solar panels.



### Tracking and Verification Mechanism

1. Routine Monitoring: Regular recording of equipment electricity usage, diesel consumption, and reporting of anomalies.
2. Monthly Reporting: Submission of energy analysis reports to relevant supervisors for review.
3. Annual Review: Annual assessment of overall energy performance and update of improvement targets.

| Index Items <sup>Note</sup>                    | Short Term                  | Mid Term                    | Long Term                                               |
|------------------------------------------------|-----------------------------|-----------------------------|---------------------------------------------------------|
| Energy Intensity per Unit of Output (kWh/unit) | 3% Reduction                | Cumulative reduction of 10% | Cumulative reduction of $\geq 20\%$                     |
| Energy Management Training Hours               | Per person $\geq 2$ hr/Year | Stable at $\geq 3$ hr/Year  | Deepen to $\geq 5$ hours and expand the target audience |

Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years

To respond to the challenges of global energy shortages and climate change, we consolidate energy-saving proposals from all units to set relevant targets and action plans each year and periodically monitors and controls performance. Additionally, we promote production machinery assessments to drive energy efficiency improvements in plant facilities.

Based on our energy-saving plan submitted to the Bureau of Energy, Ministry of Economic Affairs, the average energy-saving rate approved for our Taiwan Plant was 1.28%~2.13% in 2024. In line with the government's promotion of renewable energy, we increased the installed capacity of solar panels at our Taiwan plant in 2020, reaching a cumulative capacity of 233 kWp by 2024, generating 321,322 kWh.

## Energy Consumption

Unit: GJ

| Item            |                       | 2021    | 2022    | 2023    | 2024    |
|-----------------|-----------------------|---------|---------|---------|---------|
| Direct Energy   | Diesel fuel           | 276     | 1,174   | 365     | 416     |
|                 | Gasoline              | 361     | 500     | 486     | 779     |
|                 | Natural gas           | 22,115  | 22,673  | 17,110  | 20,994  |
| Indirect Energy | Purchased electricity | 268,055 | 279,597 | 275,574 | 317,297 |
|                 | Renewable energy      | -       | -       | 347     | 347     |
| Total           |                       | 290,807 | 303,944 | 293,882 | 339,833 |

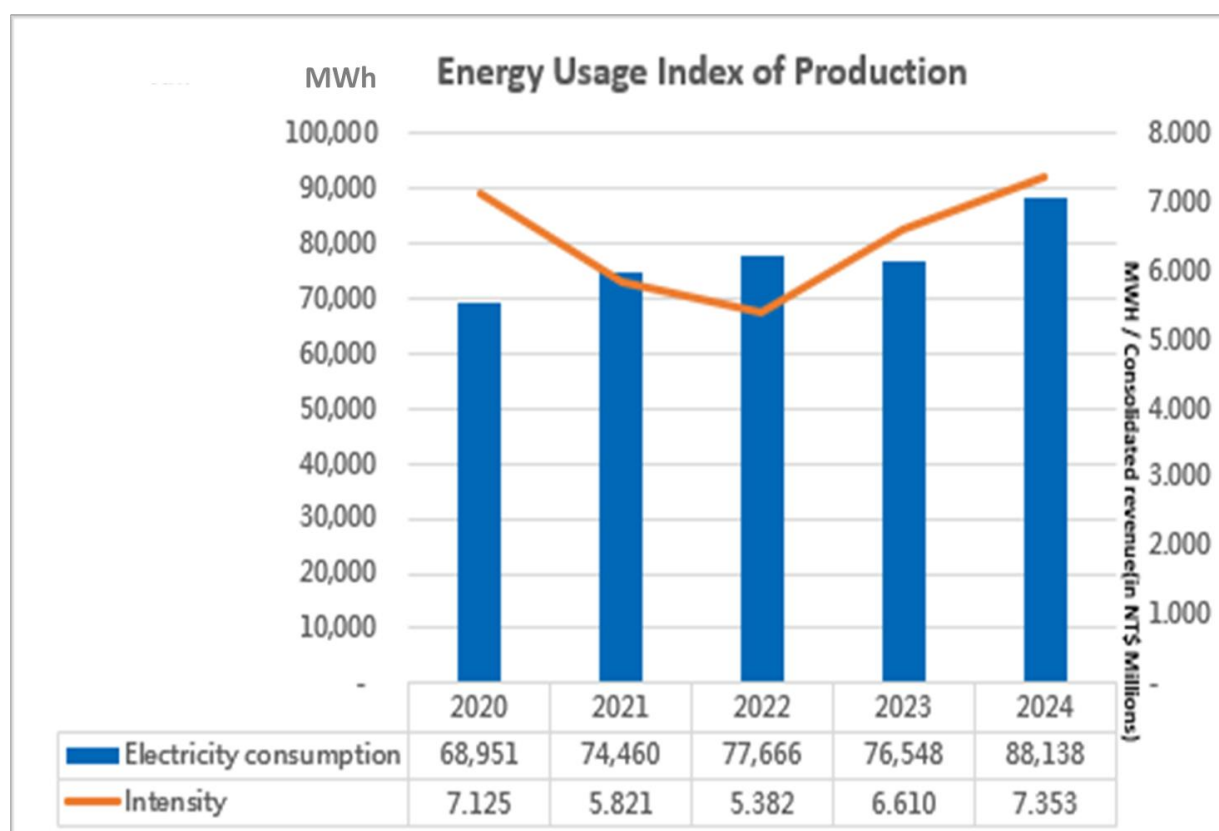
Note1: Conversions are based on the "Heat Content of Energy Products" of the Ministry of Economic Affairs. Starting from 2024, the unit conversion for diesel and gasoline will be calculated based on the calorific values announced by the Ministry of Environment.

Note2: Renewable energy refers to solar energy, which is estimated annually based on the daily generation in GJ of the installed capacity.

Note3: The 2023 data includes all consolidated entities, while data for other years covers only Taiwan Plant, China Plant and Malaysia Plant.

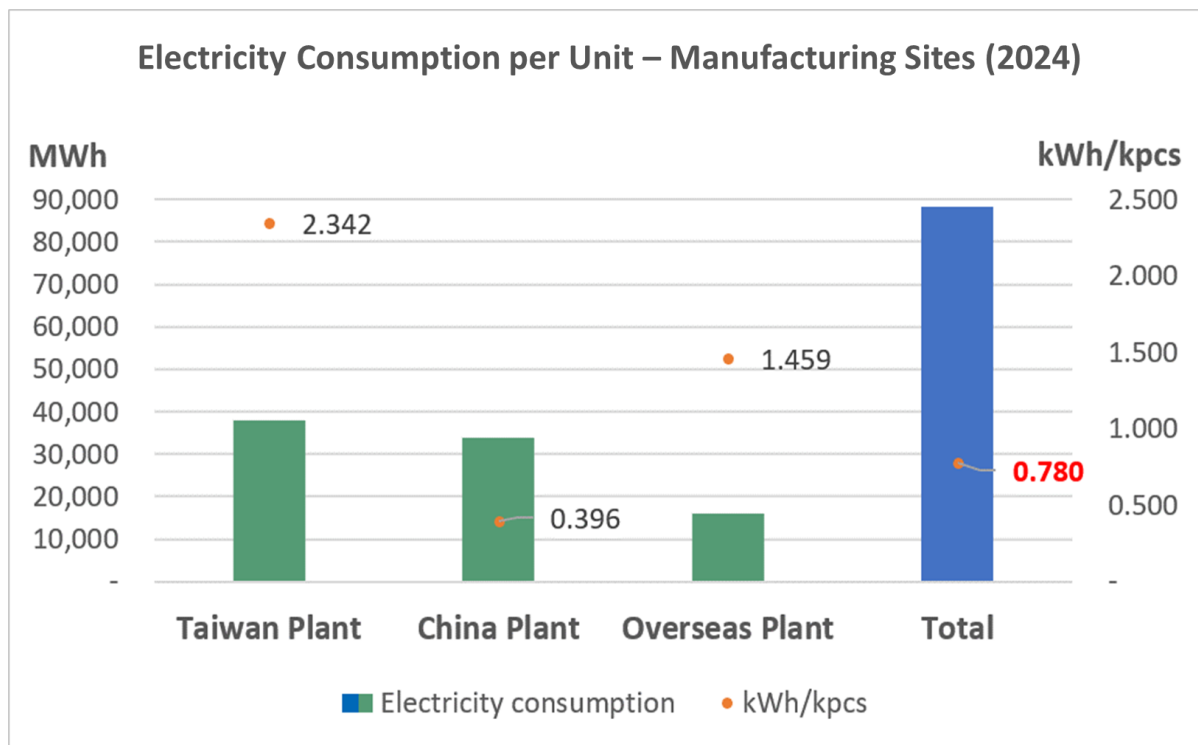
## Electricity Usage of Production

In 2024, total electricity consumption reached 88,138,011 kWh (88,138 MWh), with an electricity intensity of 7.353. The primary sources of electricity use were process power and air conditioning systems. Due to the full-scale production launch of the new etching plant in Taiwan and increased production capacity at the Suzhou plant, both total electricity consumption and intensity rose compared to 2023. Moving forward, we will continue to focus on improving energy efficiency, as well as planning and implementing the use of renewable and alternative energy sources.





In response to global sustainability trends and the government-promoted “Green and Sustainable Finance Action Plan,” the company has conducted internal assessments and classification procedures in accordance with the “Sustainable Economic Activities Recognition Guidelines” issued by the Financial Supervisory Commission. These assessments evaluate whether our business activities and products/services align with areas such as the low-carbon economy, circular economy, efficient use of resources, and pollution prevention.



Note1: Unit electricity consumption = Total electricity consumption / Production output.

Note2: Only the electricity consumption and production output of manufacturing facilities are included.

Note3: According to the Sustainable Economic Activities Recognition Guidelines, the technical screening criteria for semiconductor – lead frame manufacturing is  $\leq 55$  kWh/kpcs.

## Energy-saving Measures [【GRI 302-4 / SASB TC-SC-110a.2】](#)

To effectively lower energy consumption and GHG emissions, we actively promote various energy-saving measures. The focus is on improving the energy efficiency of plant facilities and production equipment, optimizing operational efficiency by adjusting production equipment parameters, and replacing traditional lighting with energy-efficient alternatives. We aim to achieve our environmental and energy-saving goals through initiatives across its plants. Additionally, we raise energy-saving awareness by encouraging employees to turn off lights when not in use and shut down computers after work. We also promote the widespread use of energy-efficient lighting and installs motion-sensor switches in areas with intermittent lighting needs to reduce energy waste by changing daily habits.



## Energy-saving Measures and Performance of Each Plant in 2024

| Plant          | Measures and Performance                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Taiwan Plant   | Replacement of chillers, additional purchase of new magnetic levitation chillers, load reduction of cleanroom circulation fans, and replacement of lighting fixtures in the underground parking lot achieved annual energy savings of 567,078 kWh (equivalent to 2,042 GJ).                                                                                                                                                     |
| Chengdu Plant  | By shutting down air conditioning in standby areas, using chilled water from the raw water tank to replace chiller cooling for air compressors and electroplating air handling units, controlling air conditioning temperatures, adjusting the operating frequency of air compressors, and installing automatic stop functions on fans to reduce idle time, annual energy savings reached 570,730 kWh (equivalent to 2,055 GJ). |
| Malaysia Plant | Replacement of turbo air compressors achieved annual energy savings of 761,280 kWh (equivalent to 2,741 GJ).                                                                                                                                                                                                                                                                                                                    |
| Total          | 6,838GJ                                                                                                                                                                                                                                                                                                                                                                                                                         |

## Key Points of Energy-saving Programs

| Programs                       | Taiwan Plant | China Plant | Overseas Plant |
|--------------------------------|--------------|-------------|----------------|
| Parameter setting              | ★            | ★           | ★              |
| Production process integration | ★            | -           | ★              |
| Equipment process integration  | ★            | ★           | -              |
| Energy-saving of facilities    | ★            | ★           | ★              |

## Progressive Energy-saving Plans

| Stage             | Measures                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Short term        | <ul style="list-style-type: none"> <li>➤ Convert existing air conditioners to a central air conditioning system.</li> <li>➤ Replace all lighting in the plant with LED lights.</li> <li>➤ Install sensor-activated LED floodlights around the plant.</li> <li>➤ Use sensor-activated landscape ground lights for sidewalks.</li> <li>➤ Prioritize purchasing high-energy-efficiency equipment and those rated with energy-saving level 1.</li> <li>➤ Replace old power-consuming equipment, such as air compressors and chillers, with high-energy-efficiency alternatives, and manage them through a central monitoring system.</li> <li>➤ Increase the air conditioning temperature when equipment is shut down.</li> <li>➤ Shut down power-consuming facility equipment during holidays.</li> </ul> |
| Mid and Long term | <ul style="list-style-type: none"> <li>➤ Install a central monitoring system to control the energy consumption of utility equipment.</li> <li>➤ Continuously adopt the latest energy-saving technologies to improve the efficiency of processes and utility equipment.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |



## GHG Emissions Management [【GRI 305-1-305-2-305-3-305-4 / SASB TC-SC-110a.1-TC-SC-110a.2】](#)

### Impact Description

Climate change is a significant global risk that we all face together. As a manufacturer, the energy use and emissions management of the Company have a major impact on operational sustainability. Without effective management of greenhouse gas emissions, we may encounter multiple challenges, including rising costs, customer demands, regulatory constraints, and reputational risks. At the same time, actively reducing carbon emissions is a key strategy for enhancing brand competitiveness and securing green procurement orders.

### Management Policy and Commitment

CWTC Group is committed to complying with greenhouse gas management regulations and international standards. We continuously conduct inventories, disclose emissions, and implement reduction measures for greenhouse gases. Our efforts focus on lowering our carbon footprint, adopting renewable energy, and planning a pathway toward net-zero emissions. Our goal aligns with the global “1.5°C scenario” to achieve Science Based Targets (SBT) for carbon reduction.

### Management Mechanism and Implementation Strategy

#### Responsible Units:

Sustainable Development Committee  
and Environmental Management  
Centers / Facility Departments

#### Relevant Internal Policy:

Greenhouse Gas Inventory Management  
Procedure

#### Key Strategies:

- ❖ Implement ISO 14064-1 and evaluate the adoption of the ISO 50001 Energy Management System
- ❖ Conduct annual inventories of Scope 1, Scope 2, and Scope 3 emissions.
- ❖ Establish a cross-departmental Carbon Management Task Force to manage emission sources, improve energy performance, and promote the use of renewable energy.

### Specific Action Plan

1. Greenhouse Gas Inventory and Disclosure: Emission data is verified annually by a third party and disclosed in the Sustainability Report.
2. Energy Efficiency Improvement Projects: Implement energy-saving upgrades for air conditioning, lighting, and production equipment, and promote projects such as the adoption of variable-frequency drives.
3. Renewable Energy Adoption: Installation of solar power equipment.
4. Carbon Neutrality Strategy Planning: Develop carbon reduction pathways based on the Science Based Targets initiative (SBTi) and assess the feasibility of implementing carbon offset and carbon neutrality mechanisms.



## Tracking and Verification Mechanism

1. Annual Monitoring: Conduct emissions inventory → third-party verification → compile improvement plans → report progress to the Board of Directors / Sustainable Development Committee.
2. Internal and External Audits:
  - ❖ Engage third-party organizations for annual verification.
  - ❖ Conduct internal supervision and responsibility reviews for units that fail to meet improvement targets.
3. In line with TCFD requirements, identify climate-related financial risks and implement carbon pricing simulations and sensitivity analyses.

| Index Items <sup>Note</sup>                            | Short Term   | Mid Term                     | Long Term                                                               |
|--------------------------------------------------------|--------------|------------------------------|-------------------------------------------------------------------------|
| Scope 1 and 2<br>Total Carbon<br>Emissions             | 3% Reduction | Cumulative<br>reduction ≥10% | Achieve carbon<br>neutrality step by<br>step                            |
| Carbon<br>Emission<br>Intensity per<br>Unit of Product | 5% Reduction | Overall reduction ≥<br>20%   | Implement low-<br>carbon processes<br>and continuously<br>optimize them |

Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years

To fulfill our social responsibility, we voluntarily conduct an annual self-assessment and disclosure of our GHG emissions. To meet our own targets, we adopted ISO14064-1:2018 for our 2022 GHG inventory of Taiwan plant as a demonstration. GHG data were consolidated using the operational control approach and verified by a third-party assurance agency. In 2023, all subsidiaries completed the external assurance of their GHG inventories, and we have completed the external assurance of the Group's GHG inventory.

We adopted external inventory under ISO14064-1:2018 for the first time at our Taiwan plant in 2022, while other sites implemented it in 2023.



CWTC Group Greenhouse Gas  
Third-Party Assurance Report



Taiwan plant first implemented external verification of ISO 14064-1:2018 greenhouse gas inventory in 2022; the rest of the group initiated external verification of ISO 14064-1:2018 in 2023. For Taiwan, greenhouse gas emissions are calculated using the “Greenhouse Gas Emission Factors Management Table Version 6.0.4” announced by the Taiwan Environmental Protection Administration, the power emission factors published by the Energy Bureau of the Ministry of Economic Affairs, and the Environmental Protection Administration’s “Product Carbon Footprint Calculation Platform.” For China, emissions calculations refer to the “2006 IPCC National Greenhouse Gas Inventory Guidelines,” the “China Product Life Cycle Greenhouse Gas Emission Factor Database,” the “2022 National Power Carbon Emission Factor” published by China’s Ministry of Ecology and Environment, the Ecoinvent database, and the UK Department for Environment, Food and Rural Affairs (Defra) “Greenhouse Gas Reporting: Conversion Factors 2024” (hereafter “Defra 2024”). For Malaysia, emissions are calculated using “Defra 2024” and the grid emission factors published by the Malaysian Energy Commission. For Singapore, emissions are calculated using the grid emission factors published by the Singapore Energy Market Authority. The global warming potential (GWP) factors used are based on the IPCC Assessment Reports AR5 and AR6. No greenhouse gas emissions from perfluorinated compounds are reported across the entire group.

Category 1  
**Direct GHG emissions**  
**Scope 1**

- Mobile combustion: Corporate cars and forklifts- CO<sub>2</sub> 、 CH<sub>4</sub> 、 N<sub>2</sub>O
- Stationary combustion: Emergency generators and analytical instruments  
for laboratory- CO<sub>2</sub> 、 CH<sub>4</sub> 、 N<sub>2</sub>O
- Fugitive emission: Septic tanks, air-cooling facilities and fire-fighting facilities- CH<sub>4</sub> 、 HFC<sub>s</sub>

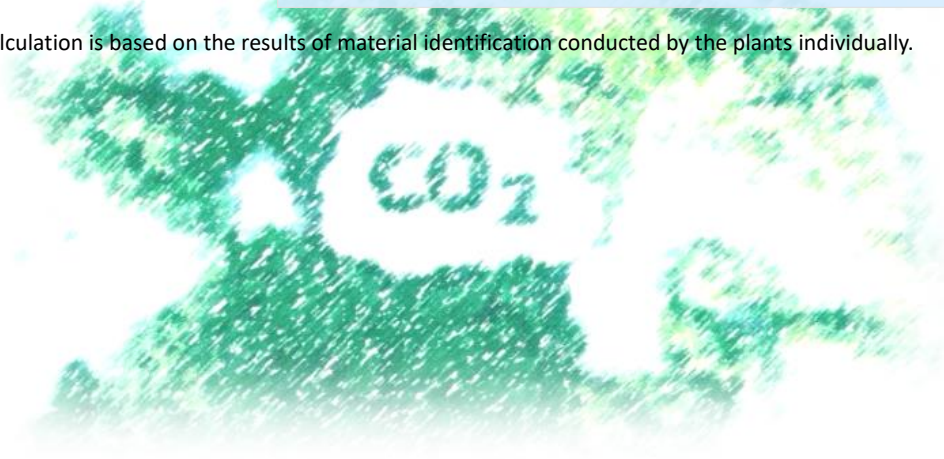
Category 2  
**Indirect GHG emissions**  
**Scope 2**

- Imported electricity emissions (purchased electricity)- CO<sub>2</sub>

Category 3~6  
**Other indirect GHG emissions**  
**Scope 3** Note

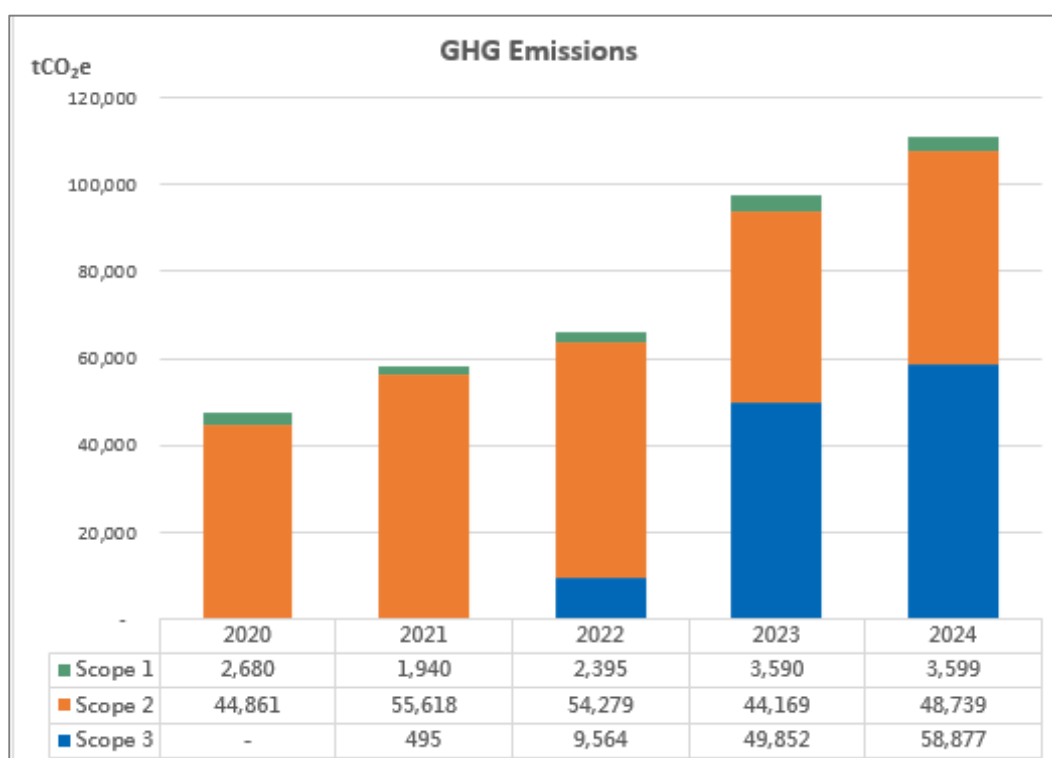
- Upstream transportation and distribution, employee commuting and business travel
- Purchase of goods
- Disposal of waste from operation
- Fuel and energy-related activities (excluding categories 1 and 2)

**Note:** The calculation is based on the results of material identification conducted by the plants individually.





## GHG Emissions over the Years



Note1: For Scope 3 emissions, some overseas plants started tracking in 2021, the Taiwan plant started in 2022, and all others began in 2023.

Note2: The 2023 data includes all consolidated entities, while the other data only covers the Taiwan, China, and Malaysia plants.

## GHG Emission Intensity (Scope 1 + Scope 2)

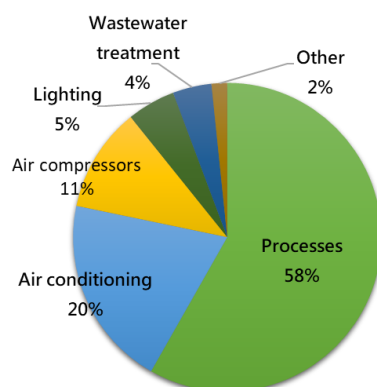
| Item                                                                         | 2020   | 2021   | 2022   | 2023   | 2024   |
|------------------------------------------------------------------------------|--------|--------|--------|--------|--------|
| Total GHG emissions (tCO <sub>2</sub> e)                                     | 47,541 | 57,558 | 56,674 | 47,759 | 52,338 |
| Intensity<br>(tCO <sub>2</sub> e / Consolidated revenue in millions of NT\$) | 4.912  | 4.500  | 3.927  | 4.124  | 4.366  |

The primary source of greenhouse gas emissions for the CWTC Group comes from Scope 2 – purchased electricity. Therefore, we further analyzed the sources of electricity consumption within the Group's facilities, which are mainly used for production processes. Other sources include air conditioning systems, air compressors equipment, wastewater treatment systems, lighting, and other equipment. We are committed to reducing energy consumption and improving energy efficiency in order to minimize greenhouse gas emissions generated during the production process. For related energy-saving measures, please refer to Section 3.3 Energy Management – Energy Conservation and Power Saving Plan.

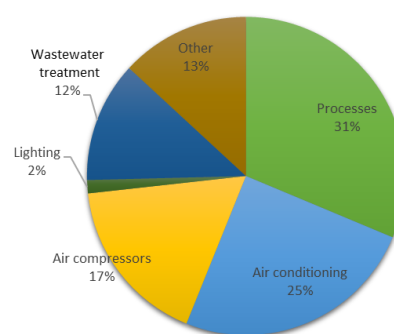




**Electricity Consumption of the Equipment  
- Taiwan Plant**



**Electricity Consumption of the Equipment  
- China Plant**



## Types of Scope 1 and Scope 2 GHG Emissions in 2024

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

| Item    | CO <sub>2</sub> | CH <sub>4</sub> | N <sub>2</sub> O | HFCs  | PFCs | SF <sub>6</sub> | Total  |
|---------|-----------------|-----------------|------------------|-------|------|-----------------|--------|
| Scope 1 | 1,377           | 121             | 3                | 2,098 | -    | -               | 3,599  |
| Scope 2 | 48,615          | 12              | 112              | -     | -    | -               | 48,739 |

## 2024 Scope 3 – Other Indirect GHG Emissions

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

| Emission Categories                                                                    | Emissions              |
|----------------------------------------------------------------------------------------|------------------------|
| <b>Category 3: Indirect GHG emissions from transportation</b>                          | <b>4,110</b>           |
| 3.1 Emissions from upstream transportation and freight distribution                    | 838                    |
| 3.2 Emissions from downstream transportation and freight distribution                  | 2,088                  |
| 3.3 Emissions from employee commuting                                                  | 1,102                  |
| 3.4 Emissions from customer and visitor transportation                                 | Not significant        |
| 3.5 Emissions from business travel                                                     | 82                     |
| <b>Category 4: Indirect GHG emissions from the use of products by the organization</b> | <b>54,767</b>          |
| 4.1 Emissions from purchased products                                                  | 49,434                 |
| 4.2 Emissions from capital products                                                    | 144                    |
| 4.3 Emissions from the treatment of solid and liquid waste                             | 1,397                  |
| 4.4 Emissions from asset use                                                           | Not significant        |
| 4.5 Emissions from services not described in the above subcategories                   | 88                     |
| 4.6 Fuel- and energy-related activities (excluding categories 1 and 2)                 | 3,704                  |
| <b>Category 5: Indirect GHG emissions from the use of sold products</b>                | <b>Not significant</b> |
| 5.1 Emissions or removals during the product use phase                                 | Not significant        |
| 5.2 Emissions from downstream leased assets                                            | Not significant        |
| 5.3 Emissions at the end of the product life cycle                                     | Not significant        |
| 5.4 Emissions from investments                                                         | Not significant        |
| <b>Category 6: Indirect GHG emissions from other sources</b>                           | <b>Not significant</b> |
| <b>Total</b>                                                                           | <b>58,877</b>          |

Note: The scope includes all consolidated entities.



## Air Pollution Control

The production processes of CWTC Group include electroplating, which generates air pollutants such as acidic and alkaline gases, as well as volatile organic compounds (VOCs). In response to these emissions, we strictly comply with environmental regulations applicable to the locations of each plant. We also regularly commission third-party organizations to conduct sampling and monitoring to ensure that exhaust concentrations meet regulatory emission standards.

Taking the Taiwan plant as an example, in addition to complying with the Ministry of Environment's Air Pollution Control Act by appointing dedicated air pollution control personnel and deputies, and providing relevant training, the plant also uses wet scrubbers. Acidic and alkaline gases, along with VOCs, are collected from emission ducts and directed into scrubbers for neutralization and treatment before discharge. Relevant data is recorded and monitored daily to ensure emission control performance aligns with regulatory requirements.

In 2024, the total VOC emissions from the Taiwan plant amounted to 5.43 metric tons<sup>Note</sup>. All production facilities within the Group met regulatory emission standards, with no major air pollution violations reported.

Beyond process-related emission controls, the Taiwan plant is also promoting behavioral change among employees. This includes offering incentives and subsidies for switching to electric scooters, encouraging the adoption of low-carbon transportation options to reduce emissions and pollution from commuting — demonstrating our commitment to fulfilling environmental responsibilities.

Note: Calculated using the mass balance method.



## 3.4 Water Resources Management <---Key Material Issue

【GRI 303-1-303-2-303-3-303-4-303-5 / SASB TC-SC-140a.1.】

### Impact Description

The manufacturing processes at the CWTC Group involve several water-intensive operations, such as etching, electroplating, and cleaning. Without proper water resource management, there is a risk of operational disruptions, water pollution liability, and regulatory non-compliance. In addition, water use efficiency directly impacts process costs and resource allocation. For facilities located in high water-risk regions, competition for water access and social expectations for responsible usage become even more critical. Therefore, water resource management is not only essential for regulatory compliance and environmental responsibility but also plays a key role in ensuring operational stability, protecting brand reputation, and supporting long-term sustainability in the industry.

### Management Policy and Commitment

CWTC Group is committed to improving water use efficiency and increasing recycling rates in accordance with local regulatory requirements. We strive to reduce the consumption of water resources and minimize the environmental impact of wastewater discharge. Our goal is to ensure that our operations do not compete for or pollute regional water resources, and to advance toward a management approach of reduced water withdrawal, efficient usage, and compliant discharge.

### Management Mechanism and Implementation Strategy

Responsible Units:

Environmental Management Centers / Sustainable Development Committee

Relevant Internal Policies:

Tap Water Supply Management and Emergency Response Work Instructions, Environmental Operations Control Implementation Procedure

Key Strategies:

Conduct water resource usage inventories, implement water quality monitoring equipment and real-time data feedback systems, and establish communication channels with industrial park management units to promptly address water-related issues

### Specific Action Plan

1. Water Source Inventory and Risk Assessment: Annually update water source usage and conduct process water usage analysis.
2. Introduction and Improvement of Water-Saving Technologies: Implement recirculating cooling systems, low water consumption equipment, and replace faucets with sensor-activated models.
3. Greywater Reuse and Recycling: Establish greywater reuse systems to recycle and reuse process water.
4. Wastewater Quality Monitoring and Compliant Discharge: Ensure all discharges comply with environmental regulations and proactively disclose water quality data.
5. Employee Water Conservation Education: Promote daily water-saving awareness and practices among employees.



## Tracking and Verification Mechanism

1. Daily Monitoring: Install flow meters on key water-use facilities for regular recording and prompt reporting of abnormalities.
2. Monthly Reporting: Analyze water usage and discharge volumes, investigate causes of anomalies, and track corrective actions.
3. Annual Review: Review water-saving performance and evaluate achievement rates of set targets.

| Index Items <sup>Note</sup>             | Short Term                       | Mid Term                                                       | Long Term                                                      |
|-----------------------------------------|----------------------------------|----------------------------------------------------------------|----------------------------------------------------------------|
| Total water withdrawal                  |                                  |                                                                |                                                                |
| Recycling rate of water withdrawal      | Increase $\leq 2\%$<br><br>30%   | Stable or decreasing year by year<br><br>Stable at $\geq 35\%$ | Stable or decreasing year by year<br><br>Stable at $\geq 40\%$ |
| Abnormal wastewater pollution incidents | Meets Standards<br>No Violations | Meets Standards<br>No Violations                               | Meets Standards<br>No Violations                               |

Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years

CWTC primarily uses tap water for wet processing (plating), cleaning and environmental protection purposes. The water sources for each plant are from surface water supplied by third parties, with all sources being freshwater ( $\leq 1,000$  mg/L total dissolved solids). The water supply for the Taiwan plants comes from the Taiwan Water Corporation, specifically the Gaoping River Weir, Nanhua Interconnecting Pipeline, and Fengshan Reservoir; the plants in China receive water from the Minjiang River and Taihu Lake, while the overseas plants source water from the Selangor River. None of these raw water sources are classified as national or international nature reserves, nor do they come from sensitive water bodies. Additionally, based on the AQUEDUCT WATER RISK ATLAS, the water risk assessment for each plant indicates that the plants in China are rated as "High-Medium risk (3-4)" due to water stress, while all other locations are classified as "Low-Medium risk (1-2)" and are not considered water-stressed areas. The increase in total water withdrawal in 2024 compared to 2023 was due to higher production output. The total water withdrawal in 2024 amounted to 1,373 million liters; however, the overall water recycling rate also increased compared to 2023.



## Use of Regional Water Resources

| Region                                            |                        | Taiwan                                                                     | China          |              | Overseas       |
|---------------------------------------------------|------------------------|----------------------------------------------------------------------------|----------------|--------------|----------------|
|                                                   |                        | Taiwan Plant                                                               | Chengdu Plant  | Suzhou Plant | Malaysia Plant |
| Water Sources                                     | Tap water              | Gaoping-River Weir, Nanhua Interconnecting Pipeline and Fengshan Reservoir | Minjiang River | Taihu Lake   | Selangor River |
|                                                   | Groundwater and others | Groundwater                                                                | None           | None         | None           |
| Water supply<br>(10 thousand metric tons/day)     |                        | 159.2                                                                      | 133            | 45           | 522.7          |
| Water withdrawal<br>(10 thousand metric tons/day) |                        | 0.14                                                                       | 0.06           | 0.12         | 0.07           |
| Use of regional water (%)                         |                        | 0.09                                                                       | 0.05           | 0.3          | 0.01           |

Note : Water supply is derived from data on the websites of the Water Resources Agency and the local water companies.

## The Use of Water Resources and Performance Management

CWTC uses tap water mostly for wet processing (plating), cleaning and environmental protection purposes. Water consumption by site for 2024 is detailed in the table below. In the face of global climate changes in recent years, we continuously monitor our water consumption and proactively promote plant-wide water-saving measures to ensure there is no immediate water scarcity issue arising from a lack of water resources. Since 2021, our Taiwan plants have begun installing systems for process water recycling. The systems treat and filter rinsing water with high acid concentration for reuse instead of releasing it directly from the wastewater treatment plant as was our previous practice, thereby increasing the reuse rate of process wastewater. There are also other water-saving measures in place to lower our water consumption.





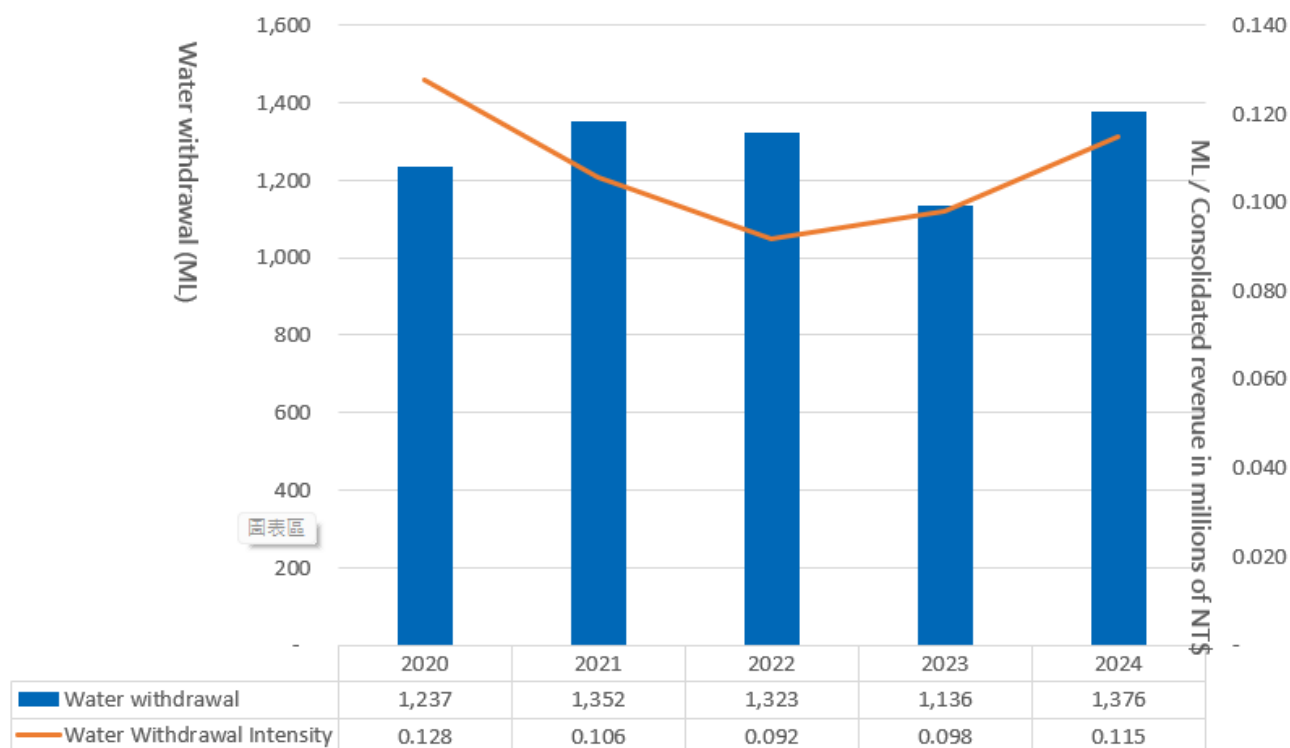
## Use of Water Resources and Management

Unit: megaliters

| Plant          | Item                                           | 2020  | 2021  | 2022  | 2023  | 2024  |
|----------------|------------------------------------------------|-------|-------|-------|-------|-------|
| Taiwan Plant   | Water withdrawal (A)                           | 306   | 388   | 417   | 396   | 498   |
|                | Water recycled (B)                             | 48    | 70    | 96    | 131   | 161   |
|                | Total consumption (C=A+B)                      | 354   | 458   | 513   | 527   | 659   |
|                | Water recycled / Total consumption (%) = (B/C) | 13.56 | 15.28 | 18.71 | 24.86 | 24.43 |
|                | Recycling rate of water withdrawal (%)=(B/A)   | 15.69 | 18.04 | 23.02 | 33.08 | 32.33 |
|                | Water discharge (D)                            | 294   | 370   | 379   | 364   | 487   |
|                | Water consumption                              | 60    | 88    | 134   | 163   | 172   |
| China Plant    | Water withdrawal (A)                           | 629   | 640   | 585   | 475   | 623   |
|                | Water recycled (B)                             | 27    | 98    | 141   | 133   | 220   |
|                | Total consumption (C=A+B)                      | 656   | 738   | 726   | 608   | 843   |
|                | Water recycled / Total consumption (%) = (B/C) | 4.12  | 13.28 | 19.42 | 21.88 | 26.10 |
|                | Recycling rate of water withdrawal (%)=(B/A)   | 4.29  | 15.31 | 24.10 | 28.00 | 35.31 |
|                | Water discharge (D)                            | 472   | 527   | 475   | 400   | 507   |
|                | Water consumption                              | 184   | 211   | 251   | 208   | 336   |
| Overseas Plant | Water withdrawal (A)                           | 302   | 324   | 321   | 265   | 255   |
|                | Water recycled (B)                             | -     | -     | -     | -     | -     |
|                | Total consumption (C=A+B)                      | 302   | 324   | 321   | 265   | 255   |
|                | Water recycled / Total consumption (%) = (B/C) | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
|                | Recycling rate of water withdrawal (%)=(B/A)   | 0.00  | 0.00  | 0.00  | 0.00  | 0.00  |
|                | Water discharge (D)                            | 245   | 267   | 266   | 203   | 189   |
|                | Water consumption                              | 57    | 57    | 55    | 62    | 66    |
| Total          | Water withdrawal (A)                           | 1,237 | 1,352 | 1,323 | 1,136 | 1,376 |
|                | Water recycled (B)                             | 75    | 168   | 237   | 264   | 381   |
|                | Total consumption (C=A+B)                      | 1,312 | 1,520 | 1,560 | 1,400 | 1,757 |
|                | Water recycled / Total consumption (%) = (B/C) | 5.72  | 11.05 | 15.19 | 18.86 | 21.68 |
|                | Recycling rate of water withdrawal (%)=(B/A)   | 6.06  | 12.43 | 17.91 | 23.24 | 27.69 |
|                | Water discharge (D)                            | 1,011 | 1,164 | 1,120 | 967   | 1,183 |
|                | Water consumption                              | 301   | 356   | 440   | 433   | 574   |



## Changes in Water Withdrawal Intensity



## Water Withdrawal and Consumption

Unit: megaliters (ML)

| Item                           |                         |            |                | 2022       |                         | 2023       |                         | 2024       |                         |
|--------------------------------|-------------------------|------------|----------------|------------|-------------------------|------------|-------------------------|------------|-------------------------|
|                                |                         |            |                | All plants | Areas with Water Stress | All plants | Areas with Water Stress | All plants | Areas with Water Stress |
| Water withdrawal by sources    | Third-party water       | Freshwater | Surface water  | 1,323      | 383                     | 1,136      | 322                     | 1,376      | 420                     |
|                                |                         |            | Groundwater    | -          | -                       | -          | -                       | -          | -                       |
|                                |                         |            | Seawater       | -          | -                       | -          | -                       | -          | -                       |
|                                |                         |            | Produced water | -          | -                       | -          | -                       | -          | -                       |
|                                | Total water withdrawal  |            |                | 1,323      | 383                     | 1,136      | 322                     | 1,376      | 420                     |
| Water discharge by destination | Total water consumption |            |                | 440        | 233                     | 433        | 197                     | 574        | 326                     |

Note 1 : The Company's water withdrawal sources exclude surface water, groundwater, seawater and produced water.

Note 2 : For areas with water stress, please refer to the Aqueduct Water Risk Atlas.

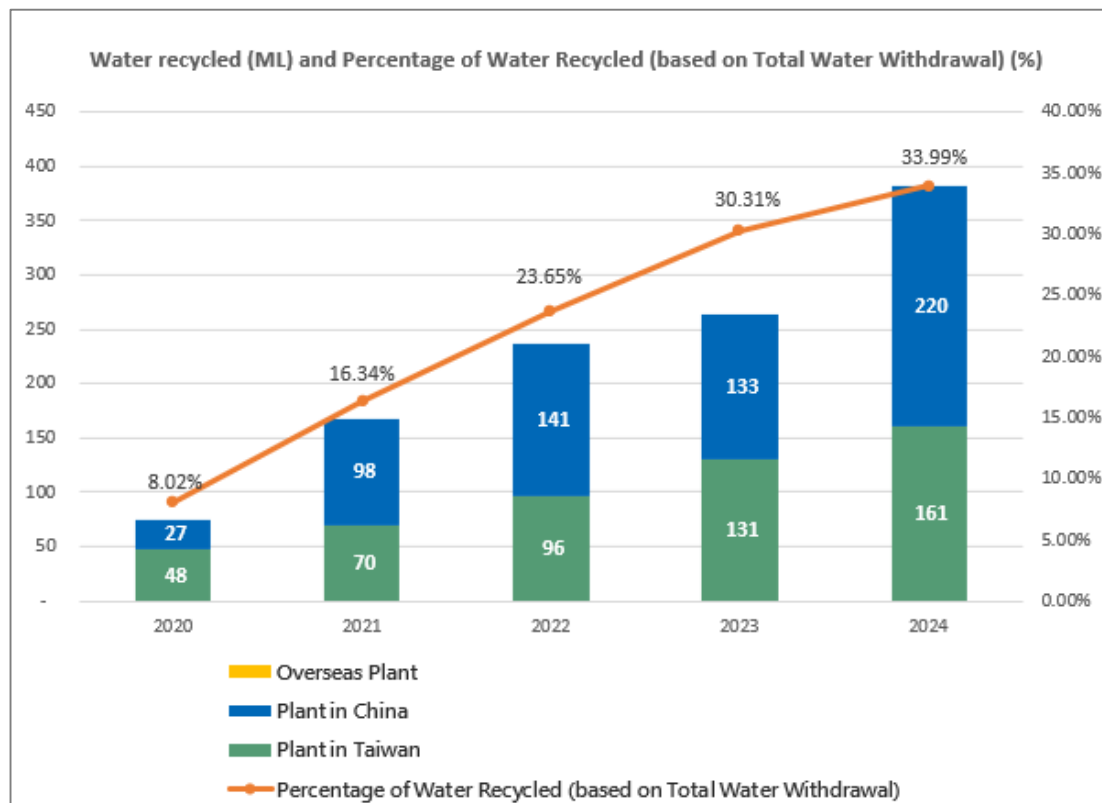


## Water Conservation Measures within the Plants

### Water Reclamation System - Recycling and Reuse of Process Water

In 2021, the Taiwan plants installed recycling systems where process water is recycled for reuse through ultrafiltration (UF) and reverse osmosis (RO) processes. In 2022, we adopted membrane bioreactors (MBR), Membrane Chemical Reactor (MCR) devices to replace the UF system. The enlarged membrane pore size increased fluxes and improved the fouling issue, enhancing the efficiency of the water recycling system. At the same time, the switch reduced the frequency of backflushing and chemical cleaning and consequently the consumption of recycled water. Additionally, the less frequent replacement of filter bags led to waste reductions.

In 2023, the combination of MBR / MCR and RO processes increased the average daily volume of recycled water to the industrial tanks by 170 metric tons, the recycled water increased 90 metric tons compared to 2022. In 2024, the combination of MBR / MCR and RO processes increased the average daily volume of recycled water to the industrial tanks by 181 metric tons, the recycled water increased 11 metric tons compared to 2023.



Note 1 : The recycling rate of water withdrawal indicator is only included in the group's factories that have built a water recovery system.

Note 2 : Recycling rate of water withdrawal = Water recycled / Water withdrawal

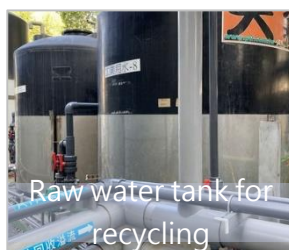
### Pure Water Recycling System - Recycling and Reuse of Pure Water

The Taiwan plants expanded their process water recycling system in 2021 by adding a pure water recovery system. The concentrated water produced by the RO pure water system is further treated through a secondary reverse osmosis (RRO) for reuse in the manufacturing process. Due to the 2B3T pretreatment design of the RO pure water system, the quality of the concentrated water from the secondary RRO system is even better than tap water, enabling its recycling and reuse in the industrial water pool. In 2024, the total volume of ultrapure water recovered from processes at the Taiwan plants reached 85,129 metric tons, accounting for 14.7% of total water usage — a 27% increase compared to 2023.

## Water-saving Design of Machinery and Equipment

Electroplating equipment adopts the counter-current rinsing design where the rinse water is circulated through three washing tanks, achieving water conservation.

## Related Facilities



## Waste Water Discharge and Water Quality Monitoring and Control

CWTC conducts regular annual sampling and testing of various parameters in the effluents to ensure that wastewater generated from the manufacturing processes fully complies with the current environmental laws and regulations and the standards of the industrial park management, thereby minimizing environmental pollution impact. We are proactively reviewing and improving the wastewater pollution control systems at our plants. In 2023, the test results of effluents discharged from all plants remained in compliance with the regulatory standards<sup>Note</sup> approved in their respective locations.

Note : The Taiwan plants adhere to the “Standards for Wastewater Discharge into Sewerage Systems of Nanzih Technology Industrial Park, Kaohsiung.” The China plants comply with the “Integrated Wastewater Discharge Standard,” the “Water Quality Standards for Discharge to Municipal Sewers,” and the “Discharge Standards of Pollutants for Electroplating.” The overseas plants follow Malaysia’s “Environmental Quality Act 1974.”

## Discharge

Unit: megaliters(ML)

| Year                  |                                                         | 2022       |                         | 2023       |                         | 2024       |                         |
|-----------------------|---------------------------------------------------------|------------|-------------------------|------------|-------------------------|------------|-------------------------|
| Item                  |                                                         | All plants | Areas with Water Stress | All plants | Areas with Water Stress | All plants | Areas with Water Stress |
| By destinations       | A Surface water                                         | 266        | -                       | 203        | -                       | 189        | -                       |
|                       | B Groundwater                                           | -          | -                       | -          | -                       | -          | -                       |
|                       | C Seawater                                              | -          | -                       | -          | -                       | -          | -                       |
|                       | D Third-party water (total)                             | 854        | 283                     | 764        | 250                     | 994        | 507                     |
|                       | E Third-party water sent for use to other organizations | -          | -                       | -          | -                       | -          | -                       |
| Total water discharge | F=A+B+C+D+E                                             | 1,120      | 283                     | 967        | 250                     | 1,183      | 507                     |
| Freshwater            |                                                         | -          | -                       | -          | -                       | -          | -                       |
| Others                |                                                         | 1,120      | 283                     | 967        | 250                     | 1,183      | 507                     |



## 3.5 Waste Management

<---Key Material Issue

【GRI 306-1-306-2-306-3 / SASB TC-SC-150a.1.】

### Impact Description

The manufacturing processes at CWTC Group generate various types of waste, including general waste, hazardous industrial waste (such as electroplating sludge and heavy metal-containing liquids), packaging materials, and recyclables. If waste is not properly classified, stored, and disposed of, it may lead to violations of environmental regulations and pose risks to the surrounding environment, soil and water quality, and human health. Moreover, excessive waste generation indicates inefficient resource utilization, which increases operating costs and carbon footprint. Therefore, establishing a robust waste management system is essential for ensuring environmental sustainability and effectively managing operational risks.

### Management Policy and Commitment

CWE Group is committed to complying with all relevant environmental regulations and continuously improving its waste management processes based on the principles of reduction, segregation, resource recovery, and harmless treatment. By strengthening source reduction, increasing recycling and reuse rates, and ensuring transparent information disclosure, the Group aims to reduce total waste generation and promote circular economy goals—fulfilling our corporate environmental responsibility.

### Management Mechanism and Implementation Strategy

Responsible Units:

Environmental Management Centers /  
Equipment and Process Units of  
subsidiary manufacturing plants

Relevant Internal Policies:

Waste Management Guidelines,  
Chemical Warehouse Management  
Guidelines, Toxic Substances Handling  
Procedures

Key Strategies:

Comply with environmental regulations  
by reporting waste accurately and  
ensuring proper handling through  
verified waste manifests. Implement the  
ISO 14001 Environmental Management  
System and track environmental  
performance indicators annually.

### Specific Action Plan

1. Source Reduction Design: Improve processes to reduce by-products and packaging usage, and enhance raw material utilization efficiency.
2. Clear Classification and Labeling: Implement a color-coded labeling system to ensure proper sorting and easy identification by on-site personnel.
3. Promotion of Recycling and Reuse: Establish partnerships with qualified recyclers to increase the recycling rates of metals, packaging materials, and liquids.
4. Enhanced Hazardous Waste Disposal: Conduct sampling, testing, and documentation of hazardous waste, and ensure it is handled by certified disposal contractors with traceable proof of treatment.
5. Employee Training and Audits: Regularly conduct waste classification training and on-site internal audits to support continuous improvement.



## Tracking and Verification Mechanism

1. Daily Monitoring: Maintain regular records and promptly report any abnormalities.
2. Monthly Reporting: Submit monthly reports detailing waste classification data.
3. Annual Review: Review the reuse rate of managed waste and the amount of waste generated per unit of product.
4. Ensure all waste handling processes comply with local government regulations.

| Index Items <sup>Note</sup>                         | Short Term | Mid Term         | Long Term                                      |
|-----------------------------------------------------|------------|------------------|------------------------------------------------|
| Waste generation per unit of product (kg/KMproduct) | ≤ 30%      | ≤25%             | Stable at ≤20% and enhance resource recycling  |
| Ratio of general / hazardous waste                  | ≤ 40%      | Reduced to ≤ 35% | Stable at ≤ 25% and enhance resource recycling |
| Waste recycling and reuse rate                      | ≥ 40%      | Stable at ≥ 60%  | Stable at ≥ 70%                                |

Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years



With the philosophy of “contributing to the community” and recognizing “the finite nature of Earth's resources” and “the importance of environmental protection,” CWTC Group is committed to environmental protection in all aspects including business operations, products and services.

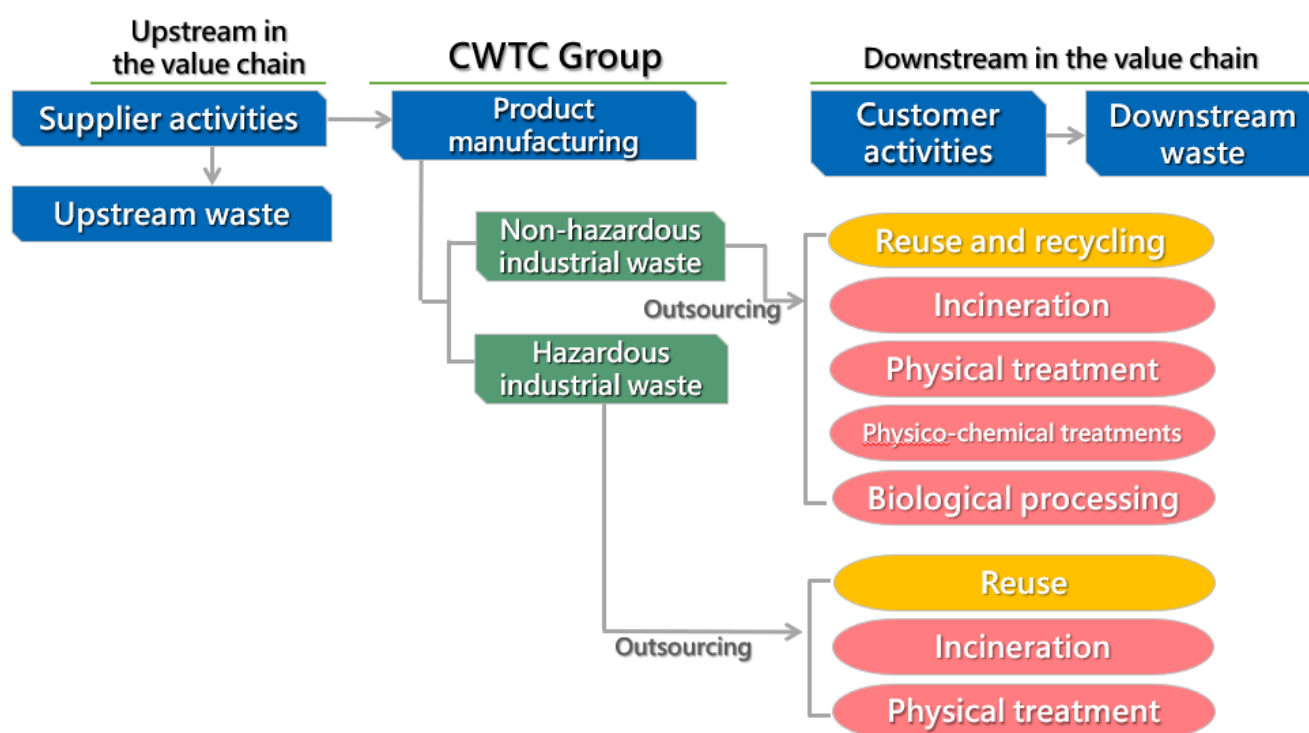
1. Adopt low-pollution raw materials and clean production methods; commit to environmental protection and reduce the environmental impact of our product supply chain.
2. Comply with relevant environmental laws and regulations and fulfill the environmental responsibilities of all entities within the CWTC Group.
3. Continuously improve and enhance environmental performance through environmental target setting, regular audits, and management reviews.
4. Adopt appropriate risk control techniques to effectively reduce the risk of hazards to stakeholders, and continuously strengthen relationships with contractors and suppliers.
5. Protect natural resources through programs for efficient use and waste reduction.
6. Reduce and prevent the environmental impact of harmful substances to protect our employees and the environment.
7. Improve production quality to reduce waste.

## Waste Management

Waste generated by the CWTC Group can be categorized into two major types: “non-hazardous industrial waste” and “hazardous industrial waste,” which are further classified into recyclable and non-recyclable waste based on disposal methods. In addition to implementing waste sorting, the Company complies with local regulations for waste reporting, sorting, and storage, and engages qualified vendors to assist in the removal, disposal, and recycling of waste. We ensure that our waste is properly handled through regular vendor reviews and audits. For example, Taiwan Plant No. 2 manages industrial waste online through the "Three-Party Waste Disposal Control and Delivery Form." It also formulates an audit plan for waste clearance and disposal organizations by dispatching personnel to conduct on-site inspections of their management practices, with the audit results recorded in an inspection log. If any irregularities are detected during inspections, the company will notify the contractor to make improvements and schedule a follow-up audit to ensure that the waste is managed in compliance with regulations.

Among the sales offices within the CWTC Group, only non-hazardous waste (such as household garbage and wastewater) is generated. Since the actual weight of this waste cannot be obtained, it is not included in the waste generation statistics table below.

The Company will continue to focus on waste reduction at the source, recycling, and reuse as management objectives to minimize waste generation, aiming to reduce operating costs and environmental impact.



## Waste Treatment Methods and Types for Taiwan Plant in the Past Two Years

Unit: metric tons

| Category                       | Treatment Method                       | Disposal | Type                                                                                                   | 2023  | 2024  |
|--------------------------------|----------------------------------------|----------|--------------------------------------------------------------------------------------------------------|-------|-------|
| Non-hazardous industrial waste | Reuse and recycling                    | Off-site | Scraps, waste steel belt, resin, waste lubricant, waste wood                                           | 2,173 | 2,684 |
|                                | Incineration                           | Off-site | Household waste, waste dry film, waste plastic mixtures                                                | 206   | 221   |
|                                | Physico-chemical / Physical treatments | Off-site | Waste electronics components, waste plastic mixtures, scraps and defectives                            | 2     | 10    |
|                                | Biological processing                  | Off-site | Waste such as night soil or excrements                                                                 | 45    | 42    |
| Hazardous industrial waste     | Reuse                                  | Off-site | Sludge, Waste filter cores, filter bags, chemical waste containers, waste glass containers, iron drums | 609   | 1,331 |
|                                | Incineration                           | Off-site | Waste solutions, acetone, empty drums (plastic bags)                                                   | -     | -     |
|                                | Physical treatment                     | Off-site | Waste solutions                                                                                        | 73    | 30    |



## Waste Treatment Methods and Types for All Plants in 2024

Unit: metric tons

| Category                       | Treatment Method                       | Disposal | Type                                                                                                                                  | 2024   |
|--------------------------------|----------------------------------------|----------|---------------------------------------------------------------------------------------------------------------------------------------|--------|
| Non-hazardous industrial waste | Reuse and recycling                    | Off-site | Scraps, waste steel belt, resin, waste lubricant, waste wood                                                                          | 4,437  |
|                                | Incineration                           | Off-site | Household waste, waste dry film, waste plastic mixtures                                                                               | 323    |
|                                | Physico-chemical / Physical treatments | Off-site | Waste electronics components, waste plastic mixtures, scraps and defectives                                                           | 10     |
|                                | Biological processing                  | Off-site | Waste such as night soil or excrements                                                                                                | 42     |
| Hazardous industrial waste     | Reuse                                  | Off-site | Sludge, Waste filter cores, filter bags, chemical waste containers, waste glass containers, iron drums, waste solutions and waste oil | 12,615 |
|                                | Incineration                           | Off-site | Sludge, waste solutions, acetone, empty drums (plastic bags)                                                                          | 422    |
|                                | Physical treatment                     | Off-site | Waste solutions, waste electronics components                                                                                         | 87     |

## Statistics of Waste Volume

Unit: metric tons

| Category                       | Treatment Method | 2021   |     | 2022   |     | 2023   |     | 2024   |     |
|--------------------------------|------------------|--------|-----|--------|-----|--------|-----|--------|-----|
|                                |                  | Weight | %   | Weight | %   | Weight | %   | Weight | %   |
| Non-hazardous industrial waste | Recyclable       | 1,673  | 8   | 1,589  | 8   | 2,341  | 14  | 4,437  | 25  |
|                                | Non-recyclable   | 5,379  | 26  | 5,841  | 29  | 4,408  | 27  | 375    | 2   |
| Hazardous industrial waste     | Recyclable       | 11,787 | 57  | 11,342 | 56  | 8,617  | 53  | 12,615 | 70  |
|                                | Non-recyclable   | 1,853  | 9   | 1,332  | 7   | 1,047  | 6   | 509    | 3   |
| Total                          |                  | 20,692 | 100 | 20,104 | 100 | 16,413 | 100 | 17,936 | 100 |
| Waste intensity                |                  | 1.6176 |     | 1.3931 |     | 1.4172 |     | 1.4963 |     |

Note: Waste intensity = Waste generated / Consolidated revenue in millions of NT\$

## Circular Economy

In response to environmental sustainability and the promotion of resource circulation, CWTC Group has established recycling processes for different metals as part of its ongoing optimization of lead frame manufacturing. Through these recycling measures, the Group not only reduces waste emissions but also effectively lessens dependence on virgin resources, thereby mitigating the risk of natural resource depletion.

## Raw Material Metal Recycling – Copper and Nickel

The primary product of CWTC Group is IC lead frames, which are made from copper alloys and iron-nickel alloys. During the stamping process of lead frame production, scrap materials are generated, mainly composed of copper, iron, and nickel. These scrap materials are collected and sent to certified recycling companies for smelting and reuse. In addition, for QFN products, the electroplating process generates waste liquid that contains a high concentration of copper and nickel ions. To improve resource utilization efficiency and reduce treatment costs, we have installed copper recovery electrolysis equipment to extract copper from the electroplating waste liquid in the form of copper rods, which are then handled by external contractors.



## Precious Metal Reuse – Silver, Gold, Palladium

In the electroplating process, silver (Ag) is primarily used in conductive plating layers to enhance conductivity and soldering stability, while gold (Au) and palladium (Pd) are commonly applied as conductive layers or surface treatments to improve oxidation resistance and high conductivity. In response to the increasing use of precious metals and the resulting resource and cost pressures, CWTC has introduced precious metal recovery technologies and established in-house treatment systems. Through the "Silver-Containing Wastewater Recovery System" and the "Gold and Palladium Plating Wastewater Centralized Recovery System," plating solutions and rinse liquids containing precious metals generated during the electroplating process are collected and sent to certified external recycling partners for treatment. By recovering precious metals from process waste liquids, we not only significantly reduce raw material loss and associated costs but also minimize the discharge of heavy-metal-containing wastewater, thereby reducing potential environmental impacts. Our main precious metal recovery technologies include the following:

### • Recycling and refinement of waste filter cores (bags) and silver soil into raw materials



**STEP 1:** Silver stripping tanks

**STEP 2:** Revive silver stripping plates

**STEP 3:** Silver stripping tanks for plates

**STEP 4:** Precipitation of silver on cathode plates

**STEP 5:** Scrapping of silver precipitated on the cathode plants for collection

**STEP 6:** Filter bags for silver stripping plates

**STEP 7:** Packaging and shipment of silver/filter bags for refinement

**STEP 8:** Made into raw materials (e.g., silver plates) by processors for reuse



• **Electrolytic recovery and refinement of waste solutions containing silver into rawmaterials**



**STEP 1:** Silver recovery tank

**STEP 2:** Drums for waste solutions containing silver

**STEP 3:** Electrolytic recovery equipment

**STEP 4:** Dry storage for plated silver

**STEP 5:** Stripping of silver from drums

**STEP 6:** Packaging and shipment of electrolytic silver

**STEP 7:** Made into raw materials (e.g., potassium silver cyanide) by processors for reuse

- **Set up resin towers to recover rinsing water with low concentration of gold and palladium and collect waste solutions with high concentration from plating tanks for outsourced treatment and recycling**

**Resin tower for gold**



**Resin tower for palladium**



**Drums for waste gold/palladium solutions**





## Recycled Metal Volume from Circular Economy at Taiwan Plant in the Past Three Years

Unit: Kilograms (kg)

| Item                                              | 2022       | 2023       | 2024       |
|---------------------------------------------------|------------|------------|------------|
| Recycled Copper<br>(including waste solutions)    | 590,478.70 | 382,744.00 | 473,432.00 |
| Recycled Iron                                     | 12,961.00  | 8,857.50   | 13,919.50  |
| Recycled Nickel<br>(including waste solutions)    | 2,581.50   | 892.50     | 1,552.50   |
| Recycled Silver<br>(including waste solutions)    | 2,871.35   | 1,189.49   | 1,718.76   |
| Recycled Gold<br>(including waste solutions)      | 0.02       | 1.4        | 0.89       |
| Recycled Palladium<br>(including waste solutions) | 0.11       | 6.21       | 8.20       |

Taiwan Plant currently has 14 silver recovery machines installed, along with 3 gold recovery resin towers and 5 palladium recovery resin towers, forming a comprehensive precious metal recycling and processing system. The carbon reduction benefit for the entire year of 2024 is expected to reach 855 tCO<sub>2</sub>e.

In addition, we have strengthened our collaboration with suppliers by selecting qualified third-party recycling companies to ensure that the entire recycling and processing workflow meets environmental standards. At the same time, we provide education and training for frontline operators to implement a company-wide green manufacturing culture.

CWTC Group will continue to optimize resource use efficiency in the lead frame production line and enhance the reuse value of metal resources required in the process through data-driven management, aiming toward a high-efficiency, low-consumption sustainable manufacturing model.



## 3.6 Biodiversity Commitment

To respond to international concerns regarding biodiversity and forestry conservation, we have declared our "CWTC Group Biodiversity and Zero Deforestation Commitment." Through the oversight and promotion of corporate sustainability governance, we demonstrate our determination to conserve ecological environments and actively respond to the challenges posed by climate change. All of our plants are located within industrial parks and are not situated in areas designated as important for global or national biodiversity.



CWTC  
Biodiversity and Zero  
Deforestation Commitment

### CWTC Group Biodiversity and Zero-Deforestation Commitment

- ✓ **Avoid constructing manufacturing facilities or engaging operations adjacent to globally or nationally protected biodiversity areas.**
- ✓ **The Company is committed to biodiversity conservation with the goal of Net Positive Impact on the environment and ecology.**
- ✓ **Comply with the international or local forestry laws or specific regulations, ensuring that our products and services meet the principle of Zero Net Deforestation.**
- ✓ **Respond to the United Nations Convention on Biological Diversity (CBD) and the initiative to preserve biodiversity.**
- ✓ **Conduct regular ecological surveys and impact assessments at business operation sites.**
- ✓ **Collaborate with external partners to fulfill this commitment.**





## 4. Growth and Common Prosperity

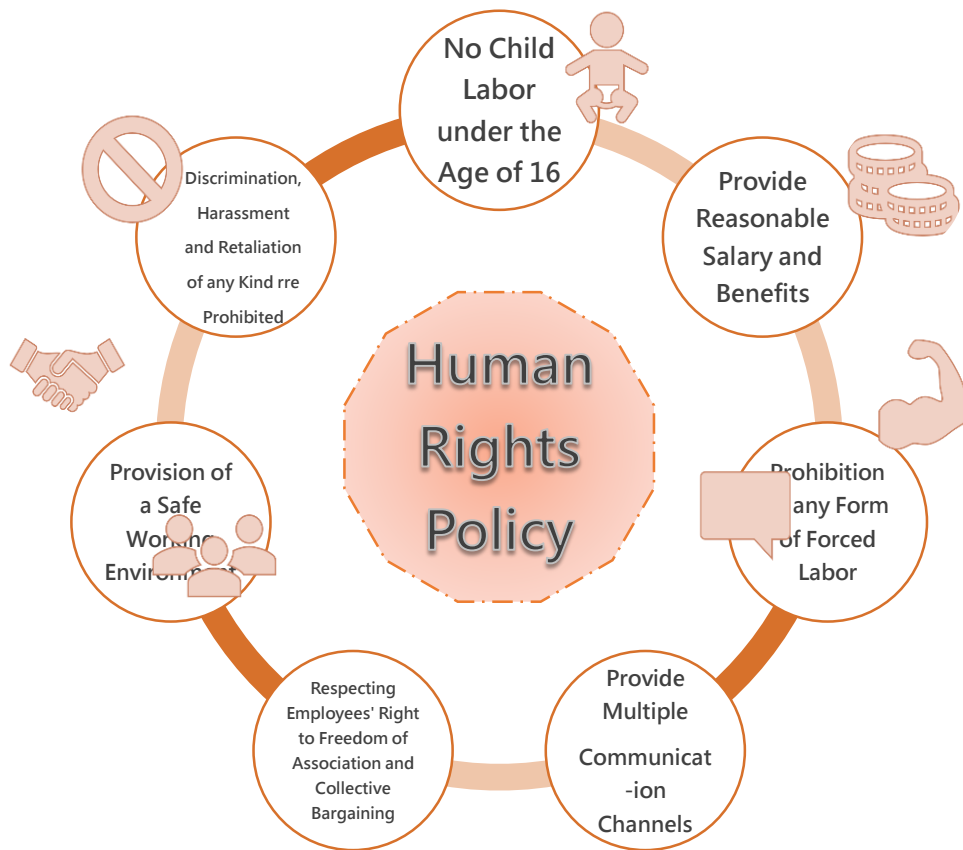
### 4.1 Human Rights Policy

#### Human Rights Commitments 【GRI 2-24】

CWTC strictly complies with labor-related laws and regulations in the countries where it operates, protects the legal rights and interests of employees, and adheres to the spirit and basic principles of human rights protection outlined in the “United Nations Global Compact”, the “United Nations Universal Declaration of Human Rights”, the “ILO Declaration on Fundamental Principles and Rights at Work” and other international human rights conventions. We treat all employees with dignity and respect.



CWTC Human Rights Policy



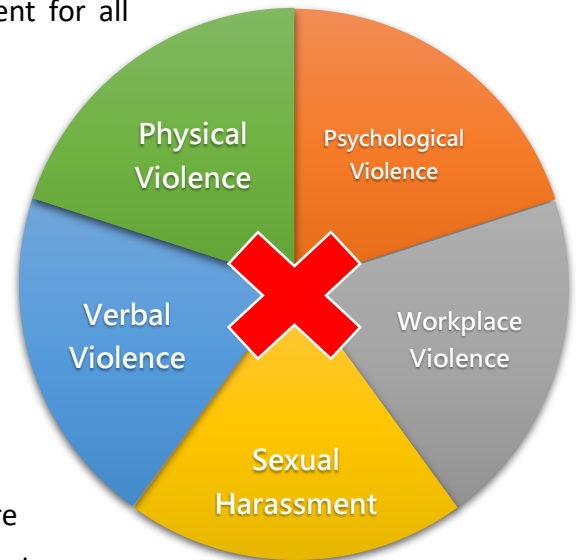


## Workers' Rights [【GRI 2-26】](#)

To ensure that employees fully understand the Company's commitment to human rights protection, as well as the prevention of workplace violence and sexual harassment, we have made the "Human Rights Policy," "Corporate Social Responsibility Policy," and "Written Statement Prohibiting Workplace Violence" mandatory courses for new employees and part of the annual training. We have also established a formal grievance channel, managed confidentially by designated personnel, to address various workplace issues, including safety and health, gender equality, and workplace violence, ensuring a safe and healthy working environment for all employees.

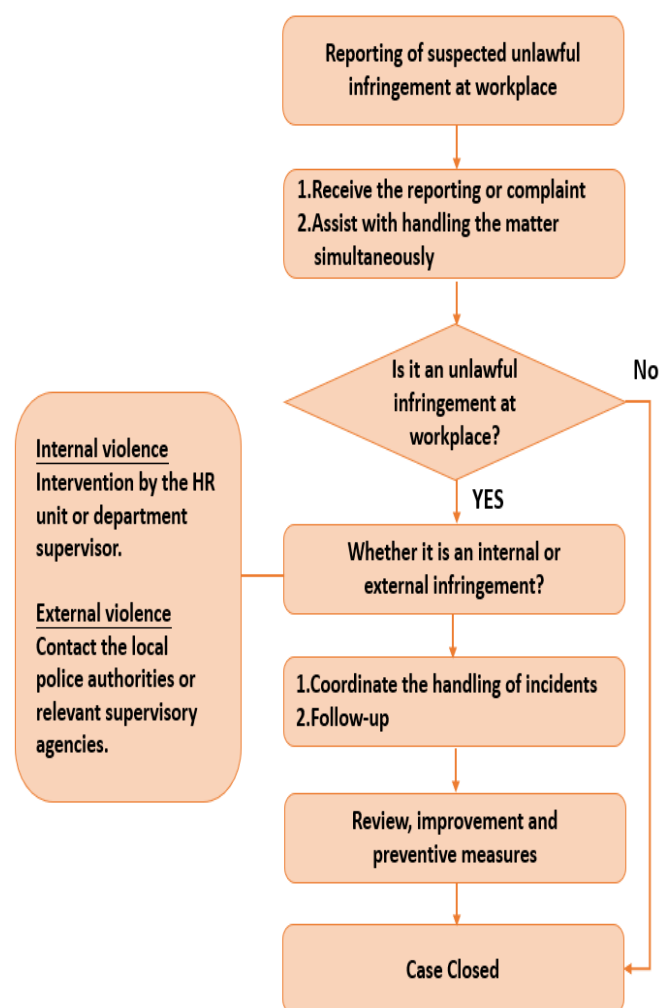
CWTC has established a labor-management committee in accordance with the law to facilitate effective communication between the Company and its employees, aiming to build a positive labor-management relationship. The committee meets at least quarterly, and in addition to handling labor-management matters submitted by various departments, it solicits employee proposals through representatives from both sides to ensure that employee opinions and needs are thoroughly considered.

In 2024, there were no labor disputes.





## Reporting Process for Unlawful Infringement at Workplace



| In-charge Department / Personnel                                                                              | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|---------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Employees Departments</b>                                                                                  | <ul style="list-style-type: none"> <li>➤ Informed by employees on their own initiative.</li> <li>➤ Reported, complained or raised by others.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Administration Dept.</b>                                                                                   | <ul style="list-style-type: none"> <li>➤ Interview, hazard identification and risk assessment by occupational safety personnel, nurses, human resources unit, and the employees involved (and other relevant and appropriate personnel).</li> <li>➤ For internal incident, labor representatives shall be involved in the investigation.</li> <li>➤ For external incident, the local police or relevant authorities shall be contacted.</li> </ul>                                                                                                                                                                             |
| <b>Employees Administration Dept.</b><br><br><b>Human Resources Unit</b><br><br><b>Department Supervisors</b> | <ul style="list-style-type: none"> <li>➤ Employer may make timely referrals or arrangements for consultation, counseling, leave of absence, or flexible adjustments of work duties, working hours, etc.</li> <li>➤ Medical resources may be employed, such as follow-up by healthcare professionals or appropriate personnel, or referrals to local occupational disease and injury prevention centers.</li> <li>➤ Implement internal disciplinary procedures when needed.</li> <li>➤ Assist with subsequent legal actions when needed.</li> <li>➤ Timely work adjustment for the two parties involved when needed.</li> </ul> |
| <b>Administration Dept.</b><br><br><b>Department Supervisors</b><br><br><b>Human Resources Unit</b>           | <ul style="list-style-type: none"> <li>➤ The in-charge departments shall properly retain relevant records of their respective departments.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

## Employee Satisfaction

To gain a deeper understanding of each employee's thoughts about the Company, CWTC launched a group-wide employee satisfaction survey starting in 2024. The survey collects anonymous feedback covering various aspects such as work environment, career growth and development, compensation and benefits, and overall well-being. In 2024, the Group achieved a total response rate of 69%, with an overall average satisfaction score of 3.65 out of 5. We believe that listening and responding are essential to corporate sustainability. Moving forward, we will continue to use quantitative surveys to provide management and departments with data to develop relevant improvement plans, working together with all team members to build a better workplace at CWTC.



## 4.2 Talent Attraction and Retention <...Key Material Issue

### Impact Description

Establishing effective talent attraction and retention strategies helps to attract top talent, reduce employee turnover, and ensure the stability of key competencies. This contributes to improved organizational efficiency and supports long-term development.

### Management Policy and Commitment

In response to changes in the labor market and the needs of sustainable organizational development, CWE Group is committed to building an attractive and growth-oriented workplace. By implementing a fair recruitment system, offering competitive compensation and benefits, providing comprehensive career development planning, and fostering a positive corporate culture, the Group aims to enhance employee satisfaction and sense of belonging. These efforts help attract top talent, improve retention rates, and strengthen organizational resilience.

### Management Mechanism and Implementation Strategy

Responsible Unit:

Administration Division

Responsible Functions:

Talent Recruitment, Compensation Planning, Career Development, Training and Development, Employee Relations.

Relevant Internal Policies:

Recruitment and Selection Management Procedure, Salary Management Procedure, and Employee Training Management Procedure.

Stakeholder Response Mechanism:

Establishment of employee suggestion boxes, regular employee surveys, and labor-management meetings.

### Specific Action Plan

1. Build Employer Brand: Strengthen campus recruitment partnerships and organize company visits and internship opportunities.
2. Optimize Recruitment Process: Shorten the time required to fill vacancies.
3. Enhance Compensation and Benefits: Regularly review and adjust based on market salary data, and promote flexible benefits.
4. Promote Career Development: Design competency-based promotion paths and training programs.
5. Increase Employee Engagement: Organize care activities, internal innovation proposals, and provide subsidies for departmental employee gatherings.



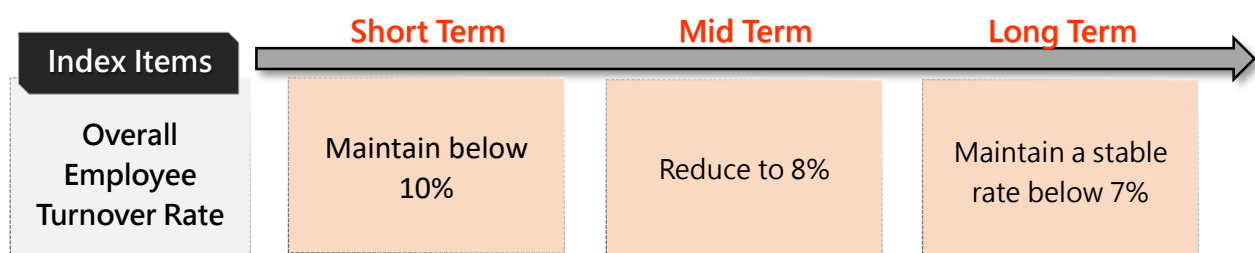
## Tracking and Verification Mechanism

**Plan :** Set talent goals and action strategies, and implement Key Performance Indicators (KPIs) at the beginning of the year.

**Do :** Each department executes recruitment, retention, and training activities based on the annual HR plan.

**Check :** Regularly review key metrics such as turnover rate, employee satisfaction, and recruitment efficiency.

**Act :** Management strategies are reviewed and adjusted continuously based on data, incorporating internal audits and improvement mechanisms.



Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years

## Human Capital Policy

CWTC Group views employees as our most valuable asset and incorporates this perspective into our recruitment, compensation design, performance management, and training policies and systems, with a focus on enhancing both company growth and employee effectiveness. We prioritize hiring local talent as partners, believing that mutual success with employees is key to the Company's sustainable development and enables employees to enjoy their work and harness collective strength.

CWTC Group complies with regulations set by the International Labour Organization and local labor standards, ensuring that no child labor is employed and that no individuals are forced or coerced into performing labor. In line with the fundamental human right to equal employment opportunities, we base hiring decisions solely on professional abilities and job fit, without consideration of race, ideology, religion, political affiliation, nationality, gender, marital status, or disability. The CWTC Group also adheres to relevant regulations regarding the promotion of persons with disabilities and assigns suitable job roles based on their capabilities.



## Employees Structure [【GRI 2-7-2-8-402-1 / SASB TC-SC-330a.1】](#)

As of the end of December 2024, CWTC Group employed a total of 2,260 staff (97.16%), with 66 workers (2.84%) hired through external contractors for tasks such as site cleaning, security and gardening. Among the total employees, 62% are male and 38% are female, with the majority (65%) aged between 30 and 50. There were 230 resignations, a 31% decrease compared to 2023. The number of employees with disabilities is 10, and the number of minority group members is 7, representing approximately 0.44% and 0.31%, respectively.

To address local labor shortages, a portion of our workforce consists of foreign employees from overseas who are required to hold work visas. In 2024, a total of 233 employees required work visa applications, accounting for 10.31% of the workforce. All foreign employees requiring visas are recruited through legally authorized agencies, and their employment contracts are provided in their native languages. These contracts clearly outline details such as working hours, salary, and accommodation arrangements to ensure transparency and protect the rights and interests of both parties.

In 2024, CWTC Group did not experience any significant operational changes. In the event of major operational changes, the company will provide prior notice in accordance with local labor laws. (10–30 days in Taiwan, within 30 days in Mainland China, 1–4 weeks in Singapore, and 4–8 weeks in Malaysia)

### Workforce Structure by Region

| Region           | 2021  |        | 2022  |        | 2023  |        | 2024  |        |
|------------------|-------|--------|-------|--------|-------|--------|-------|--------|
|                  | Male  | Female | Male  | Female | Male  | Female | Male  | Female |
| Taiwan           | 434   | 312    | 525   | 361    | 514   | 357    | 591   | 386    |
| China            | 475   | 309    | 467   | 301    | 446   | 303    | 468   | 305    |
| Overseas         | 353   | 183    | 360   | 188    | 342   | 168    | 336   | 174    |
| Total by genders | 1,262 | 804    | 1,352 | 850    | 1,302 | 828    | 1,395 | 865    |
| Total            | 2,066 |        | 2,202 |        | 2,130 |        | 2,260 |        |
| Percentage       | 61%   | 39%    | 61%   | 39%    | 61%   | 39%    | 62%   | 38%    |

## Composition of Employees Classified by Employment Contract 【GRI 2-7-405-1】

| Type       | Item                |                             | 2021             |       | 2022             |       | 2023             |       | 2024             |       |
|------------|---------------------|-----------------------------|------------------|-------|------------------|-------|------------------|-------|------------------|-------|
|            | Category            | Gender / Workplace location | No. of Employees | %     | No. of Employees | %     | No. of Employees | %     | No. of Employees | %     |
| Recruited  | Regular employees   | Male                        | 1,170            | 56.63 | 1,262            | 57.31 | 1,213            | 56.95 | 1,308            | 57.87 |
|            |                     | Female                      | 727              | 35.19 | 771              | 35.01 | 753              | 35.35 | 788              | 34.87 |
|            | Temporary employees | Male                        | 92               | 4.45  | 90               | 4.09  | 89               | 4.18  | 87               | 3.85  |
|            |                     | Female                      | 77               | 3.73  | 79               | 3.59  | 75               | 3.52  | 77               | 3.41  |
|            | Regular employees   | Taiwan                      | 746              | 36.10 | 886              | 40.24 | 871              | 40.89 | 977              | 43.23 |
|            |                     | China                       | 773              | 37.42 | 761              | 34.56 | 722              | 33.90 | 747              | 33.05 |
|            |                     | Overseas                    | 378              | 18.30 | 386              | 17.53 | 373              | 17.51 | 372              | 16.46 |
|            | Temporary employees | Taiwan                      | -                | -     | -                | -     | -                | -     | -                | -     |
|            |                     | China                       | 11               | 0.53  | 7                | 0.32  | 27               | 1.27  | 26               | 1.15  |
|            |                     | Overseas                    | 158              | 7.65  | 162              | 7.35  | 137              | 6.43  | 138              | 6.11  |
| Contracted | Full-time employees | Male                        | 1,262            | 61.08 | 1,352            | 61.40 | 1,302            | 61.13 | 1,395            | 61.72 |
|            |                     | Female                      | 804              | 38.92 | 850              | 38.60 | 828              | 38.87 | 865              | 38.28 |
|            | Part-time employees | Male                        | -                | -     | -                | -     | -                | -     | -                | -     |
|            |                     | Female                      | -                | -     | -                | -     | -                | -     | -                | -     |
|            | Full-time employees | Taiwan                      | 746              | 36.10 | 886              | 40.24 | 871              | 40.89 | 977              | 43.23 |
|            |                     | China                       | 784              | 37.95 | 768              | 34.88 | 749              | 35.17 | 773              | 34.20 |
|            |                     | Overseas                    | 536              | 25.95 | 548              | 24.88 | 510              | 23.94 | 510              | 22.57 |
|            | Part-time employees | Taiwan                      | -                | -     | -                | -     | -                | -     | -                | -     |
|            |                     | China                       | -                | -     | -                | -     | -                | -     | -                | -     |
|            |                     | Overseas                    | -                | -     | -                | -     | -                | -     | -                | -     |

## Diversity Performance in 2024 【GRI 405-1】

| Type        | Category                        | Male  | %     | Female | %     | Total | %     |
|-------------|---------------------------------|-------|-------|--------|-------|-------|-------|
| Nationality | Migrant workers <sup>Note</sup> | 168   | 7.43  | 65     | 2.88  | 233   | 10.31 |
|             | Local workers                   | 1,227 | 54.29 | 800    | 35.40 | 2,027 | 89.69 |
| Age         | < 30                            | 343   | 15.18 | 193    | 8.54  | 536   | 23.72 |
|             | 30 - 50                         | 872   | 38.58 | 593    | 26.24 | 1,465 | 64.82 |
|             | > 50                            | 180   | 7.96  | 79     | 3.50  | 259   | 11.46 |
| Ranking     | Management level                | 393   | 17.39 | 187    | 8.27  | 580   | 25.66 |
|             | Non-management level            | 1,002 | 44.33 | 678    | 30.01 | 1,680 | 74.34 |
| Function    | Sales                           | 28    | 1.24  | 18     | 0.80  | 46    | 2.04  |
|             | Manufacturing                   | 1,106 | 48.93 | 655    | 28.98 | 1,761 | 77.91 |
|             | R&D                             | 167   | 7.39  | 75     | 3.32  | 242   | 10.71 |
|             | Administration and others       | 94    | 4.16  | 117    | 5.18  | 211   | 9.34  |
| Education   | Masters                         | 45    | 1.99  | 18     | 0.80  | 63    | 2.79  |
|             | Junior College / Bachelor       | 531   | 23.50 | 330    | 14.60 | 861   | 38.10 |
|             | Senior high school and below    | 819   | 36.23 | 517    | 22.88 | 1,336 | 59.11 |

Note: Migrant workers are categorized based on their nationality requiring a work visa.



## Statistics of New Employee Hires 【GRI 401-1】

| Type               | Category | 2021         |                 |       | 2022         |                 |       | 2023         |                 |       | 2024         |                 |       |
|--------------------|----------|--------------|-----------------|-------|--------------|-----------------|-------|--------------|-----------------|-------|--------------|-----------------|-------|
|                    |          | New Recruits | Total Employees | %     | New Recruits | Total Employees | %     | New Recruits | Total Employees | %     | New Recruits | Total Employees | %     |
| Gender             | Male     | 249          | 1,262           | 19.75 | 315          | 1,352           | 23.30 | 146          | 1,302           | 11.21 | 226          | 1,395           | 16.20 |
|                    | Female   | 187          | 804             | 23.23 | 187          | 850             | 22.00 | 84           | 828             | 10.14 | 129          | 865             | 14.91 |
| Age                | < 30     | 226          | 512             | 44.14 | 254          | 542             | 46.86 | 109          | 472             | 23.09 | 195          | 536             | 36.38 |
|                    | 30 - 50  | 200          | 1,390           | 14.39 | 238          | 1,475           | 16.14 | 119          | 1,450           | 8.21  | 156          | 1,465           | 10.65 |
|                    | > 50     | 10           | 164             | 6.10  | 10           | 185             | 5.41  | 2            | 208             | 0.96  | 4            | 259             | 1.54  |
| Workplace location | Taiwan   | 225          | 746             | 30.16 | 331          | 886             | 37.36 | 141          | 871             | 16.19 | 244          | 977             | 24.97 |
|                    | China    | 104          | 784             | 13.27 | 67           | 768             | 8.72  | 39           | 749             | 5.21  | 74           | 773             | 9.57  |
|                    | Overseas | 107          | 536             | 19.96 | 104          | 548             | 18.98 | 50           | 510             | 9.80  | 37           | 510             | 7.25  |
| Total of Each Type |          | 436          | 2,066           | 21.10 | 502          | 2,202           | 22.80 | 230          | 2,130           | 10.80 | 355          | 2,260           | 15.71 |

Note: Hiring rate = Total number of new hires for the year (employees who have been with the company for more than 3 months) / Number of employees in the group at year-end (December 31).

## Statistics of Employee Turnover 【GRI 401-1】

| Type               | Category | 2021         |                 |       | 2022         |                 |       | 2023         |                 |       | 2024         |                 |       |
|--------------------|----------|--------------|-----------------|-------|--------------|-----------------|-------|--------------|-----------------|-------|--------------|-----------------|-------|
|                    |          | Resignations | Total Employees | %     | Resignations | Total Employees | %     | Resignations | Total Employees | %     | Resignations | Total Employees | %     |
| Gender             | Male     | 187          | 1,262           | 14.83 | 227          | 1,352           | 16.79 | 211          | 1,302           | 16.21 | 142          | 1,395           | 10.18 |
|                    | Female   | 116          | 804             | 14.41 | 142          | 850             | 16.71 | 120          | 828             | 14.49 | 88           | 865             | 10.17 |
| Age                | < 30     | 151          | 512             | 29.49 | 159          | 542             | 29.34 | 141          | 472             | 29.87 | 80           | 536             | 14.93 |
|                    | 30 - 50  | 135          | 1,390           | 9.71  | 192          | 1,475           | 13.02 | 177          | 1,450           | 12.21 | 134          | 1,465           | 9.15  |
|                    | > 50     | 17           | 164             | 10.37 | 18           | 185             | 9.73  | 13           | 208             | 6.25  | 16           | 259             | 6.18  |
| Workplace location | Taiwan   | 96           | 746             | 12.87 | 191          | 886             | 21.56 | 146          | 871             | 16.76 | 133          | 977             | 13.61 |
|                    | China    | 103          | 784             | 13.14 | 86           | 768             | 11.20 | 96           | 749             | 12.82 | 51           | 773             | 6.60  |
|                    | Overseas | 104          | 536             | 19.40 | 92           | 548             | 16.79 | 89           | 510             | 17.45 | 46           | 510             | 9.02  |
| Total of Each Type |          | 303          | 2,066           | 14.67 | 369          | 2,202           | 16.76 | 331          | 2,130           | 15.54 | 230          | 2,260           | 10.18 |

Note: Turnover rate = Total number of resignations for the year (employees who have been with the company for more than 3 months) / Number of employees in the group at year-end (December 31).



## Equal Opportunity

With regard to the development of women in the workplace, we uphold the principle of "equal treatment" and firmly oppose any form of gender discrimination. We are committed to ensuring that recruitment, compensation, promotion opportunities, and other factors are not influenced by gender, race, nationality, religious beliefs, age, physical condition, political stance, marital status, or union affiliation. Through concrete actions, we aim to create a supportive work environment that helps female employees achieve a balance between work and life. As of 2024, female employees represent 38% of the total workforce, and women hold 32% of management positions.

### Proportion of Female Employees (%)

| Type                                                   | 2022         |             |                | 2023         |             |                | 2024         |             |                |
|--------------------------------------------------------|--------------|-------------|----------------|--------------|-------------|----------------|--------------|-------------|----------------|
|                                                        | Taiwan Plant | China Plant | Overseas Plant | Taiwan Plant | China Plant | Overseas Plant | Taiwan Plant | China Plant | Overseas Plant |
| Female employee proportion                             | 41           | 39          | 34             | 41           | 40          | 33             | 40           | 39          | 34             |
| Overall proportion of female employees                 | 39           |             |                | 39           |             |                | 38           |             |                |
| Proportion of female non-management employees          | 45           | 38          | 39             | 45           | 39          | 38             | 42           | 38          | 39             |
| Proportion of female management employees              | 20           | 43          | 8              | 26           | 44          | 8              | 26           | 43          | 8              |
| Proportion of female senior-level supervisors          | 17           | 35          | 30             | 12           | 34          | 27             | 20           | 35          | 28             |
| Proportion of female executives                        | 25           | 14          | 33             | 20           | 13          | 33             | 22           | 14          | 60             |
| Proportion of female employees in management positions | 30           |             |                | 31           |             |                | 32           |             |                |



## Compensation 【GRI 401-2】

To attract and retain top talent, CWTC is committed to offering a competitive and legally compliant compensation system. The salary structure is designed based on market standards, external talent competitiveness, and labor market supply and demand, while strictly adhering to minimum wage regulations set by local governments. We ensure that there are no pay disparities based on gender, thereby upholding the principle of pay equity.

The compensation structure consists of fixed and variable components. Fixed salaries are adjusted based on local market salary levels, educational background, work experience, and market surveys. Variable compensation is tied to the company's operational performance and individual employee performance, and includes incentive mechanisms such as year-end bonuses and employee profit-sharing, reinforcing a performance-driven and results-sharing culture. Salary and promotion adjustments are based on the company's overall performance, individual employee performance, the consumer price index, and relevant government policies.

### Comparison of the Non-managerial Positions at CWTC

(In Thousands of New Taiwan Dollars)

| Item                | 2021 | 2022 | 2023 | 2024 |
|---------------------|------|------|------|------|
| Number of employees | 195  | 731  | 794  | 833  |
| Average salary      | 681  | 767  | 637  | 761  |
| Median salary       | 616  | 622  | 568  | 669  |

Note: The number of employees in this table excludes the Company's managers. The term "manager" is defined according to Official Letter No. Taiwan-Finance-Securities-III-920001301 issued by the competent authority on March 27, 2003. This is consistent with the scope of managers disclosed in the Company's annual report.

### Ratio of Female to Male Base Salary and Total Compensation in 2024 ( % )

| Job Level        | Base Salary |      | Compensation |      |
|------------------|-------------|------|--------------|------|
|                  | Female      | Male | Female       | Male |
| Non- Supervisors | 1.04        | 1    | 0.98         | 1    |
| Supervisors      | 0.83        | 1    | 0.87         | 1    |

Note: The formula calculation is based on the average of colleagues.



## 2024 Gender Pay Ratio ( % )

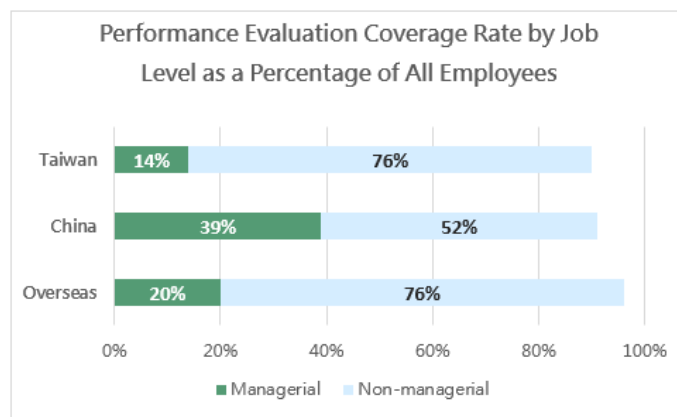
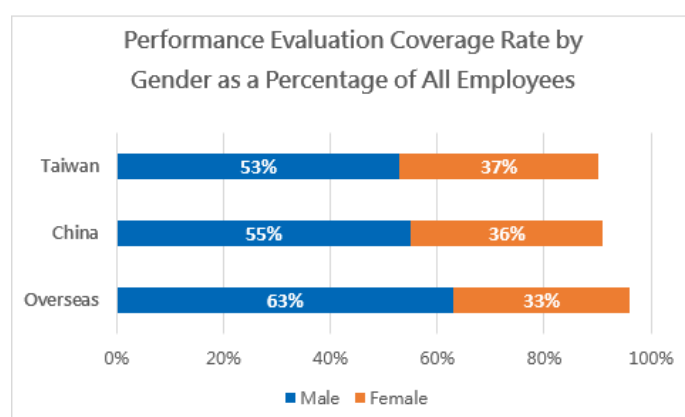
| Job Level      | 2022   |      | 2023   |      | 2024   |      |
|----------------|--------|------|--------|------|--------|------|
|                | Female | Male | Female | Male | Female | Male |
| Non-managerial | 0.92   | 1    | 0.92   | 1    | 0.98   | 1    |
| Managerial     | 1.01   | 1    | 0.92   | 1    | 0.99   | 1    |
| Manager        | 1.02   | 1    | 1.12   | 1    | 0.73   | 1    |
| Executive      | 1.49   | 1    | 0.85   | 1    | 0.99   | 1    |

Note: The formula calculation is based on the average of colleagues.

## Performance Evaluation System [【GRI 404-3】](#)

To effectively commend, reward, and motivate employees with outstanding performance, the CWTC Group conducts annual performance evaluations. Through two-way communication between supervisors and employees, we ensure the objectivity and transparency of performance evaluations. These evaluations serve as the basis for salary adjustments, promotions, training, and talent development. This approach effectively motivates high-performing employees and helps individuals identify their growth paths. Taking the Taiwan Plants as example, Taiwan Plant 1 conducts quarterly performance evaluations for direct labor employees, while indirect labor employees are assessed semi-annually, in July and December. At Taiwan Plant 2, quarterly evaluations are carried out for employees below the assistant manager level, and those at the assistant manager level and above undergo performance evaluations in August and the following February each year. In 2024, the overall performance evaluation coverage rate for employees at the Taiwan facilities reached 90%. In addition, annual career development assessments are conducted to ensure that all employees have the opportunity to fully realize their professional potential.

## Performance Evaluation Coverage Rate of the Group in 2024



Note: Employees still in their probationary period during the evaluation, as well as certain plants under the direct management of the General Manager, are excluded from the evaluation.



## Maternity Protection Program and Unpaid Parental Leave 【GRI 401-3】

To promote a harmonious and equitable workplace environment, CWTC has established the "Maternity Health Protection Implementation Measures for Female Workers" to provide comprehensive health care for female employees, ensuring their physical and mental well-being during pregnancy, postpartum, and breastfeeding.

### Maternal Health Protection Measures

#### Protection Procedures & Measures

- ◆ Pregnant employees must proactively inform their department.
- ◆ The department shall notify the Occupational Safety and Health Center.
- ◆ Obtain a red ID badge, pink cleanroom suit, or vest.
- ◆ Apply for a maternity motorcycle parking space.
- ◆ The nurse, occupational physician, and occupational safety personnel will conduct a hazard assessment and, if necessary, assign suitable work accordingly.
- ◆ Conduct health visits, follow-ups, and provide relevant health education.



In 2024, there were 42 employees in Taiwan eligible for parental leave without pay (20 males and 22 females). Of those eligible, 10 applied for the leave (3 males and 7 females). A total of 3 employees returned to work (3 males), resulting in a return-to-work rate of 100% and a retention rate of 33%.





## Statistics of Unpaid Parental Leave and Return-to-Work in the Past Two Years

| Item                                                                                           | 2023 |        | 2024 |        |
|------------------------------------------------------------------------------------------------|------|--------|------|--------|
|                                                                                                | Male | Female | Male | Female |
| Number of employees eligible for unpaid parental leave during the year (A)                     | 21   | 21     | 20   | 22     |
| Number of applicants for unpaid parental leave during the year (B)                             | 1    | 7      | 3    | 7      |
| Number of employees expected to be reinstated from unpaid parental leave during the year (C)   | -    | 4      | 3    | -      |
| Number of employees actually reinstated after parental leave during the year (D)               | -    | 5      | 3    | -      |
| Return-to-work rate (D/C)                                                                      | NA   | 75%    | 100% | NA     |
| Number of employees reinstated in the previous year (E)                                        | 1    | 4      | -    | 3      |
| Number of employees reinstated in the previous year and have worked for more than one year (F) | 1    | 3      | -    | 1      |
| Retention rate after unpaid parental leave (F/E)                                               | 100% | 75%    | -    | 33%    |

With 2024 as an example, the data for other years are calculated in the same way:

Note1: Calculation of the number of employees eligible for unpaid parental leave: The number of employees who applied for maternity leave and paternity leave from 2021 to 2024.

Note2: Return-to-work rate= (Number of employees actually reinstated after parental leave in 2024 / Number of employees who shall be reinstated after parental leave in 2024) × 100%

Note3: Retention rate= (Number of employees employed by the Company for 12 months after reinstatement from parental leave in 2023 / Number of employees reinstated after parental leave in 2023) × 100%





## Employee Care and Benefits [【GRI 401-2】](#)

To enhance employee engagement and ensure their rights, the CWTC Group has established a comprehensive benefits system and, in accordance with local regulations, has set up an employee benefits committee. This committee is responsible for managing and distributing the benefits funds. Each plant is tasked with planning and implementing corresponding welfare policies to fully address employees' benefit needs.

### Employee Benefits

| Item                       | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Basic Benefits</b>      | Labor and health insurance, labor pension, group insurance, and educational training.                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Retirement Security</b> | In accordance with local laws and regulations, monthly pension contributions are made to a government-designated account at a specific percentage of the salary to ensure employees' retirement rights.                                                                                                                                                                                                                                                                                        |
| <b>Compensation Plan</b>   | Employees are entitled to shares reserved from cash capital increase for employee stock purchase plans, the transfer of treasury shares to employees, employee stock options and restricted shares.                                                                                                                                                                                                                                                                                            |
| <b>Financial Planning</b>  | The Company initiates an employee share ownership trust and matches 100% of employee contributions. Employees are entitled to receive annual dividends and can fully redeem their shares after five years. For those who choose to continue participating, the company's matching contribution rate will increase to 110%. Furthermore, every subsequent five-year term, participants who opt to continue will receive an additional 10% increase in the company's matching contribution rate. |
| <b>Health Care</b>         | Free employee health check-ups, on-site doctor consultations, maternity health protection policies, and health promotion activities.                                                                                                                                                                                                                                                                                                                                                           |
| <b>Special Leave</b>       | Maternity leave/prenatal leave, leave for pregnancy checkups and paternity leave, family care leave.                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Other</b>               | To encourage the use of electric motorcycles, we provide a subsidy of NT\$30,000 per motorcycle for a total of 150 motorcycles in response to energy conservation and carbon reduction.                                                                                                                                                                                                                                                                                                        |



## Talent Retention

CWTC upholds the belief that "employees are the most valuable asset" and is committed to building a stable and cohesive team. To recognize employees' long-term dedication and encourage new hires to remain with the company, we have designed a variety of reward mechanisms that acknowledge the commitment and contributions of employees at different stages of their careers. By implementing long-service awards and retention incentive programs, we not only enhance employees' sense of belonging and loyalty but also reinforce our long-term commitment to investing in human capital, thereby advancing toward the goal of sustainable business development.



### Long-Service Bonus

To express gratitude for employees' long-term service, the company has established a Long-Service Bonus Program, which provides appropriate rewards based on years of service and job role. This program reflects our respect and appreciation for senior employees. Staff who have served for 5, 10, or 20 years are eligible to receive corresponding bonuses according to their tenure and job level. The program covers general staff, technical professionals, and managerial positions, demonstrating a reward system that balances fairness and motivation. In 2024, a total of 57 employees at our Taiwan Plant received long-service bonuses under this program.



### Retention Incentives

To encourage stable employment and enhance new employees' sense of belonging, the company has implemented a specially designed Retention Bonus Program. This program targets newly hired employees in eligible job grades, offering attractive bonuses to those who complete a required period of service and meet performance standards. By providing this incentive, the company aims to reduce employee turnover, stabilize the structure of frontline and technical personnel, and foster a workplace environment that supports long-term growth and development. In 2024, a total of 74 employees at the Taiwan site received retention bonuses under this program.



## 4.3 Talent Development and Diversity Cultivation

<<...Key Material Issue  
【GRI 404-1.403-5】

### Impact Description

Establishing a comprehensive employee development and training mechanism helps enhance employees' professional skills and work performance, promotes career development and organizational competitiveness, and in turn strengthens employee satisfaction and retention rates.

### Management Policy and Commitment

CWTC Group firmly believes that talent is the foundation of sustainable corporate growth. The Group is committed to providing a systematic employee development and training mechanism to help employees enhance their professional capabilities, leadership skills, and career advancement. By fostering a learning-oriented organization, the Group promotes both internal and external training, cross-departmental job rotation, and succession planning to drive organizational innovation and strengthen competitiveness.

### 管理機制與執行策略

Responsible Unit:  
Administration Division

Relevant Internal Policies:  
Employee Training Management Procedure, Talent Development Quality Management Manual, Promotion Management Regulations.

Key Strategies:  
Develop annual training plans with courses classified by competency / job level, design leadership development and key talent training programs, and promote an internal instructor system along with technical knowledge transfer.

### Specific Action Plan

1. New Employee Training: Provide onboarding training, workplace safety, corporate culture, and job skill orientation.
2. Professional Technical Training: Arrange internal and external competency training, certification courses, and practical exercises based on departmental needs.
3. Leadership Development Courses: Design training on leadership, change management, and communication coordination for mid-to-senior level managers.



## Tracking and Verification Mechanism

### 1. Implement the PDCA management cycle :

Plan : Annual training needs survey and budget allocation.

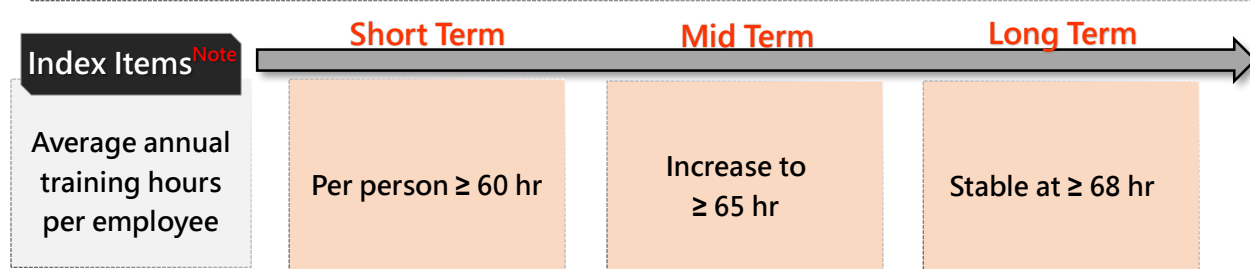
Do : Implement training courses according to the plan and maintain records.

Check : Post-training questionnaires, supervisor feedback, and learning effectiveness evaluation.

Act : Course optimization, instructor adjustments, and performance reports provided for senior management review.

### 2. Regular analysis :

- ✧ Consolidate training hours and number of participants annually.
- ✧ Review annual training budget utilization and course satisfaction.



Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years

To enhance employees' learning abilities and professional skills, the CWTC Group considers training and professional development as a long-term investment in its staff. We are committed to strengthening employees' job knowledge, skills, and attitudes to achieve the Company's business objectives. Our diverse training programs include new employee orientation training and on-the-job training, with each program undergoing

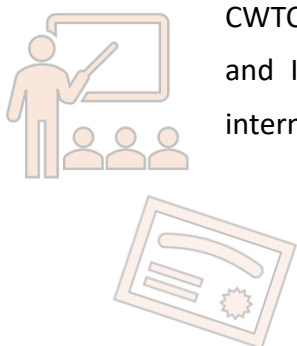


assessments and effectiveness evaluations to ensure its impact. We also encourage employees to participate in training activities such as overseas visits, domestic company tours, conference attendance, and job rotations to strengthen human resource development and motivate employees to continue growing and advancing.



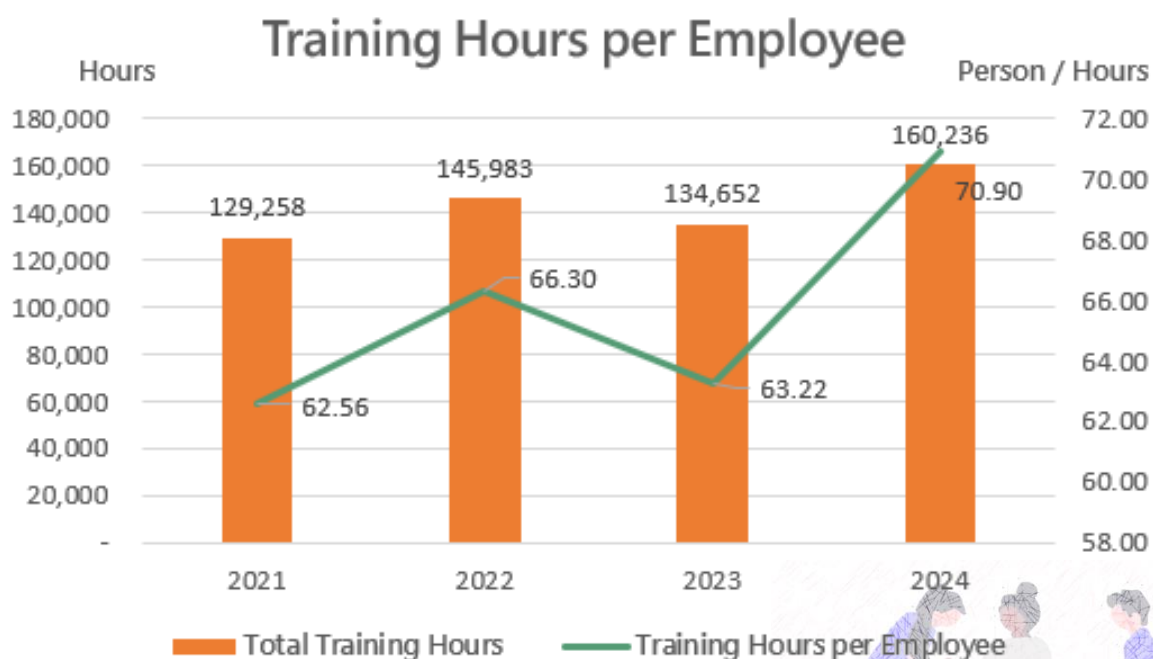
## Diverse Training

| Item                                     | Description                                                                                                                                                                                                                                           |
|------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>New Employee Orientation Training</b> | General education and basic skills training.                                                                                                                                                                                                          |
| <b>On-the-job Training</b>               | It is divided into general training and skills training. The training covers internal departmental training, quality system, occupational and environmental safety, internal audit and control, production management, and administrative management. |



CWTC Group also adheres to the requirements of ISO 9001 Quality Management Systems and ISO 14001 Environmental Management Systems by regularly conducting both internal and external training programs to enhance employees' professional competence and work skills. Based on the nature of employees' work, we provide corresponding occupational health and safety education and training to ensure employees thoroughly understand the importance of occupational health and safety. Additionally, we assign employees to participate in external training to comply with local regulatory requirements and obtain relevant occupational health and safety certifications.

For example, in our Taiwan plants, the training includes specific areas such as chemical substance handling supervisors, organic solvent handling supervisors, ionizing radiation operators, and forklift operators.





## Statistics of Training – by Gender

| Type                              | 2021   |        | 2022   |        | 2023   |        | 2024    |        |
|-----------------------------------|--------|--------|--------|--------|--------|--------|---------|--------|
|                                   | Male   | Female | Male   | Female | Male   | Female | Male    | Female |
| Internal Training Hours           | 68,881 | 53,567 | 85,534 | 53,479 | 74,785 | 51,623 | 101,411 | 52,172 |
| External Training Hours           | 4,976  | 1,834  | 5,705  | 1,265  | 6,301  | 1,943  | 4,877   | 1,776  |
| Total (A)                         | 73,857 | 55,401 | 91,239 | 54,744 | 81,086 | 53,566 | 106,288 | 53,948 |
| Number of Employees (persons) (B) | 1,262  | 804    | 1,352  | 850    | 1,302  | 828    | 1,395   | 865    |
| Training Hours per Employee (A/B) | 58.52  | 68.91  | 67.48  | 64.40  | 62.28  | 64.69  | 76.19   | 62.37  |

## Statistics of Training – by Position

| Type                              | 2021                    |                     | 2022                    |                     | 2023                    |                     | 2024                    |                     |
|-----------------------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|-------------------------|---------------------|
|                                   | Non-Managerial Position | Managerial Position | Non-Managerial Position | Managerial Position | Non-Managerial Position | Managerial Position | Non-Managerial Position | Managerial Position |
| Internal Training Hours           | 114,907                 | 7,540               | 128,392                 | 10,621              | 104,280                 | 22,128              | 132,159                 | 21,424              |
| External Training Hours           | 3,876                   | 2,935               | 3,664                   | 3,306               | 4,199                   | 4,045               | 3,008                   | 3,645               |
| Total (A)                         | 118,783                 | 10,475              | 132,056                 | 13,927              | 108,479                 | 26,173              | 135,167                 | 25,069              |
| Number of Employees (persons) (B) | 1,546                   | 520                 | 1,650                   | 552                 | 1,555                   | 575                 | 1,680                   | 580                 |
| Training Hours per Employee (A/B) | 76.83                   | 20.14               | 80.03                   | 25.23               | 69.76                   | 45.52               | 80.46                   | 43.22               |

## Diverse Training in 2024

| Type                         | New Employee Orientation Training | General Training | Skills Training | Management Training | Total   |
|------------------------------|-----------------------------------|------------------|-----------------|---------------------|---------|
| Total number of participants | 680                               | 15,849           | 8,274           | 1,823               | 26,626  |
| Total number of courses      | 26,899                            | 17,184           | 112,980         | 3,173               | 160,236 |



## 4.4 Occupational Health and Safety <---Key Material Issue

### Impact Description

Establishing comprehensive occupational safety management measures can reduce the incidence of workplace accidents and occupational safety risks, thereby protecting workers' occupational health and safety.

### Management Policy and Commitment

CWTC Group upholds “Zero Accidents” as its highest goal and is committed to providing a safe, healthy, and secure working environment. Through a systematic occupational safety and health management system, continuous education and training, and hazard prevention measures, the Group reduces the risk of workplace accidents and safeguards employees’ physical and mental well-being. It also adheres to relevant laws and international standards, embodying the spirit of sustainable operation.

### Management Mechanism and Implementation Strategy

#### Responsible Units:

Occupational Safety Centers of the manufacturing plants and Occupational Safety and Health Departments at each plant.

#### Relevant Internal Policies:

Occupational Safety and Health Policy, Operational Safety Guidelines, Emergency Response Plan, etc.

#### Operational Mechanism:

- ❖ In accordance with the principles and requirements of the ISO 45001 Occupational Health and Safety Management System
- ❖ Regularly convene the Occupational Safety and Health Committee, with employee representation meeting legal requirements
- ❖ Conduct risk assessments and hazard identifications to develop preventive and corrective measures
- ❖ Establish procedures for reporting, investigating, and notifying occupational safety incidents and accidents



## Specific Action Plan

1. Operational Risk Control:  
Annually update risk identification data and strengthen the management of high-risk operations.
2. Safety Training and Education:  
Provide tiered training for new employees, contractors, supervisors, and personnel involved in specific operations.
3. Health Promotion and Care:  
Conduct regular health check-ups and promote mental health awareness.
4. Safety Culture Promotion:  
Organize annual Safety Week and emergency response drills.
5. Incident Investigation and Prevention:  
Enforce reporting and improvement mechanisms for unsafe behaviors, and regularly review and revise operational procedures.

## Tracking and Verification Mechanism

1. Implement the PDCA management cycle :  
Plan : Annual training needs survey and budget allocation.  
Do : Implement training courses according to the plan and maintain records.  
Check : Post-training questionnaires, supervisor feedback, and learning effectiveness evaluation.  
Act : Course optimization, instructor adjustments, and performance reports provided for senior management review.
2. Self-management and auditing :
  - ❖ Conduct quarterly internal audits to assess the implementation of safety systems
  - ❖ Continuously improve through annual third-party audits and ISO certification
  - ❖ Require responsible units to correct non-conformities within a set timeframe and follow up on progress

## Index Items<sup>Note</sup>

Number of Occupational  
Accidents (including  
contractors)

Follow-up Completion Rate  
After Abnormal Health  
Check Results

Recordable Incident Rate

### Short Term

### Mid Term

### Long Term

Within 1 year ≤ 5 cases

≥ 95%

Lower than the industry 3-year  
average

Within 1 year ≤ 3 cases

≥ 98%

Lower than half of the industry 3-  
year average

Achieve zero occupational accidents

Achieve 100% completion rate and  
integrate with the health management  
system

Lower than one-third of the industry  
3-year average

Note: Take 2024 as the base year ; Short term: within 3 years 、 Mid term: within 5 years 、 Long term: over 5 years



## Occupational Safety and Health (OSH) Management System [【GRI 403-1-403-4-403-8】](#)

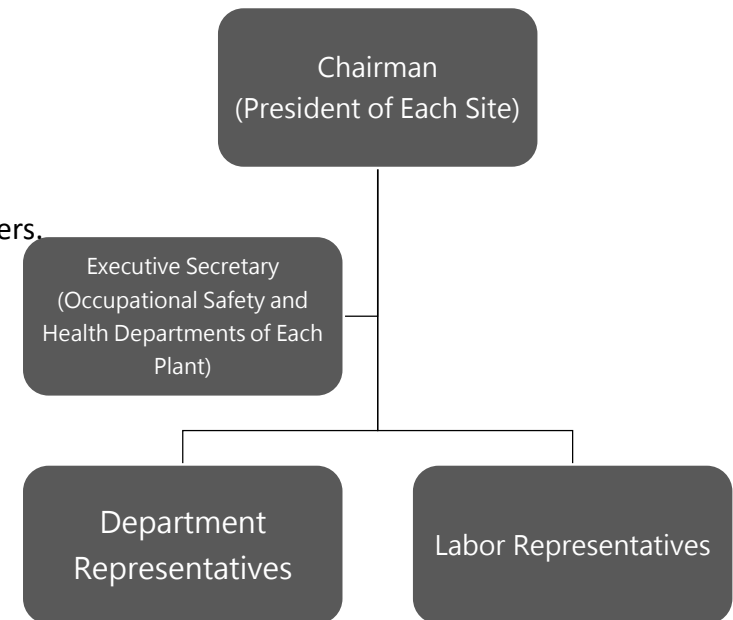
CWTC OSH management system covers a total of 2,326 persons, including 2,260 employee and 66 non-employee workers, with an employee coverage rate of 100%. The Taiwan Plant has established an Occupational Safety and Health Management System in accordance with ISO 45001 and completed certification in 2024. Additionally, to effectively discuss and resolve practical occupational safety and health issues within the facility, a Safety and Health Management Committee has been specially established across the entire plant.

The structure of the Safety and Health Committee is as follows:

The President of each site would serve as the chairman and hold regular meetings. In Taiwan, meetings are held at least once every three months while monthly meetings are arranged for our China and overseas plants.

Duties of the Committee are as follows:

1. Review OSH policies.
2. Review OSH management plans.
3. Review the implementation plan of safety and health education and training.
4. Review work environment monitoring plan, monitoring results and action plans.
5. Review health management, occupational disease prevention and health promotion matters.
6. Review various safety and health proposals.
7. Review self-inspections and safety and health audits of business units.
8. Review preventive measures for hazards of machinery, equipment, or raw materials and materials.
9. Review occupational disaster investigation reports.
10. Assess the performance of on-site safety and health management.
11. Review safety and health management of contractor business.
12. Responsible for other matters related to OSH management.



The Company conducts regular safety and health compliance audits to ensure that our business operations adhere to regulations. In 2023, all sites were in compliance with local regulations, and there were no safety and health violations. To ensure that employees can work in a safe and healthy environment and to enhance the Company's competitiveness, each site conducts regular monitoring of the working environment and occupational hazards as required by local laws and regulations— twice a year for our Taiwan plants and once a year for our overseas and China plants. The monitoring results have met all requirements and remained below the regulatory thresholds.

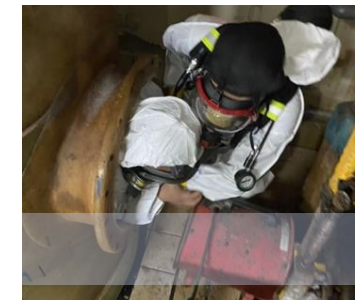


## Safety Promotion [【GRI 403-2-403-5 / SASB TC-SC-320a.1】](#)

CWTC Group aims for zero incidents in occupational hazard management, prioritizing employee safety. If immediate danger arises in the workplace, personnel must cease operations, move to a safe location, and report the issue, without facing any disciplinary action. Each year, "Safety Risk Week" activities are held at each plant to enhance employees' awareness of safety and health, ensuring a safe working environment. Each plant conducts at least one comprehensive disaster drill annually, covering scenarios such as earthquakes, fires, and chemical spills, tailored to the specific operational characteristics and hazards of each site.

Additionally, to reduce occupational injuries, a hazard identification and risk assessment is performed annually for operations in each department. Risks are classified by severity and likelihood, with medium- and high-risk operations requiring additional risk control measures to lower their risk levels. The principle of transparent reporting of occupational accidents is enforced, encouraging departments to proactively identify safety hazards during daily operations and observe unsafe conditions through labor behavior monitoring, with safety suggestions tracked for improvement. The company includes near-miss incidents in its reporting procedures, intervening to make improvements before any harm occurs to prevent future incidents.

## Emergency Drills





## Training Courses for Safety and Health



▲ Each plant organizes various internal training courses and activities focused on safety and employee health.



▲ Each plant holds an annual Safety Week event to enhance employees' awareness and practical ability regarding safety and risk-related issues.

## Occupational Accidents Management [【GRI 403-2-403-9 / SASB TC-SC-320a.1】](#)

Occupational injury statistics are calculated based on the definitions provided by the “Occupational Safety and Health Act” and the key disabling injury indicators published by the Global Reporting Initiative (GRI), focusing on the frequency rate (FR) and severity rate (SR) of disabling injuries.

In 2024, the CWE Group reported a total of 12 occupational injuries, with no major injury or fatal occupational incidents. For each occupational injury case, we complete an incident report and investigate the direct, indirect, and root causes of the injury. In addition to conducting training and reviewing standard operating procedures (SOPs), we reassess the risk evaluation of the relevant work environment to understand the underlying causes of each occupational injury. Appropriate corrective measures are then implemented and extended to other similar work environments or tasks to minimize hazards and effectively prevent recurrence of similar incidents.

### Statistics of Occupational Injuries in the Past Two Years

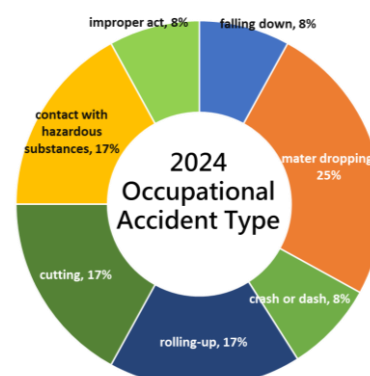
| Type          | Statistical Indicators                                  | 2023         |                |             |       | 2024         |                |             |       |
|---------------|---------------------------------------------------------|--------------|----------------|-------------|-------|--------------|----------------|-------------|-------|
|               |                                                         | Taiwan Plant | Overseas Plant | China Plant | Total | Taiwan Plant | Overseas Plant | China Plant | Total |
| Employees     | Recordable occupational injuries                        | 6            | 0              | 0           | 6     | 12           | 0              | 0           | 12    |
|               | Rate of fatalities as a result of occupational injuries | 0            | 0              | 0           | 0     | 0            | 0              | 0           | 0     |
|               | High-consequence occupational injuries                  | 1            | 0              | 0           | 1     | 0            | 0              | 0           | 0     |
|               | Rate of high-consequence occupational injuries          | 0.55         | 0              | 0           | 0.21  | 0            | 0              | 0           | 0     |
| Non-employees | Recordable occupational injuries                        | 0            | 0              | 0           | 0     | 0            | 0              | 0           | 0     |
|               | Rate of fatalities as a result of occupational injuries | 0            | 0              | 0           | 0     | 0            | 0              | 0           | 0     |
|               | High-consequence occupational injuries                  | 0            | 0              | 0           | 0     | 0            | 0              | 0           | 0     |
|               | Rate of high-consequence occupational injuries          | 0            | 0              | 0           | 0     | 0            | 0              | 0           | 0     |

Note1: Severe occupational injuries are those where employees are unable or unlikely to return to their pre-injury state of health within six months.

Note2: The statistics exclude injuries sustained while commuting.

### Statistics on the Frequency and Severity Rates of Disabling Injuries in Recent Years

| Year | Disabling Injury Frequency Rate (FR) |                |             |       | Disabling Injury Severity Rate (SR) |                |             |       |
|------|--------------------------------------|----------------|-------------|-------|-------------------------------------|----------------|-------------|-------|
|      | Taiwan Plant                         | Overseas Plant | China Plant | Total | Taiwan Plant                        | Overseas Plant | China Plant | Total |
| 2021 | 3.93                                 | 0              | 0           | 1.24  | 45                                  | 0              | 0           | 14    |
| 2022 | 5.06                                 | 0              | 0           | 1.80  | 26                                  | 0              | 0           | 9     |
| 2023 | 3.30                                 | 0              | 0           | 1.23  | 102                                 | 0              | 0           | 38    |
| 2024 | 5.87                                 | 0              | 0           | 2.32  | 62                                  | 0              | 0           | 24    |





## Contractor Safety and Health Management [【GRI 403-7】](#)

To further enhance workplace safety and extend protection to contractors, the CWTC Group has established Contractor Management Procedures at all plants. These procedures ensure that safety management mechanisms are in place when contractors perform work on-site, aiming for zero workplace injuries. Before starting any work, contractors must hold a safety meeting with project and occupational safety personnel. The occupational safety personnel will outline the safety requirements for the project, and work can only commence once these requirements are met. For special operations, such as slinging and lifting, hot work, confined spaces, or hazardous piping, a special work permit must be submitted, along with a relevant protection plan, and approved before proceeding. Project and safety personnel conduct periodic inspections during the contractor's work to ensure compliance with safety requirements and to safeguard the contractor's work safety. In 2024, no contractor-related workplace injuries were reported at any domestic or overseas plants.



▲ 2024 Contractor Safety and Health Awareness Seminar



## Toxic Chemical Substance Management 【GRI 403-10 / SASB TC-SC-320a.1】

Due to production process requirements, CWTC Group uses several hazardous toxic chemical substances during operations, primarily including sodium cyanide, potassium cyanide, silver cyanide, and cuprous cyanide. These chemicals are highly toxic, and improper management may pose significant health risks to workers, such as central nervous system damage, respiratory difficulties, or toxic reactions, and may even lead to occupational diseases. To ensure workplace safety and employee health, we have established and implemented a Toxic Chemical Substance Management System in accordance with relevant regulations. This system covers the processes of procurement, storage, use, and disposal.





## Health Care Management 【GRI 403-3-403-6-403-7-403-10 / SASB TC-SC-320a.1】

The Company provides health check-ups that exceed regulatory requirements, offering all employees annual health screenings, including general check-ups and special hazard-related assessments, to understand and protect our employees' health status. Since 2019, the Taiwan plant has also included electrocardiography to assess cardiovascular health and prevent overwork. Health check-up results are managed by risk levels. We track employees in high-risk health groups and provide relevant health education and consultation services to safeguard their health and prevent occupational diseases. In 2024, 180 employees at the Taiwan plant were categorized for Level 2 to Level 3 management based on their special health check results. They were interviewed and monitored by nurses and on-site physicians, with results from follow-up doctor appointments uploaded to the official system as required by law. No occupational disease cases were diagnosed at any domestic or overseas plants in 2024.

On-site health services by contracted occupational health physicians are arranged at our Taiwan plant on a monthly basis, with a total of 50 appointments in 2024. The services include disease health interviews and guidance, assessment for return-to-work or job reassignment, recommendations for improving workplace environmental hazards, and reviews of health interview documents by nurses, etc.

### Health Management Classification

| Year | Number of Participants in Health Check-ups |                |             | Number of Participants In Special Health Check-ups |                | Number of Employees with Abnormal Results from Special Health Check-ups |                |
|------|--------------------------------------------|----------------|-------------|----------------------------------------------------|----------------|-------------------------------------------------------------------------|----------------|
|      | Taiwan Plant                               | Overseas Plant | China Plant | Taiwan Plant                                       | Overseas Plant | Taiwan Plant                                                            | Overseas Plant |
| 2020 | 566                                        | 507            | 462         | 312                                                | 40             | 116                                                                     | 12             |
| 2021 | 608                                        | 521            | 467         | 294                                                | 11             | 102                                                                     | 10             |
| 2022 | 761                                        | 532            | 457         | 346                                                | 82             | 71                                                                      | 40             |
| 2023 | 791                                        | 512            | 407         | 415                                                | 173            | 102                                                                     | 0              |
| 2024 | 828                                        | 358            | 414         | 384                                                | 76             | 180                                                                     | 0              |

Note: The health check-ups in our China site have already included special operation items; therefore, they are not listed separately.

### Regular Health Check-up in 2024



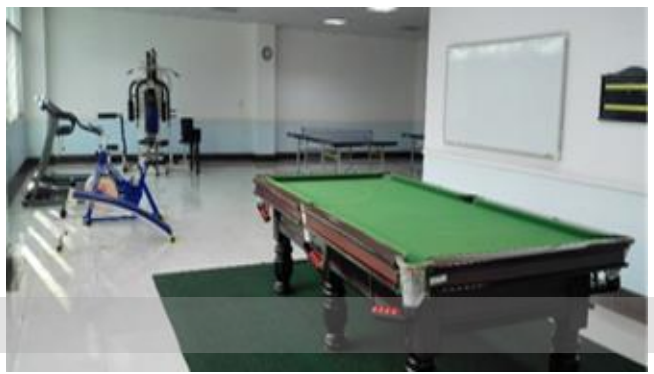


## Physical and Mental Health Care

To enhance employees' physical and mental well-being, CWTC has established fitness areas at our Taiwan and China plants, offering a variety of exercise equipment, table tennis, billiards, and a basketball court (at the Chengdu plant) for use during breaks. Additionally, we require our catering service to provide multigrain rice and cook a variety of vegetables with minimal oil, salt, and sugar to offer healthier dietary options. Vending machines stocked with sugar-free beverages and fruits are also provided to meet employees' needs and promote better health and productivity.



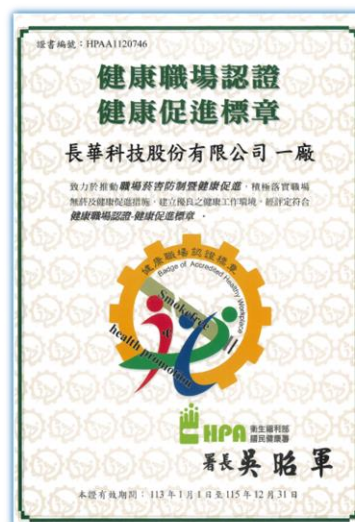
▲ Provide multigrain rice, and cook a variety of vegetables with minimal oil, salt, and sugar.



▲ Establish fitness areas, offering a variety of exercise equipment, table tennis, and billiards.

## Accredited Healthy Workplace

CWTC Taiwan Plant is committed to promoting workplace tobacco hazard prevention and health promotion. The Company actively enforces a smokefree workplace and implements various health promotion measures to establish an excellent and healthy working environment. In 2024, it was certified by the Health Promotion Administration, Ministry of Health and Welfare, as meeting the standards for the Badge of Accredited Healthy Workplace, enabling employees to work with peace of mind in a smokefree, healthy environment.





## 4.5 Social Engagement

| Public Welfare Project                         | Details                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Demonstration of Benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Environmental Protection</b>                | <ul style="list-style-type: none"> <li>◆ Mobilized the Group family to participate in a community beach cleaning event at the Keziliao coastline.</li> <li>◆ Participated in a 2-hour environmental seminar organized by the Taiwan Organic Living Environmental Education Promotion Association, with 50 attendees.</li> <li>◆ A total of 92 participants contributed approximately 368 volunteer hours.</li> <li>◆ Adopted 60 street trees in the industrial park, with a donation of NT\$300,000.</li> </ul>                       | <ul style="list-style-type: none"> <li>◆ Collected 13 bags of trash, totaling 55 kilograms.</li> <li>◆ Received the “Green Enterprise” eco-label from the Taiwan Organic Living Environmental Education Promotion Association.</li> <li>◆ Employees participated in the beach cleaning event with their children, setting an example and passing on environmental awareness to the next generation.</li> <li>◆ Increased the green coverage rate in the industrial park, creating a greener environment and improving the park’s surroundings.</li> <li>◆ The adopted street trees are estimated to absorb approximately 1,200 kg of CO<sub>2</sub> annually.</li> <li>◆ The shade from the trees helps mitigate the urban heat island effect, lowering surface temperatures along the adopted section during summer.</li> <li>◆ Continued tree adoption and maintenance efforts aim to establish a culture of greening and stewardship, encouraging broader participation from businesses and citizens.</li> </ul> |
| <b>Industry-Academia Collaboration Program</b> | <ul style="list-style-type: none"> <li>◆ We support local education by actively promoting industry-academia and cooperative education programs in collaboration with local universities, colleges, and vocational high schools.</li> <li>◆ A total of NT\$1.2 million and 5 professional staff members (totaling 60 hours) were invested to enroll 9 overseas Chinese students from four countries—Indonesia, Vietnam, Thailand, and Malaysia. The program included 12 professional courses and a 3-month paid internship.</li> </ul> | <ul style="list-style-type: none"> <li>◆ Collaborate with three local schools.</li> <li>◆ Provided a pathway for overseas Chinese students to join the company directly after graduation.</li> <li>◆ Enhanced cross-cultural teamwork efficiency on the production line and accelerated talent deployment at overseas sites.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

CWTC upholds the principle of "local care and sustainable prosperity" by actively participating in community development and public welfare activities in its local area. The Company is committed to building mutual trust and cooperative relationships between the enterprise and the community. Through diverse forms of engagement, it strengthens ties with the community, promotes local economic and social development, and fulfills its corporate social responsibility.

## Cherish the Earth · Act for Sustainability

CWTC has actively participated in community environmental greening initiatives. Since 2024, the Company's Taiwan plant has adopted street tree beautification and maintenance work around the Dafa Industrial Park in Kaohsiung City. This project involves regular care of the trees along green belts surrounding the park, aiming to increase green coverage, create a greener industrial zone, and improve the overall environmental quality of the area. In 2024 alone, a total of 60 street trees were adopted, reflecting the company's concrete commitment to environmental sustainability and its long-term vision of building an eco-friendly industrial environment.



To protect marine ecosystems and raise environmental awareness within the community, the Group joined hands with employees and their families to become environmental stewards by organizing a beach cleanup event at the Keziliao coast in Kaohsiung in 2024. The activity mobilized over 90 participants, who collectively removed 55 kilograms of waste—primarily plastic bottles, cigarette butts, and microplastics.

Through hands-on action, the event not only demonstrated the company's commitment to environmental issues but also deepened employees' understanding and reflection on marine pollution. By alleviating the burden on the ocean, it further strengthened employees' awareness and willingness to engage in environmental protection, laying a solid foundation for promoting a low-carbon lifestyle and ecological conservation.



## Industry-Academia and Cooperative Education Collaboration

To support local education, enhance students' practical work experience, and help reduce population outflow, CWTC actively promotes industry-academia and cooperative education programs with local universities, colleges, and vocational high schools. These initiatives provide students with hands-on training and foster mutual growth between industry and education.

In response to the government's New Southbound Policy in 2024, the Overseas Community Affairs Council expanded the "Industry-Academia Collaboration Program for Overseas Chinese Students," which promotes Taiwan's high-quality vocational education system. This program offers a seamless "3-year technical high school + 4-year university of science and technology" educational path,

enabling overseas Chinese students from New Southbound countries to acquire professional skills and earn a formal university degree—opening up promising career opportunities. Aligned with this policy, CWTC participates by recruiting overseas students through cooperative education programs, encouraging them to stay and work in Taiwan after graduation, and empowering them to showcase their talents on the global stage.

| Item                            | Partner Schools                           | Number of Participants |
|---------------------------------|-------------------------------------------|------------------------|
| Industry-Academia Collaboration | Cheng Shiu University                     | 47                     |
|                                 | Fooyin University                         | 2                      |
| Cooperative Education Program   | Chung Shan Industrial & Commercial School | 18                     |

## 5. Appendix

### 5.1 GRI Standards Content Index

| Statement of Use                             | CWTC has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024. |                                                          |        |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|--------|
| GRI 1 Used                                   | GRI 1: Foundation 2021                                                                                     |                                                          |        |
| Applicable GRI Sector Standard(s)            | NA                                                                                                         |                                                          |        |
| No.                                          | Disclosure Titles                                                                                          | Corresponding Chapters                                   | Page   |
| GRI 2: General Disclosures 2021              |                                                                                                            |                                                          |        |
| The organization and its reporting practices |                                                                                                            |                                                          |        |
| 2-1                                          | Organizational details                                                                                     | About CWTC                                               | 8-10   |
| 2-2                                          | Entities included in the organization's sustainability reporting                                           | About CWTC                                               | 8-10   |
| 2-3                                          | Reporting period, frequency and contact point                                                              | About This Report                                        | 1-2    |
| 2-4                                          | Restatements of information                                                                                | Not applicable                                           | -      |
| 2-5                                          | External assurance                                                                                         | About This Report                                        | 1-2    |
| Activities and workers                       |                                                                                                            |                                                          |        |
| 2-6                                          | Activities, value chain and other business relationships                                                   | About CWTC                                               | 8-10   |
|                                              |                                                                                                            | 2.7 Sustainable Supply Chain                             | 46-50  |
| 2-7                                          | Employees                                                                                                  | 4.2 Talent Attraction and Retention                      | 89-100 |
| 2-8                                          | Workers who are not employees                                                                              | 4.2 Talent Attraction and Retention                      | 89-100 |
| Governance                                   |                                                                                                            |                                                          |        |
| 2-9                                          | Governance structure and composition                                                                       | 2.1 Organization and Operation of Corporate Governance   | 18-31  |
| 2-10                                         | Nomination and selection of the highest governance body                                                    | 2.1 Organization and Operation of Corporate Governance   | 18-31  |
| 2-11                                         | Chair of the highest governance body                                                                       | 2.1 Organization and Operation of Corporate Governance   | 18-31  |
| 2-12                                         | Role of the highest governance body in overseeing the management of impacts                                | 1.1 Sustainable Development Organizations and Strategies | 11-12  |
|                                              |                                                                                                            | 1.2 Stakeholder Engagement                               | 13     |
|                                              |                                                                                                            | 2.1 Organization and Operation of Corporate Governance   | 18-31  |
| 2-13                                         | Delegation of responsibility for managing impacts                                                          | 1.1 Sustainable Development Organizations and Strategies | 11-12  |

| No.                                     | Disclosure Titles                                               | Corresponding Chapters                                   | Page  |
|-----------------------------------------|-----------------------------------------------------------------|----------------------------------------------------------|-------|
| 2-14                                    | Role of the highest governance body in sustainability reporting | 1.1 Sustainable Development Organizations and Strategies | 11-12 |
| 2-15                                    | Conflicts of interest                                           | 2.1 Organization and Operation of Corporate Governance   | 18-31 |
| 2-16                                    | Communication of critical concerns                              | 1.2 Stakeholder Engagement                               | 13    |
| 2-17                                    | Collective knowledge of the highest governance body             | 2.1 Organization and Operation of Corporate Governance   | 18-31 |
| 2-18                                    | Evaluation of the performance of the highest governance body    | 2.1 Organization and Operation of Corporate Governance   | 18-31 |
| 2-19                                    | Remuneration policies                                           | 2.1 Organization and Operation of Corporate Governance   | 18-31 |
| 2-20                                    | Process to determine remuneration                               | 2.1 Organization and Operation of Corporate Governance   | 18-31 |
| 2-21                                    | Annual total compensation ratio                                 | 2.1 Organization and Operation of Corporate Governance   | 18-31 |
| <b>Strategy, policies and practices</b> |                                                                 |                                                          |       |
| 2-22                                    | Statement on sustainable development strategy                   | 1.1 Sustainable Development Organizations and Strategies | 11-12 |
| 2-23                                    | Policy commitments                                              | 1.1 Sustainable Development Organizations and Strategies | 11-12 |
| 2-24                                    | Embedding policy commitments                                    | 4.1 Human Rights Policy                                  | 81-88 |
| 2-25                                    | Processes to remediate negative impacts                         | 1.2 Stakeholder Engagement                               | 13    |
| 2-26                                    | Mechanisms for seeking advice and raising concerns              | 2.2 Integrity Management                                 | 32-35 |
|                                         |                                                                 | 4.1 Human Rights Policy                                  | 81-88 |
| 2-27                                    | Compliance with laws and regulations                            | 2.2 Integrity Management                                 | 32-35 |
| 2-28                                    | Membership associations                                         | About CWTC                                               | 8-10  |
| <b>Stakeholder engagement</b>           |                                                                 |                                                          |       |
| 2-29                                    | Approach to stakeholder engagement                              | 1.2 Stakeholder Engagement                               | 13    |
| 2-30                                    | Collective bargaining agreements                                | We have no union. Not applicable.                        | -     |
| <b>GRI 3: Material Topics 2021</b>      |                                                                 |                                                          |       |
| 3-1                                     | Process to determine material topics                            | 1.3 Identify Material Topics                             | 14-17 |
| 3-2                                     | List of material topics                                         | 1.3 Identify Material Topics                             | 14-17 |
| 3-3                                     | Management of material topics                                   | 1.3 Identify Material Topics                             | 14-17 |



| No.                                                               | Disclosure Titles                                                              | Corresponding Chapters                                         | Page  |
|-------------------------------------------------------------------|--------------------------------------------------------------------------------|----------------------------------------------------------------|-------|
| <b>Specific Topics: GRI 200: Economic Series</b>                  |                                                                                |                                                                |       |
| <b>GRI 201: Economic Performance 2016</b>                         |                                                                                |                                                                |       |
| GRI 201-1                                                         | Direct economic value generated and distributed                                | 2.3 Operating Performance                                      | 36-39 |
| GRI 201-2                                                         | Financial implications and other risks and opportunities due to climate change | 3.2 Task Force on Climate-Related Financial Disclosures (TCFD) | 53-58 |
| GRI 201-4                                                         | Financial assistance received from government                                  | 2.3 Operating Performance                                      | 36-39 |
| <b>Specific Topics: GRI 300: Environmental Disclosures Series</b> |                                                                                |                                                                |       |
| <b>GRI 302: Energy 2016</b>                                       |                                                                                |                                                                |       |
| GRI 302-1                                                         | Energy consumption within the organization                                     | 3.3 Energy Management                                          | 59-69 |
| GRI 302-3                                                         | Energy intensity                                                               | 3.3 Energy Management                                          | 59-69 |
| GRI 302-4                                                         | Reduction of energy consumption                                                | 3.3 Energy Management                                          | 59-69 |
| <b>GRI 303: Water and Effluents 2018</b>                          |                                                                                |                                                                |       |
| GRI 303-1                                                         | Interactions with water as a shared resource                                   | 3.4 Water Resources Management                                 | 70-76 |
| GRI 303-2                                                         | Management of water discharge-related impacts                                  | 3.4 Water Resources Management                                 | 70-76 |
| GRI 303-3                                                         | Water withdrawal                                                               | 3.4 Water Resources Management                                 | 70-76 |
| GRI 303-4                                                         | Water discharge                                                                | 3.4 Water Resources Management                                 | 70-76 |
| GRI 303-5                                                         | Water consumption                                                              | 3.4 Water Resources Management                                 | 70-76 |
| <b>GRI 305: Emissions 2016</b>                                    |                                                                                |                                                                |       |
| GRI 305-1                                                         | Direct (Scope 1) GHG emissions                                                 | 3.3 Energy Management                                          | 59-69 |
| GRI 305-2                                                         | Energy indirect (Scope 2) GHG emissions                                        | 3.3 Energy Management                                          | 59-69 |
| GRI 305-3                                                         | Other indirect (Scope 3) GHG emissions                                         | 3.3 Energy Management                                          | 59-69 |
| GRI 305-4                                                         | GHG emissions intensity                                                        | 3.3 Energy Management                                          | 59-69 |
| <b>GRI 306: Waste 2020</b>                                        |                                                                                |                                                                |       |
| GRI 306-1                                                         | Waste generation and significant waste-related impacts                         | 3.5 Waste Management                                           | 77-84 |
| GRI 306-2                                                         | Management of significant waste-related impacts                                | 3.5 Waste Management                                           | 77-84 |
| GRI 306-3                                                         | Waste generated                                                                | 3.5 Waste Management                                           | 77-84 |



| No.                                                        | Disclosure Titles                                                                                             | Corresponding Chapters                           | Page    |
|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------------------------------|---------|
| <b>Specific Topics: GRI 400: Social Disclosures Series</b> |                                                                                                               |                                                  |         |
| <b>GRI 401: Employment 2016</b>                            |                                                                                                               |                                                  |         |
| GRI 401-1                                                  | New employee hires and employee turnover                                                                      | 4.2 Talent Attraction and Retention              | 89-100  |
| GRI 401-2                                                  | Benefits provided to full-time employees that are not provided to temporary or part-time employees            | 4.2 Talent Attraction and Retention              | 89-100  |
| GRI 401-3                                                  | Parental leave                                                                                                | 4.2 Talent Attraction and Retention              | 89-100  |
| <b>GRI 403: Occupational Health and Safety 2018</b>        |                                                                                                               |                                                  |         |
| GRI 403-1                                                  | Occupational health and safety management system                                                              | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-2                                                  | Hazard identification, risk assessment, and incident investigation                                            | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-3                                                  | Occupational health services                                                                                  | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-4                                                  | Worker participation, consultation, and communication on occupational health and safety                       | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-5                                                  | Worker training on occupational health and safety                                                             | 4.3 Talent Development and Diversity Cultivation | 101-104 |
|                                                            |                                                                                                               | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-6                                                  | Promotion of worker health                                                                                    | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-7                                                  | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-8                                                  | Workers covered by an occupational health and safety                                                          | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-9                                                  | Work-related injuries                                                                                         | 4.4 Occupational Health and Safety               | 105-114 |
| GRI 403-10                                                 | Work-related ill health                                                                                       | 4.4 Occupational Health and Safety               | 105-114 |
| <b>GRI 404: Training and Education 2016</b>                |                                                                                                               |                                                  |         |
| GRI 404-1                                                  | Average hours of training per year per employee                                                               | 4.3 Talent Development and Diversity Cultivation | 101-104 |
| GRI 404-3                                                  | Percentage of employees receiving regular performance and career development reviews                          | 4.2 Talent Attraction and Retention              | 89-100  |



## 5.2 SASB Index – Semiconductor Industry

| SASB Topics                                        | Code         | Metric                                                                                                                                                             | Category            | Corresponding Chapters / Descriptions                                                                                                                                                                                                                                                    |
|----------------------------------------------------|--------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Greenhouse Gas Emissions                           | TC-SC-110a.1 | (1) Gross global Scope 1 emissions<br>(2) Amount of total emissions from perfluorinated compounds                                                                  | Quantitative        | 3.3 Energy Management                                                                                                                                                                                                                                                                    |
|                                                    | 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 | Discuss And Analyze | 3.2 Task Force on Climate-Related Financial Disclosures (TCFD)<br>3.3 Energy Management                                                                                                                                                                                                  |
| Energy Management in Manufacturing                 | TC-SC-130a.1 | (1) Total energy consumed<br>(2) Percentage grid electricity<br>(3) Percentage renewable                                                                           | Quantitative        | (1) Total energy consumption: 339,833 GJ<br>(2) Percentage of electricity from the grid: 93%<br>(3) Proportion of renewable energy: 0.1%                                                                                                                                                 |
| Water Management                                   | TC-SC-140a.1 | (1) Total water withdrawn<br>(2) Total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress                             | Quantitative        | Please refer to Section 3.4 Water Resources Management for details on total water withdrawal and total water consumption.<br>The percentage of total water withdrawal and total water consumption in areas of high or extremely high baseline water stress is 31% and 57%, respectively. |
| Waste Management                                   | TC-SC-150a.1 | (1) Amount of hazardous waste from manufacturing<br>(2) Percentage recycled                                                                                        | Quantitative        | (1) Hazardous waste generated: 13,124 metric tons<br>(2) Recycling rate: 96%                                                                                                                                                                                                             |
| Workforce Health & Safety                          | TC-SC-320a.1 | Description of efforts to assess, monitor, and reduce exposure of workforce to human health hazards                                                                | Discuss And Analyze | 4.4 Occupational Health and Safety                                                                                                                                                                                                                                                       |
|                                                    | TC-SC-320a.2 | Total amount of monetary losses as a result of legal proceedings associated with employee health and safety violations                                             | Quantitative        | 2.2 Integrity Management                                                                                                                                                                                                                                                                 |
| Recruiting & Managing a Global & Skilled Workforce | TC-SC-330a.1 | Percentage of employees requiring a work visa                                                                                                                      | Quantitative        | 4.2 Talent Attraction and Retention                                                                                                                                                                                                                                                      |



| SASB Topics                                              | Code         | Metric                                                                                                                  | Category     | Corresponding Chapters / Descriptions                                                                                                                                                                                                                                 |  |      |      |               |         |         |                |       |       |       |         |         |
|----------------------------------------------------------|--------------|-------------------------------------------------------------------------------------------------------------------------|--------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------|------|---------------|---------|---------|----------------|-------|-------|-------|---------|---------|
| Product Lifecycle Management                             | TC-SC-410a.1 | Percentage of products by revenue that contain IEC 62474 declarable substances                                          | Quantitative | Currently, CWTC does not perform statistical management of IEC 62474 materials, but it has established hazardous substance management standards that suppliers are required to comply with.                                                                           |  |      |      |               |         |         |                |       |       |       |         |         |
|                                                          | TC-SC-410a.2 | Processor energy efficiency at a system-level for:<br>(1) Servers<br>(2) Desktops<br>(3) Laptops                        | Quantitative | As CWTC is not an end-product manufacturer, it does not calculate the overall energy efficiency of processors.                                                                                                                                                        |  |      |      |               |         |         |                |       |       |       |         |         |
| Materials Sourcing                                       | TC-SC-440a.1 | Description of the management of risks associated with the use of critical materials                                    | Qualitative  | 2.7 Sustainable Supply Chain                                                                                                                                                                                                                                          |  |      |      |               |         |         |                |       |       |       |         |         |
| Intellectual Property Protection & Competitive Behaviour | TC-SC-520a.1 | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviors regulations | Quantitative | In 2024, no financial losses occurred due to legal proceedings related to anti-competitive behavior.                                                                                                                                                                  |  |      |      |               |         |         |                |       |       |       |         |         |
| Total production                                         | TC-SC-000.A  | Varies by product type                                                                                                  | Quantitative | <div>Unit : KKPCS</div> <table><tr><td></td><td>2023</td><td>2024</td></tr><tr><td>IC Lead Frame</td><td>98,014,</td><td>107,595</td></tr><tr><td>LED Lead Frame</td><td>4,291</td><td>5,373</td></tr><tr><td>Total</td><td>102,305</td><td>112,968</td></tr></table> |  | 2023 | 2024 | IC Lead Frame | 98,014, | 107,595 | LED Lead Frame | 4,291 | 5,373 | Total | 102,305 | 112,968 |
|                                                          | 2023         | 2024                                                                                                                    |              |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| IC Lead Frame                                            | 98,014,      | 107,595                                                                                                                 |              |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| LED Lead Frame                                           | 4,291        | 5,373                                                                                                                   |              |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| Total                                                    | 102,305      | 112,968                                                                                                                 |              |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| Percentage of production from owned facilities           | TC-SC-000.B  | Percentage (%)                                                                                                          | Quantitative | CWTC is a professional lead frame manufacturer with 100% of its production coming from its own facilities.                                                                                                                                                            |  |      |      |               |         |         |                |       |       |       |         |         |



## 5.3 Sustainability Disclosure Indicators- Semiconductor Industry

| No.            | Indicator                                                                                                                | Indicator Type | Unit                               | Annual Disclosure                                                                                                                                                                                                                                                     |  |      |      |               |         |         |                |       |       |       |         |         |
|----------------|--------------------------------------------------------------------------------------------------------------------------|----------------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------|------|---------------|---------|---------|----------------|-------|-------|-------|---------|---------|
| 1              | Total energy consumption, percentage of purchased electricity and renewable energy usage                                 | Quantitative   | Gigajoules (GJ),<br>Percentage (%) | Total energy consumption: 339,833 GJ<br>Percentage of purchased power: 93%<br>Percentage of renewable energy usage: 0.1%                                                                                                                                              |  |      |      |               |         |         |                |       |       |       |         |         |
| 2              | Total water withdrawal and total water consumption                                                                       | Quantitative   | Thousand cubic meters (m³)         | Total water withdrawal: 1,376 m³<br>Total water consumption: 574 m³                                                                                                                                                                                                   |  |      |      |               |         |         |                |       |       |       |         |         |
| 3              | Total hazardous waste generated and percentage recycled                                                                  | Quantitative   | Metric tons (t),<br>Percentage (%) | Total hazardous waste output: 13,124 t<br>The hazardous waste recycling rate: 96%                                                                                                                                                                                     |  |      |      |               |         |         |                |       |       |       |         |         |
| 4              | Types of, number of employees in and rate of occupational accidents                                                      | Quantitative   | Quantity,<br>Percentage (%)        | Fall over: 3 injuries; 25%<br>Rolling-up: 2 injuries; 17%<br>Cut, Slasher, or Scrape: 2 injuries; 17%<br>Contact with Harmful Substances: 2 injuries; 17%<br>Fall: 1 injury; 8%<br>Crashed: 1 injury; 8%<br>Improper action: 1 injury; 8%                             |  |      |      |               |         |         |                |       |       |       |         |         |
| 5              | Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note) | Quantitative   | Metric tons (t),<br>Percentage (%) | Weight of scrap products and electronic waste: 17,149t<br>Percentage of recycling: 70%                                                                                                                                                                                |  |      |      |               |         |         |                |       |       |       |         |         |
| 6              | Description of the management of risks associated with the use of critical materials                                     | Qualitative    | Not applicable                     | CWTC does not use conflict minerals in its manufacturing process and conducts due diligence within its supply chain to ensure that all products are 100% free from minerals sourced from conflict areas.                                                              |  |      |      |               |         |         |                |       |       |       |         |         |
| 7              | Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations   | Quantitative   | Reporting currency                 | In 2024, no financial losses occurred due to legal proceedings related to anti-competitive behavior.                                                                                                                                                                  |  |      |      |               |         |         |                |       |       |       |         |         |
| 8              | Production by product category                                                                                           | Quantitative   | Depending on the product type      | <div>Unit : KKPCS</div> <table><tr><th></th><th>2023</th><th>2024</th></tr><tr><td>IC Lead Frame</td><td>98,014,</td><td>107,595</td></tr><tr><td>LED Lead Frame</td><td>4,291</td><td>5,373</td></tr><tr><td>Total</td><td>102,305</td><td>112,968</td></tr></table> |  | 2023 | 2024 | IC Lead Frame | 98,014, | 107,595 | LED Lead Frame | 4,291 | 5,373 | Total | 102,305 | 112,968 |
|                | 2023                                                                                                                     | 2024           |                                    |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| IC Lead Frame  | 98,014,                                                                                                                  | 107,595        |                                    |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| LED Lead Frame | 4,291                                                                                                                    | 5,373          |                                    |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |
| Total          | 102,305                                                                                                                  | 112,968        |                                    |                                                                                                                                                                                                                                                                       |  |      |      |               |         |         |                |       |       |       |         |         |

Note: Descriptions including the sale of scraps and the recycling and processing of waste.

## 5.4 ESG Data Summary

### Environmental Data

| Energy Consumption                         |                       |                    |         |         |         |         |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
|--------------------------------------------|-----------------------|--------------------|---------|---------|---------|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Item                                       |                       | Unit               | 2021    | 2022    | 2023    | 2024    | Remarks                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                       |
| Direct Energy                              | Diesel fuel           | GJ                 | 276     | 1,174   | 365     | 416     | Note1: The 2023 data includes all consolidated entities, while data for other years covers only Taiwan Plant, China Plant and Malaysia Plant.<br><br>Note2: Conversions are based on the “Heat Content of Energy Products” of the Ministry of Economic Affairs. Starting from 2024, the unit conversion for diesel and gasoline will be calculated based on the calorific values announced by the Ministry of Environment. |                                                                                                                                                                                                                                                       |
|                                            | Gasoline              |                    | 361     | 500     | 486     | 779     |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
|                                            | Natural gas           |                    | 22,115  | 22,673  | 17,110  | 20,994  |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
| Indirect Energy                            | Purchased electricity |                    | 268,055 | 279,597 | 275,574 | 317,297 |                                                                                                                                                                                                                                                                                                                                                                                                                            | Note3: Renewable energy refers to solar energy, which is estimated annually based on the daily generation in GJ of the installed capacity.                                                                                                            |
|                                            | Renewable energy      |                    | -       | -       | 347     | 347     |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
| Total                                      |                       |                    |         | 290,807 | 303,944 | 293,882 | 339,833                                                                                                                                                                                                                                                                                                                                                                                                                    | Note4: Electricity intensity= Electricity consumption / Consolidated revenue in millions of NT\$                                                                                                                                                      |
| Electricity consumption                    |                       | MWH                | 74,460  | 77,666  | 76,548  | 88,138  |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
| Electricity intensity                      |                       |                    | 5.82    | 5.38    | 6.61    | 7.353   |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
| GHG Emission                               |                       |                    |         |         |         |         |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
| Item                                       |                       | Unit               | 2020    | 2021    | 2022    | 2023    | 2024                                                                                                                                                                                                                                                                                                                                                                                                                       | Remarks                                                                                                                                                                                                                                               |
| Direct emissions- Scope 1                  |                       | tCO <sub>2</sub> e | 2,680   | 1,940   | 2,395   | 3,590   | 3,599                                                                                                                                                                                                                                                                                                                                                                                                                      | Note1: For Scope 3 emissions, some overseas plants started tracking in 2021, the Taiwan plant started in 2022, and all others began in 2023.                                                                                                          |
| Indirect emissions- Scope 2                |                       |                    | 44,861  | 55,618  | 54,279  | 44,169  | 48,739                                                                                                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                       |
| Other indirect emissions- Scope 3          |                       |                    | -       | 495     | 9,564   | 49,852  | 58,877                                                                                                                                                                                                                                                                                                                                                                                                                     | Note2: The 2023 data includes all consolidated entities, while the other data only covers the Taiwan, China, and Malaysia plants.<br><br>Note3: GHG emission intensity= GHG emissions (tCO <sub>2</sub> e) / Consolidated revenue in millions of NT\$ |
| GHG emission intensity (Scope 1 + Scope 2) |                       |                    | 4.912   | 4.500   | 3.927   | 4.124   | 4.366                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                       |
| Water Resources                            |                       |                    |         |         |         |         |                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                       |
| Item                                       |                       | Unit               | 2020    | 2021    | 2022    | 2023    | 2024                                                                                                                                                                                                                                                                                                                                                                                                                       | Remarks                                                                                                                                                                                                                                               |
| Total water withdrawal                     |                       | ML                 | 1,237   | 1,352   | 1,323   | 1,136   | 1,376                                                                                                                                                                                                                                                                                                                                                                                                                      | Note1: The Company's water withdrawal sources come from third-party water- surface water, excluding other surface water, groundwater, seawater and produced water.                                                                                    |
| Total water recycled                       |                       |                    | 75      | 168     | 237     | 264     | 381                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                       |
| Total water discharge                      |                       |                    | 1,011   | 1,164   | 1,120   | 967     | 1,183                                                                                                                                                                                                                                                                                                                                                                                                                      | Note2: Recycling rate of water withdrawal = Water recycled / Water withdrawal                                                                                                                                                                         |
| Total water consumption                    |                       |                    | 301     | 356     | 440     | 433     | 574                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                       |
| Recycling rate of water                    |                       | %                  | 6.06    | 12.43   | 17.91   | 23.24   | 27.69                                                                                                                                                                                                                                                                                                                                                                                                                      | Note3: Water withdrawal intensity = Total water withdrawal / Consolidated revenue in millions of NT\$                                                                                                                                                 |
| Water withdrawal intensity                 |                       |                    | 0.128   | 0.106   | 0.092   | 0.098   | 0.115                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                       |



| Waste                 |             |        |        |        |        |        |                                                                                          |
|-----------------------|-------------|--------|--------|--------|--------|--------|------------------------------------------------------------------------------------------|
| Item                  | Unit        | 2020   | 2021   | 2022   | 2023   | 2024   | Remarks                                                                                  |
| Total waste generated | metric tons | 17,400 | 20,692 | 20,104 | 16,413 | 17,936 | Note: Waste intensity = Total waste generated / Consolidated revenue in millions of NT\$ |
| Recyclable waste      |             | 8,877  | 13,460 | 12,931 | 10,958 | 17,052 |                                                                                          |
| Waste intensity       |             | 1.7979 | 1.6176 | 1.3931 | 1.4172 | 1.4963 |                                                                                          |
| Reuse rate of waste   | %           | 51     | 65     | 64     | 67     | 96     |                                                                                          |

## Social Data

| Achievements of the Diverse Workforce |                                 |        |                  |       |                  |       |                  |       |                  |       |
|---------------------------------------|---------------------------------|--------|------------------|-------|------------------|-------|------------------|-------|------------------|-------|
| Type                                  | Category                        | Gender | 2021             |       | 2022             |       | 2023             |       | 2024             |       |
|                                       |                                 |        | No. of Employees | %     | No. of Employees | %     | No. of Employees | %     | No. of Employees | %     |
| Nationality                           | Migrant workers <sup>Note</sup> | Male   | 82               | 3.97  | 157              | 7.13  | 146              | 6.86  | 168              | 7.43  |
|                                       |                                 | Female | 42               | 2.03  | 76               | 3.45  | 62               | 2.91  | 65               | 2.88  |
|                                       | Local workers                   | Male   | 1,180            | 57.12 | 1,195            | 54.27 | 1,156            | 54.27 | 1,227            | 54.29 |
|                                       |                                 | Female | 762              | 36.88 | 774              | 35.15 | 766              | 35.96 | 800              | 35.40 |
| Age                                   | < 30                            | Male   | 328              | 15.88 | 350              | 15.89 | 298              | 13.99 | 343              | 15.18 |
|                                       |                                 | Female | 184              | 8.91  | 192              | 8.72  | 174              | 8.17  | 193              | 8.54  |
|                                       | 30 - 50                         | Male   | 810              | 39.20 | 870              | 39.51 | 857              | 40.23 | 872              | 38.58 |
|                                       |                                 | Female | 580              | 28.07 | 605              | 27.48 | 593              | 27.84 | 593              | 26.24 |
|                                       | > 50                            | Male   | 124              | 6.00  | 132              | 5.99  | 147              | 6.91  | 180              | 7.96  |
|                                       |                                 | Female | 40               | 1.94  | 53               | 2.41  | 61               | 2.86  | 79               | 3.50  |
| Ranking                               | Management level                | Male   | 357              | 17.28 | 385              | 17.48 | 396              | 18.59 | 393              | 17.39 |
|                                       |                                 | Female | 163              | 7.89  | 167              | 7.59  | 179              | 8.40  | 187              | 8.27  |
|                                       | Non-management level            | Male   | 905              | 43.80 | 967              | 43.91 | 906              | 42.54 | 1,002            | 44.33 |
|                                       |                                 | Female | 641              | 31.03 | 683              | 31.02 | 649              | 30.47 | 678              | 30.01 |

Note: From 2021 to 2023, the statistics on foreign employees were based on their nationality corresponding to their respective work locations; in 2024, the statistics were based on the nationality of those requiring a work visa.



| Achievements of the Diverse Workforce |                              |        |                           |                      |                           |                      |                           |                      |                           |                      |
|---------------------------------------|------------------------------|--------|---------------------------|----------------------|---------------------------|----------------------|---------------------------|----------------------|---------------------------|----------------------|
| Type                                  | Category                     | Gender | 2021                      |                      | 2022                      |                      | 2023                      |                      | 2024                      |                      |
|                                       |                              |        | No. of Employees          | %                    | No. of Employees          | %                    | No. of Employees          | %                    | No. of Employees          | %                    |
| Function                              | Sales                        | Male   | 20                        | 0.97                 | 21                        | 0.95                 | 20                        | 0.94                 | 28                        | 1.24                 |
|                                       |                              | Female | 23                        | 1.11                 | 23                        | 1.04                 | 22                        | 1.03                 | 18                        | 0.80                 |
|                                       | Manufacturing                | Male   | 1,013                     | 49.03                | 1,081                     | 49.10                | 1,087                     | 51.03                | 1,106                     | 48.93                |
|                                       |                              | Female | 596                       | 28.85                | 623                       | 28.29                | 622                       | 29.20                | 655                       | 28.98                |
|                                       | R&D                          | Male   | 137                       | 6.63                 | 172                       | 7.81                 | 117                       | 5.50                 | 167                       | 7.39                 |
|                                       |                              | Female | 76                        | 3.68                 | 94                        | 4.27                 | 73                        | 3.43                 | 75                        | 3.32                 |
|                                       | Administration and others    | Male   | 92                        | 4.45                 | 78                        | 3.54                 | 78                        | 3.66                 | 94                        | 4.16                 |
|                                       |                              | Female | 109                       | 5.28                 | 110                       | 5.00                 | 111                       | 5.21                 | 117                       | 5.18                 |
| Education                             | Masters                      | Male   | 32                        | 1.55                 | 32                        | 1.45                 | 37                        | 1.74                 | 45                        | 1.99                 |
|                                       |                              | Female | 15                        | 0.73                 | 22                        | 1.00                 | 18                        | 0.85                 | 18                        | 0.80                 |
|                                       | Junior College / Bachelor    | Male   | 459                       | 22.21                | 478                       | 21.71                | 474                       | 22.25                | 531                       | 23.50                |
|                                       |                              | Female | 306                       | 14.81                | 307                       | 13.94                | 313                       | 14.69                | 330                       | 14.60                |
|                                       | Senior high school and below | Male   | 771                       | 37.32                | 842                       | 38.24                | 791                       | 37.14                | 819                       | 36.23                |
|                                       |                              | Female | 483                       | 23.38                | 521                       | 23.66                | 497                       | 23.33                | 517                       | 22.88                |
| Diverse Training                      |                              |        |                           |                      |                           |                      |                           |                      |                           |                      |
| Type                                  |                              |        | 2021                      |                      | 2022                      |                      | 2023                      |                      | 2024                      |                      |
|                                       |                              |        | Total No. of Participants | Total No. of Courses | Total No. of Participants | Total No. of Courses | Total No. of Participants | Total No. of Courses | Total No. of Participants | Total No. of Courses |
| New Employee Orientation Training     |                              |        | 471                       | 4,046                | 578                       | 5,854                | 389                       | 13,769               | 680                       | 26,899               |
| General Training                      |                              |        | 11,734                    | 76,143               | 13,851                    | 67,330               | 16,386                    | 70,636               | 15,849                    | 17,184               |
| Skills Training                       |                              |        | 1,451                     | 41,348               | 2,317                     | 66,365               | 1,723                     | 35,477               | 8,274                     | 112,980              |
| Management Training                   |                              |        | 3,361                     | 7,721                | 2,772                     | 6,434                | 5,490                     | 14,770               | 1,823                     | 3,173                |
| Total                                 |                              |        | 17,017                    | 129,258              | 19,518                    | 145,983              | 23,988                    | 134,652              | 26,626                    | 160,236              |

# Governance Data

| Composition of the Board of Directors              |                   |      |      |      |      |                                                                                                                               |
|----------------------------------------------------|-------------------|------|------|------|------|-------------------------------------------------------------------------------------------------------------------------------|
| Item                                               | Unit              | 2021 | 2022 | 2023 | 2024 | Remarks                                                                                                                       |
| Total Board Member Seats                           | seat              | 7    | 7    | 7    | 8    | Note: A full-scale election was held in May 2024.                                                                             |
| Independent Director Seats                         |                   | 3    | 3    | 3    | 4    |                                                                                                                               |
| Female Director Seats                              |                   | 1    | 1    | 1    | 1    |                                                                                                                               |
| Attendance rate of Board meeting                   | %                 | 100  | 100  | 96   | 100  |                                                                                                                               |
| Achievements of Research and Development           |                   |      |      |      |      |                                                                                                                               |
| Item                                               | Unit              | 2021 | 2022 | 2023 | 2024 | Remarks                                                                                                                       |
| Proportion of R&D expenses                         | %                 | 3.61 | 2.93 | 3.63 | 3.60 | Note: Proportion of R&D expenses = Consolidated R&D expenses in thousands of NT\$ / Consolidated revenue in thousands of NT\$ |
| Cumulative number of domestic and overseas patents | Number of Patents | 125  | 152  | 309  | 269  |                                                                                                                               |



## 5.5 TCFD Disclosure Index

### Risks and Opportunities of Climate Change to the Company and Related Measures Taken by the Company

| Item                                                                                                                                                                                                   | Implementation status                                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------|
| 1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities                                                                               | 3-2 Task Force on Climate-Related Financial Disclosures (TCFD) |
| 2. Describe how the identified climate risks and opportunities affect the business, strategy, and finance of the business (short, medium and long term).                                               | 3-2 Task Force on Climate-Related Financial Disclosures (TCFD) |
| 3. Describe the financial impacts of extreme weather events and transformational actions.                                                                                                              | 3-2 Task Force on Climate-Related Financial Disclosures (TCFD) |
| 4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.                                                              | 3-2 Task Force on Climate-Related Financial Disclosures (TCFD) |
| 5. If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.           | 3-2 Task Force on Climate-Related Financial Disclosures (TCFD) |
| 6. If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks. | 3-2 Task Force on Climate-Related Financial Disclosures (TCFD) |



| Item                                                                                                                                                                                                                                                                                                                                                                                  | Implementation status                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>                                                                                                                                                                                                                                                                    | <p>The company has implemented an internal carbon pricing mechanism. Initially, it referenced the Ministry of Environment's 2024 commissioned research conducted by the London School of Economics and Political Science on Taiwan's carbon pricing system. Based on this, a reference carbon price of NT\$300 per metric ton was established. The company then set its internal carbon price at NT\$500 per metric ton to guide operational decisions and the promotion of carbon reduction initiatives. Through this internal carbon pricing and carbon trading management mechanism, the company aims to incentivize departments to achieve emission reduction targets and enhance overall carbon management.</p> |
| <p>8. If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.</p> | <p>3-2 Task Force on Climate-Related Financial Disclosures (TCFD)</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <p>9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).</p>                                                                                                                                                                                                                  | <p>See Tables 1-1 and 1-2 below.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |



## GHG Inventory and Assurance Status for the Most Recent 2 Fiscal Years

### 1-1 GHG Inventory Information

**Describe the emission volume (metric tons CO<sub>2</sub>e), intensity (metric tons CO<sub>2</sub>e/NT\$ million), and data coverage of greenhouse gases in the most recent 2 fiscal years.**

The scope of information to be disclosed by the Company in accordance with the requirements of the Sustainable Development Roadmap for TPEX-listed Companies includes the following:

1. The parent company shall begin conducting GHG inventory in 2025.
2. Subsidiaries included in the consolidated financial statements shall begin conducting GHG inventory in 2026.

The Company and its subsidiaries have established a GHG inventory mechanism in accordance with the ISO 14064-1 standards for GHG inventories published by the International Organization for Standardization (ISO). Since 2022, the Company has conducted regular annual inventories of GHG emissions for the parent company, and since 2023, it has included the subsidiaries covered by the consolidated financial statements. This ensures a comprehensive understanding of GHG usage and emissions, and verifies the effectiveness of emission reduction measures. Additionally, the GHG inventory data for the most recent two fiscal years have been aggregated using the operational control approach, including both the Company and all subsidiaries covered by the consolidated financial statements, as detailed below:

| Year                                                  |                                   | 2023                                               |                                                            | 2024                                            |                                                            |
|-------------------------------------------------------|-----------------------------------|----------------------------------------------------|------------------------------------------------------------|-------------------------------------------------|------------------------------------------------------------|
| Item                                                  |                                   | Emission Volume<br>(metric tons CO <sub>2</sub> e) | Intensity<br>(metric tons CO <sub>2</sub> e /NT\$ million) | Emission Volume (metric tons CO <sub>2</sub> e) | Intensity<br>(metric tons CO <sub>2</sub> e /NT\$ million) |
| The Company                                           | Scope 1<br>Direct GHG emissions   | 1,138                                              |                                                            | 783                                             |                                                            |
|                                                       | Scope 2<br>Indirect GHG emissions | 15,806                                             |                                                            | 18,026                                          |                                                            |
|                                                       | Subtotal                          | 16,944                                             |                                                            | 18,809                                          |                                                            |
| All subsidiaries in the consolidated financial report | Scope 1<br>Direct GHG emissions   | 2,452                                              |                                                            | 2,816                                           |                                                            |
|                                                       | Scope 2<br>Indirect GHG emissions | 28,363                                             |                                                            | 30,713                                          |                                                            |
|                                                       | Subtotal                          | 30,815                                             |                                                            | 33,529                                          |                                                            |
| Total                                                 |                                   | 47,759                                             | 4.124                                                      | 52,338                                          | 4.366                                                      |

## 1-1-1 GHG Assurance Information

**Describe the status of assurance for the most recent 2 fiscal years, including the scope of assurance, assurance institutions, assurance standards, and assurance opinion.**

The scope of assurance to be executed in accordance with the requirements of the Sustainable Development Roadmap for TPEX-listed Companies includes the following:

- 1.The parent company shall begin conducting GHG assurance in 2027.
- 2.Subsidiaries included in the consolidated financial statements shall begin conducting GHG assurance in 2028.

As disclosed in Table 1-1, the total GHG emissions for the parent company in 2023 and 2024 fall within the assurance scope, accounting for 100% of the total emissions of the parent company entity for each respective year. For both of the years 2023 and 2024, assurances were conducted by DNV Business Assurance Co., Ltd. in accordance with ISO 14064-3:2019, published by the International Organization for Standardization (ISO) with reasonable assurance opinions. In 2023 and 2024, the assurance scope for subsidiaries included in the consolidated financial statements accounted for 100% of the total emissions of those subsidiaries for the years. The parent company was assured by DNV Business Assurance Co., Ltd., while the subsidiaries in the consolidated financial statements were assured by Malaysia's Bureau Veritas Certification (M) Sdn. Bhd., Singapore's TÜV SÜD PSB Pte Ltd., and China's CTI Certification Co., LTD. All assurance activities were conducted in accordance with ISO 14064-3:2019, as published by ISO, with reasonable assurance opinions provided in all cases.



## 1-2 GHG Reduction Targets, Strategy, and Concrete Action Plan

**Specify the greenhouse gas reduction base year and its data, the reduction targets, strategy and concrete action plan, and the status of achievement of the reduction targets.**

### Reduction base year and goals for GHG

To develop a GHG reduction strategy, the merged company completed its GHG inventory in 2023 using the consolidated financial report as the organizational boundary. However, in 2024, the inventory scope was expanded to include downstream emissions from transportation and distribution. Therefore, 2024 has been designated as the base year. The Scope 1 and Scope 2 emissions for that year were 3,599 metric tons CO<sub>2</sub>e and 48,739 metric tons CO<sub>2</sub>e, respectively. The company aims to implement the following concrete actions to achieve a 20% reduction from the base year by 2029 and reach carbon neutrality by 2050.

### GHG reduction strategy and concrete action plan

The Company and its subsidiaries have integrated carbon management into their operational strategies. By using a carbon management platform, they systematically integrate emissions data across the Group, providing real-time access to the information needed for carbon management. This platform also enables comprehensive oversight of various GHG reduction initiatives, including improving energy efficiency, purchasing energy-saving equipment, installing solar power systems, and reducing GHG emissions at the raw material source. These measures ensure that reduction efforts stay on track while minimizing carbon emission impacts and enhancing operational competitiveness.

To ensure that management, the execution team, and all employees work together to achieve GHG reduction targets and improve energy efficiency, key project goals have been incorporated into the Group's operational performance indicators. These indicators serve as the basis for employee performance evaluations and bonuses, reinforcing a culture of accountability in management.

### Achievement of GHG reduction goals

| Plant                 | Measures and Performance in 2024                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Taiwan Plant</b>   | Replacement of chillers, additional purchase of new magnetic levitation chillers, load reduction of cleanroom circulation fans, and replacement of lighting fixtures in the underground parking lot achieved annual energy savings of 567,078 kWh (equivalent to 2,042 GJ).                                                                                                                                                     |
| <b>Chengdu Plant</b>  | By shutting down air conditioning in standby areas, using chilled water from the raw water tank to replace chiller cooling for air compressors and electroplating air handling units, controlling air conditioning temperatures, adjusting the operating frequency of air compressors, and installing automatic stop functions on fans to reduce idle time, annual energy savings reached 570,730 kWh (equivalent to 2,055 GJ). |
| <b>Malaysia Plant</b> | Replacement of turbo air compressors achieved annual energy savings of 761,280 kWh (equivalent to 2,741 GJ).                                                                                                                                                                                                                                                                                                                    |
| <b>Total</b>          | 6,838GJ                                                                                                                                                                                                                                                                                                                                                                                                                         |



## 5.6 Third Party Assurance Statement

### Assurance Statement of Sustainability Report

思享永續會計師事務所  
Live Sustinkability CPA Firm  
12F., No. 221, Sec. 4, Zhongxiao E. Rd., Da'an  
Dist., Taipei City 106448, Taiwan (R.O.C.)

#### Independent Limited Assurance Report

CHANG WAH TECHNOLOGY CO., LTD.

We have completed limited assurance procedures for selected performance indicators included in CHANG WAH TECHNOLOGY CO., LTD.'s 2024 Sustainability Report. Based on these procedures, we issue this Limited Assurance Report.

#### Assured Information and Applicable Criteria

The selected performance indicators (referred to as the "Assured Information") and their applicable criteria are detailed in **Appendix 1: Summary of Assurance Items**.

#### Management's Responsibility

Management is responsible for preparing the Assured Information in accordance with:

- Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies.
- The Global Reporting Initiative (GRI) Standards (Universal, Sector, and Topic Standards);
- The Sustainability Accounting Standards Board (SASB) Standards; and
- The company's internally designed criteria.

Management is also responsible for maintaining internal controls relevant to the preparation of the Assured Information to ensure it is free from material misstatements, whether due to fraud or error.

#### Accountant's Responsibility

Our responsibility is to perform limited assurance procedures in accordance with **Assurance Engagements 3000** ("Assurance Engagements Other than Audits or Reviews of Historical Financial Information"). Based on the procedures performed and evidence obtained, we aim to provide limited assurance as to whether the Assured Information (detailed in **Appendix 1**) contains material misstatements.

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Compared to reasonable assurance engagements, the scope, timing, and nature of procedures for limited assurance are more limited, resulting in a lower level of assurance.

Using professional judgment, we planned and performed the following procedures to obtain sufficient evidence:

- Conducting inquiries with management and personnel involved in preparing the Assured Information to understand policies, processes, internal controls, and information systems, and to identify areas where material misstatements might exist.
- Performing tests on selected samples, including inspection, recalculation, re-performance, observation, and analytical procedures, to gather evidence supporting the limited assurance conclusion.

#### Inherent Limitations

Non-financial information, such as the Assured Information, has more inherent limitations compared to financial information. These limitations include greater reliance on management's judgments, assumptions, and interpretations. Additionally, stakeholders may interpret non-financial information differently.

#### Independence and Quality Management

We and our firm have complied with the independence and other ethical requirements outlined in the Code of Ethics for Professional Accountants, which emphasize integrity, objectivity, professional competence, confidentiality, and professional behavior.

Our firm also adheres to **Quality Management Standard No. 1** ("Quality Management for Accounting Firms"), which requires the establishment, implementation, and maintenance of quality management systems, including policies and procedures to ensure compliance with professional standards and applicable regulations.

#### Conclusion

Based on the procedures performed and evidence obtained, nothing has come to our attention that

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causes us to believe the Assured Information contains material misstatements in any significant respect as prepared in accordance with the applicable criteria.

#### Other Matters

Following the issuance of this report, any changes made by CHANG WAH TECHNOLOGY CO., LTD. to the Assured Information or applicable criteria are the sole responsibility of the company. We do not undertake any further assurance procedures for such changes.

*Live Sustinkability CPA Firm*

Live Sustinkability CPA Firm  
Taipei, Taiwan  
Republic of China  
October 28, 2025

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## APPENDIX 1

## SUMMARY OF SELECTED SUBJECT MATTER INFORMATION

| No. | Assured Information                                                                                | Corresponding Section                                              | Applicable Criteria                                                                                                                                                                                     | Key Performance Indicators                                                                                                                                                                   |
|-----|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1   | Total energy consumption, percentage of purchased electricity, utilization rate(renewable energy). | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.1 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies. | From January 1 to December 31, 2024, Chang Hwa Technology Group's total energy consumption was 339,833 GJ, with purchased electricity accounting for 93% and renewable energy usage at 0.1%. |
| 2   | Total water withdrawn, total water Consumption.                                                    | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.2 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies  | From January 1 to December 31, 2024, Chang Hwa Technology Group's total water withdrawal was 1,376 thousand m³, and total water consumption was 574 thousand m³.                             |
| 3   | Total hazardous waste generated and percentage recycled.                                           | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.3 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies  | From January 1 to December 31, 2024, Chang Hwa Technology Group's total weight of hazardous waste was 13,124 metric tons, with a hazardous waste recovery rate of 96%.                       |
| 4   | Types of, number of employees in and rate of occupational accidents.                               | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.4 - Semiconductor Industry From the Taipei Exchange Rules                                                                                          | In 2024, Chang Hwa Technology Group had no fatal occupational injuries. A total of 12 incidents occurred, resulting from causes                                                              |

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## APPENDIX 1

| No. | Assured Information                                                                                                         | Corresponding Section                                              | Applicable Criteria                                                                                                                                                                                    | Key Performance Indicators                                                                                                                                                                                                                                  |
|-----|-----------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                                             |                                                                    | Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies                                                                                                                | including employee slips/falls, being caught-in or between objects, cuts/lacerations/abrasions, contact with harmful substances, tumbles/rolls, being struck by objects, and improper movements.                                                            |
| 5   | Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled (Note 1). | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.5 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies | From January 1 to December 31, 2024, Chang Hwa Technology's total weight of scrapped products and electronic waste was 17,149 metric tons, with a recycling percentage of 70%.                                                                              |
| 6   | Description of the management of risks associated with the use of critical materials.                                       | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.6 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies | Chang Hwa Technology Group does not use conflict minerals in its product manufacturing. We conduct conflict minerals due diligence within our supply chain to ensure that 100% of the minerals used in our products do not originate from conflict regions. |
| 7   | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations.      | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry. | Appendix 1-8 Sustainability Disclosure Indicators No.7 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies | In 2024, Chang Hwa Technology Group had no legal violations related to economic or environmental matters. Furthermore, no incidents of corruption or anti-competitive behavior occurred, nor were there any violations concerning                           |

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## APPENDIX 1

| No. | Assured Information                                            | Corresponding Section                                             | Applicable Criteria                                                                                                                                                                                    | Key Performance Indicators                                                                                                                                       |
|-----|----------------------------------------------------------------|-------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                |                                                                   |                                                                                                                                                                                                        | marketing and labeling. The reporting channels received zero complaints regarding violations of business integrity.                                              |
| 8   | Production by product category.                                | 5.3 Sustainability Disclosure Indicators – Semiconductor Industry | Appendix 1-8 Sustainability Disclosure Indicators No.8 - Semiconductor Industry From the Taipei Exchange Rules Governing the Preparation and Filing of Sustainability Reports by TPEX-Listed Companies | In 2024, Chang Hwa Technology Group's total production volume was 112,968 kpcs.                                                                                  |
| 9   | Total water withdrawal and consumption in 2023.                | 3.4 Water Resource Management.                                    | GRI 303: Water and Effluents 2018                                                                                                                                                                      | From January 1 to December 31, 2023, Chang Hwa Technology Group's total water withdrawal was 1,136 thousand m³, and total water consumption was 433 thousand m³. |
| 10  | Total weight of waste generated at the Taiwan site(s) in 2023. | 3.5 Waste Management.                                             | GRI 306: Waste 2020                                                                                                                                                                                    | From January 1 to December 31, 2023, the total weight of waste generated at Chang Hwa Technology Group's Taiwan site(s) was 3,108 metric tons.                   |

Note1: Descriptions including the sale of scraps and the recycling and processing of waste shall be provided.

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