



Taiwan Numerical Powers Co., Ltd.

2024



Taiwan Numerical Powers Co., Ltd.

ESG Report



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About This Report

Taiwan Numerical Powers Co., Ltd. will publish its second Sustainability Report in 2025, in accordance with the “Rules Governing the Preparation and Filing of Sustainability Reports by Taipei Exchange Listed Companies.” The Company plans to continue issuing these reports annually. This report is the second Sustainability Report published by Taiwan Numerical Powers Co., Ltd. (referred to as “Taiwan Numerical Powers,” “the Company,” or “we” throughout this report). Through the publication of the report, the Company transparently exposes the company's sustainable actions and performance in three aspects: environment, society and corporate governance, so as to let the stakeholders know TNP's efforts in corporate sustainable development and social responsibility practice and its determination to make continuous progress.

Category And Principle

The data and content disclosed in the report primarily cover information for the fiscal year 2024 (January 1, 2024, to December 31, 2024), with some data also retrospective to prior years and forward-looking examples beyond 2024. The reporting scope covers the Taiwan headquarters, Linkou Plant, and Xinzhuang Plant, but it does not include information regarding the subsidiary, Cold Fusion Wallet (Taiwan) Co., Ltd. If it involves other reporting areas, it will be explained separately in the report. In addition, in addition to taking into account GRI's principle of disclosure of materiality, the Company has also compiled it with strict standards, and through continuous improvement, it has examined the process and scope of data collection, thus improving the quality of various data year by year.

The statistical data disclosed in the report come from the results of statistics and investigations by various departments of the head office according to their scope of duties. Financial data sources are based on the financial annual reports audited by Crowe (TW) CPAs (for the audit period: January 1, 2024, to December 31, 2024), calculated in New Taiwan dollars. Furthermore, environmental, safety, and health performance is presented using internationally accepted indicators, with some data cited from publicly released information on government agency websites and presented in generally accepted numerical descriptions. Any estimations will be noted in the relevant sections. This is Taiwan Numerical Powers' second Sustainability Report. Information restatements are advised to include the re-election of the Chairman in 2024, which is explained in section 2.1 Governance Methods. Additionally, in the identification of material topics, professional ethics has been integrated into the Company's operational standards and is therefore not listed separately. Energy and emissions have been combined under “Environmental Sustainability” for management.

To ensure the credibility of the report, all information and data published herein have been verified by British Standards Institution (BSI) according to AA1000AS v3 Type 1 Moderate Assurance and in line with the GRI framework, to ensure that the report is in line with quality principles of accuracy, balance, clarity, comparability, reliability, and timeliness.

The report was compiled by the Company's Sustainable Development Promotion Team according to their responsibilities, reviewed for accuracy by the President and the Chairman, and finalized for publication after approval by the Board of Directors. All the Company's units regularly review operational performance and progress toward achieving goals to align with the Company's sustainable operation objectives and ensure the implementation of sustainable development in daily operational activities. This is reported to the Board of Directors annually for review. This report was submitted for discussion and approved by the Board of Directors on August 11, 2025.

Compilation Compliance

The report's structure is in line with the GRI Universal Standards 2021 published by the GRI in 2021, serving as the basis for information disclosure. It also aligns with the "Rules Governing the Preparation and Filing of Sustainability Reports by Taipei Exchange Listed Companies," the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB). The report discloses the Company's information related to the three major themes: environmental, social, and governance (ESG), allowing stakeholders to understand the Company's plans and achievements in sustainable development and operations.

Publication Time

Taiwan Numerical Powers Co., Ltd. issues its Sustainability Report annually. This year's report is the second edition, covering the period from January 1, 2024, to December 31, 2024. The next edition is expected to be released in August 2026.

- Previous Release : August 2024 (First Release)
- Current Release : August 2025
- Next Issue : August 2026

Contact Information

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Message From The Management

Facing the global trend of sustainable development, TNP remains committed to implementing environmental, social, and governance (ESG) concepts through concrete actions. Starting from our role as a corporate citizen, we re-examine every decision and action and integrate the concept of sustainability into our corporate culture and operating model. We strive to become a model enterprise that is environmentally friendly and responsible toward our employees and society.

TNP actively responds to the government's "2050 Net-Zero Emissions" initiative. Starting from 2022, we have set a mid-term target of reducing greenhouse gas emissions by 25% within three years. We have progressively invested resources to replace old and energy-intensive equipment and have begun to implement the ISO 50001 energy management system to monitor and manage equipment energy consumption and improve energy efficiency. At the same time, we continue to accelerate green procurement and adopt environmentally friendly production materials, such as eco-friendly alternative materials and eco-friendly inks, to effectively reduce carbon emissions generated during operations. In 2024, we further established a Sustainable Development Promotion Team responsible for reviewing and optimizing the Company's sustainability strategy to ensure our actions align with the long-term net-zero emissions goal. We also promoted internal cultural transformation, implemented an electronic approval system to reduce paper usage, adopted eco-friendly materials for all uniforms, and celebrated traditional annual festivals without burning incense and joss paper. These initiatives aim to cultivate employees' environmental awareness and demonstrate our commitment to environmental and social sustainability through action.

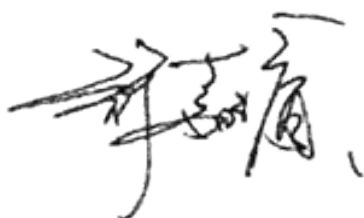
Employees are the cornerstone of a company's sustainable operation. We are fully committed to creating a fair, safe, healthy, and friendly workplace and providing various benefit measures, including incentives for on-the-job training, birth subsidies, an employee stock ownership trust plan, club activities, and health checkups. We also focus on talent cultivation and experience transfer, and plan diverse learning channels and professional training to attract and retain excellent talent, thus strengthening the Company's competitiveness and foundation for sustainable development.

Furthermore, we actively participate in community building and public welfare activities. From coordinating the demolition of illegal structures at the Xinzhuang Plant's alleyway – successfully widening the lane and improving surrounding traffic to provide a safer, more convenient passage for local residents – to sponsoring educational and sports activities for rural elementary schools, thus creating more learning and growth opportunities for children in disadvantaged areas, every small action has the potential to make a huge impact in the future. This is our original intention for participating in grassroots social development.

In terms of corporate governance, we adhere to values of transparency and ethical management in our operations. In 2024, we established an ESG section on our official website and continuously optimize information disclosure and stakeholder communication mechanisms. This allows shareholders and investors to promptly understand corporate governance and operational information.

Looking ahead, with climate change intensifying and the global sustainability trend advancing, we are increasingly aware that business growth cannot come at the expense of natural and social resources. Only by balancing economic development, environmental protection, and social care can we achieve truly long-term development. Therefore, we not only pursue financial performance but also actively promote green manufacturing, strengthen resource circularity, and foster social welfare. With a pragmatic and firm attitude, we work with all partners to jointly create greater value for environmental sustainability, social progress, and economic prosperity.

Chairman Hsu, Chia-Chun



Sustainability Performance And Highlights



E : Environmental Aspect

Direct and indirect greenhouse gas emissions in 2024 decreased by approximately **8%** compared to the baseline year. The target is to reduce carbon emissions by 25% by 2025.

New plant planning includes solar panels and storage equipment to reduce purchased electricity and carbon emissions through self-generated green power.

Implemented environmentally friendly production using PETG eco-friendly materials and environmentally friendly inks.

Introduced the ISO 50001 energy management system in 2024 to improve energy performance. Conducts PDCA effectiveness evaluations for the ISO 14001 environmental management system and ISO 14064-1 greenhouse gas inventory annually.

Establishing supplier management methods, requiring raw material suppliers and partners to comply with government regulations banning prohibited substances.



S : Social Aspect

Participated in social welfare activities related to “sports sponsorship,” “social welfare,” “education support,” and “environmental protection,” investing NT\$**811,420**.

Employee Diversity and Equal Opportunity: Transparency in recruitment, promotion, training, compensation, and benefits.

Emphasis on employee health and safety, with monthly on-site nurse services, achieving **100%** workplace health care participation.

Employment of disabled individuals, exceeding the legal quota of 2, with a hiring rate of **300%**.



G : Governance Aspect

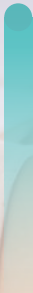
Achieved **100%** completion of profit management and ethical management policy promotion. Maintains the effectiveness of ISO 27001 information security management system and BS 10012 personal data management system certifications annually.

Implemented insider trading prevention advocacy, with **45** sessions in 2024.

Promoted women and minorities in senior management, achieving a **12.5%** ratio.

Ch1

Enterprise Operation And Management



1.1 About TNP

1.2 Stakeholder Communication

1.3 Major Issue Analysis And Identification



1.1 About TNP

Company Introduction

Taiwan Numerical Powers Co., Ltd. (stock symbol: 6593), a Taipei Exchange (TPEX) listed information services company, was established in December 1970. Specializing in cards, card personalization, and nameplates, the Company holds a unique position in its industry. It is dedicated to providing high-quality, highly refined products and services, setting new standards in the field. Since its establishment in 1970, TNP has been standing for half a century. TNP has continuously invested in the research and development capabilities and excellent manufacturing technology of the new generation. Recently, it has been in line with blockchain technology, casting a new business model, breaking through the blending of old and new, and devoting itself to products that combine functionality and aesthetics.

TNP is the first domestic company to be formally recognized by Visa, MasterCard, JCB, and China UnionPay for professional credit card manufacturing and personalization services. The Company has obtained international certifications, such as ISO 9001, ISO 14001, ISO 45001, ISO/IEC 27001, IATF 16949, and BS 10012 for its excellent quality management, to ensure the highest standards in product quality, environmental protection, and personal data protection. Furthermore, we are industry leaders in environmental protection, as the first to obtain ISO 14067 and ISO 14064-1 certifications. Starting from 2024, the Company issued a sustainability report, verified by a third party, and will actively participate in various sustainable development activities.

Enterprise Operation
And Management

Integrity
Management

Supply Chain Management
And Product Safety

Sustainable
Environment

Friendly Workplace And
Social Participation

Appendix



TNP Consolidated Financial Report Subsidiaries

Entities disclosed in the report	• Taiwan Numerical Powers Co., Ltd. Head Office : No. 36, Huaya 1st Rd, Guishan District, Taoyuan City Xinzhuang Plant : No. 15, Lane 206, Xinshu Rd, Xisheng Li, Xinzhuang District, New Taipei City
Entities not disclosed in the report	• Cold Fusion Wallet (Taiwan) Co., Ltd. • Cold Fusion Wallet (Singapore) Pte., Ltd



Shareholding Structure Table

Deadline : March 28, 2025

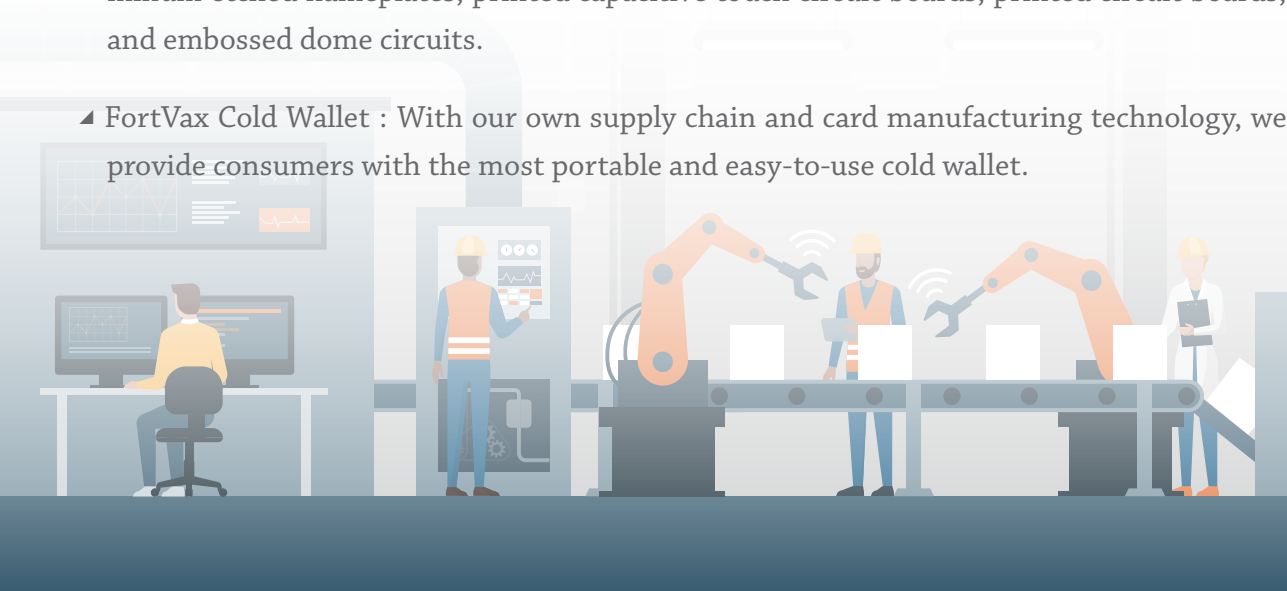
Shareholder	Share Holdings	Shareholding Ratio (%)
Other legal persons	9,418,158	37.37
Individual	15,340,076	60.87
Foreign institutions and foreigners	444,918	1.76
Total	25,203,152	100.00

Product Introduction

The Company operates in the information services industry. The main raw materials for its products include chips, PVC, PETG, silver paste, holograms, adhesive backing, protective film, and aluminum sheets. The Company maintains more than two suppliers for most of its raw materials to ensure stable quality and delivery times, and to avoid the risk of over-concentration of purchases. Additionally, the Company signs supply contracts with chip agents to monitor delivery progress or for mutual backup, thus ensuring supply stability.

Main business items include :

- ▲ Cards and card personalization services : As an expert in information security and personal data protection, the Company is a leading provider of smart cards that enhance status and exclusivity. Card forms include contactless chip cards, contact chip cards, dual-interface chip cards, and shaped cards.
- ◆ Plastic cards : We offer plastic cards that can integrate functionalities, such as credit cards, debit cards, and ticketing cards, onto a single card. We also issue cards approved by VISA, Mastercard, JCB, and the three major ticketing companies.
- ◆ Card personalization services : Clients provide encrypted card production information, which is decrypted and converted through the Company’s data system. The card production information is then written onto chips or magnetic strips, followed by sealing operations. Each envelope is subsequently collected and delivered by a dedicated postal vehicle.
- ▲ Nameplate : We are a professional provider of various high-quality customized nameplates and membrane switch products, to enhance clients’ product image. Nameplate formats include various manufacturing methods, such as stainless steel nameplates, aluminum printed nameplates, aluminum anodized nameplates, aluminum hairline nameplates, aluminum etched nameplates, printed capacitive touch circuit boards, printed circuit boards, and embossed dome circuits.
- ▲ FortVax Cold Wallet : With our own supply chain and card manufacturing technology, we provide consumers with the most portable and easy-to-use cold wallet.



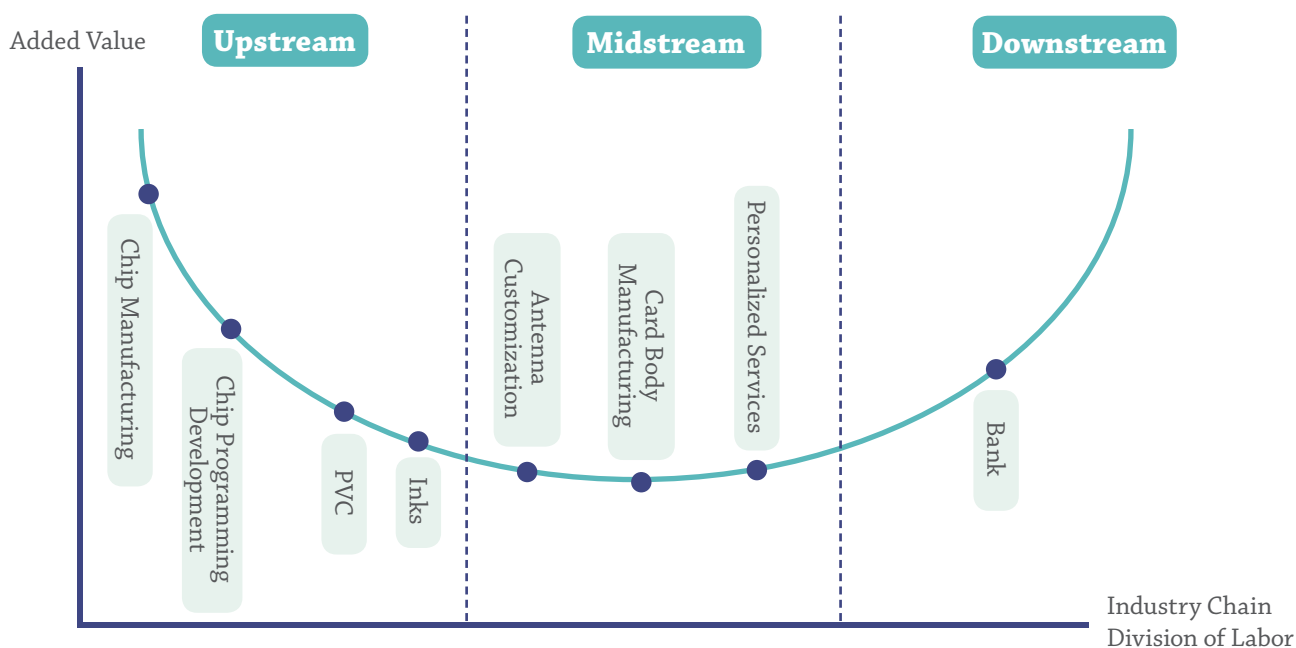
Companies Products Or Services

Products or Services		Sales Regions	Customer Types	2023	2024	Sales Volume Unit
				Sales Volume		
Name Plate	Automotive name plates	Taiwan, Asia, Americas, Europe, Australia	Automotive and scooter dealerships, machinery manufacturing, electronics industry	7,835	9,014	Thousand pieces
	Membrane switch name plates			332		Thousand pieces
	Name plates and Membrane key switches			9,628		Thousand pieces
Sensing cards (ticketing cards, general cards)		Taiwan	Ticketing companies, member systems	6,000	2,366	Thousand pieces
Cards (debit cards, credit cards)		Taiwan	Banks	6,130	4,005	Thousand pieces
Card products and personalization services Card personalization (including logistics and packaging)		Taiwan	Banks, ticketing companies, member systems	18,240	10,083	Thousand pieces

Note : Nameplate products (including automotive nameplates) and membrane switch products underwent a production structure adjustment and consolidation in 2024, hence, they are now counted as a single "Nameplate" product item.

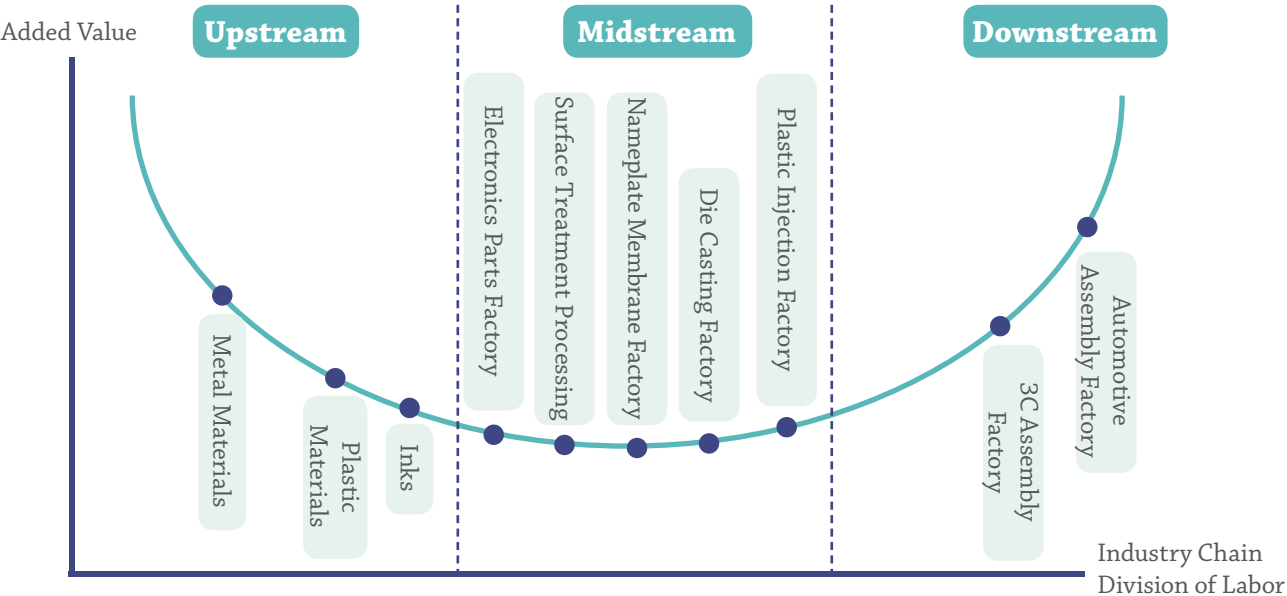
The upstream, midstream, and downstream relationships of the card and card personalization product industry.

▼ Card Industry Value Chain Smile Curve



The upstream, midstream, and downstream relationships of the name plate and membrane key switch product industry.

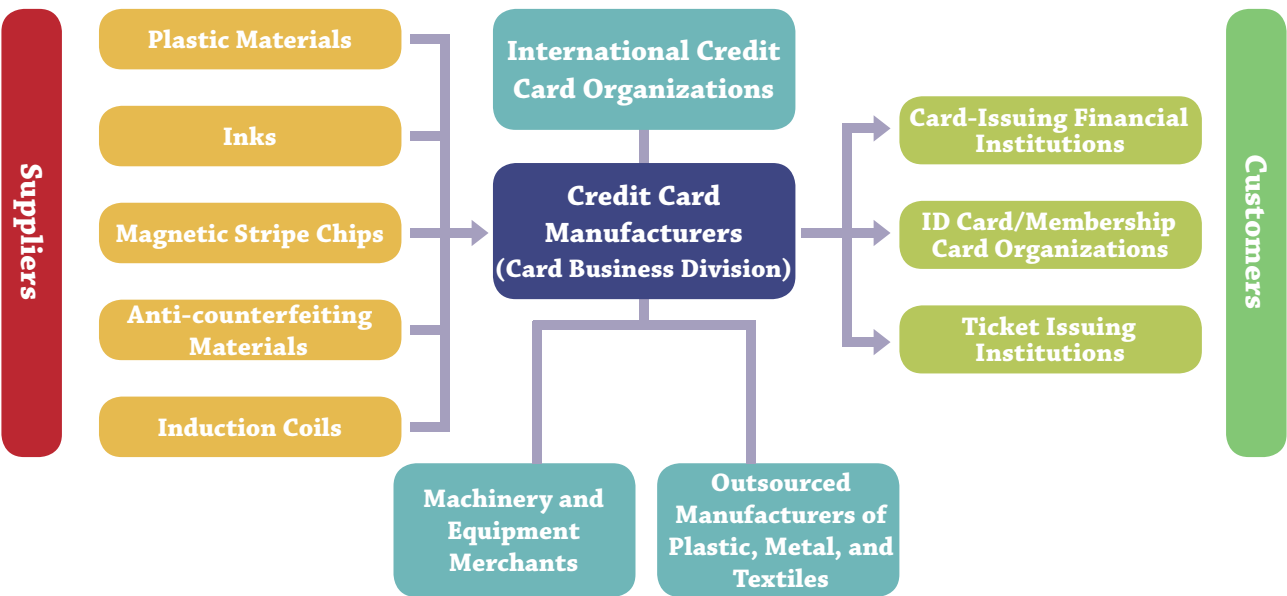
▼ Nameplate Membrane Industry Value Chain Smile Curve



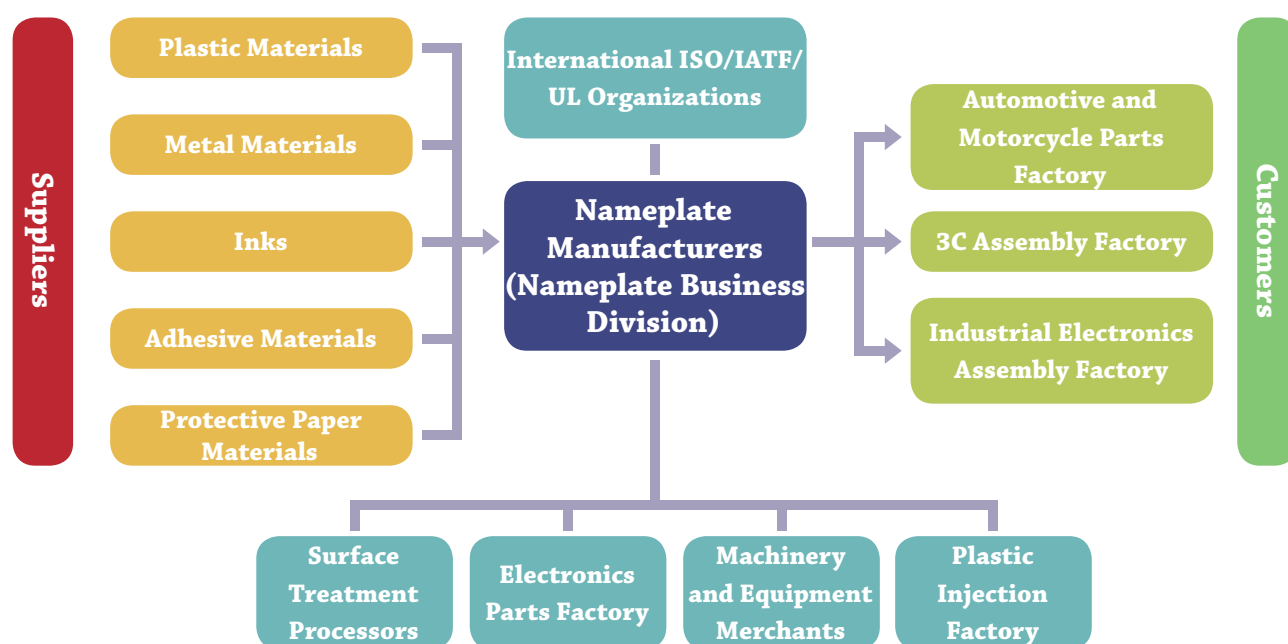
◆ Business Channels

Our clients for card and card personalization services include those in the financial, information, manufacturing, service, telecommunications, biotechnology, healthcare, government, educational, and non-profit sectors. Our product and service distribution network extends across Taiwan, Asia, the Americas, Europe, and Australia. In Q4 2023, the Company and its partners jointly invested in establishing Cold Fusion Wallet (Taiwan) Co., Ltd., and subsequently its Singapore subsidiary, to provide professional customized software development services. As of the end of 2024, the total investment amounted to NT\$32.45 million, with a shareholding ratio of 93%.

▼ Industry Connection Diagram



▼ Industry Connection Diagram



◆ Future Outlook

TNP is a professional manufacturer dedicated to maintaining information security and personal data protection. We are also a leading provider of various high-quality customized nameplates, membrane switches, and smart card products. The Company provides high-quality, refined products and services, to enhance our clients' status and image, thus making us the definitive name in the card, nameplate, and film industries.

The company utilizes new generation R&D capabilities and excellent manufacturing techniques to produce products that combine functionality and aesthetics, aiming for technological and product innovation. TNP seeks a win-win situation for itself, customers, and suppliers by developing wearable products with mobile payment functions to meet future trends and creating proprietary products, moving beyond pure OEM business models.

Participation In Associations

The company actively participates in industry associations, with membership qualifications and positions as described in the table below :

List of Association Organizations	
Industry associations, other membership associations, and national or international advocacy organizations	Membership qualifications (positions held)
Taipei Computer Association	Member
Taiwan Electrical and Electronic Manufacturers' Association	Member
Taiwan Transportation Vehicle Manufacturers' Association	Member
Taoyuan Industrial Association	Member
Taoyuan Asian Silicon Valley Hwa Ya Technology Park Manufacturers' Promotion Association	Member
Taiwan Industrial Holding Association	Member

1.2 Stakeholder Communication

TNP's deep communication with stakeholders is the foundation of sustainable operations. Through effective communication, we understand stakeholder concerns. We continuously establish channels and respond to issues in company meetings. We aim to gather stakeholder opinions through various channels and plan to create a sustainability section on our website to enhance communication.

Given that stakeholder identification and communication are fundamental to implementing corporate sustainability, Taiwan Numerical Powers adopts five principles of “dependency, responsibility, influence, diverse perspectives, and tension” under the AA1000 Stakeholder Engagement Standard (SES) for identification. Referring to the GRI Standards and other industry peers, the Company’s potential stakeholders include shareholders, banking institutions, government organizations, employees, customers, business partners, suppliers, community/local groups, non-governmental organizations (NGOs), social welfare organizations, and academic/industry-academia collaboration units. Through reviewing the results of interactions with relevant stakeholders from 2023 to 2024, as well as discussions with external experts and internal company members, these entities were confirmed as the Company’s important stakeholders for 2024.

Through meeting discussions, the Company discussed with external experts and referenced the identification results per the GRI Standards. After the President decided on the stakeholder categories, the final identification results were reported to the Board of Directors. The five identified stakeholder groups are customers, employees and other workers, shareholders/other investors, suppliers/contractors, and the government.

Stakeholder Communication Channels

Regarding stakeholder identities, concerns, communication channels, and response methods, the details are explained in the table below and are reported to the board of directors annually.

Stakeholder Communication Channels And Effectiveness

Stakeholders	Significance to the Company	Communication Channels	Frequency	Communication Effectiveness
 Customer	Maintain a stable and good relationship, uphold the customer-first policy, understand and meet customer needs, to create mutual benefits and win-win outcomes.	Customer Satisfaction Survey	Annually	- Regularly conduct customer satisfaction surveys, and propose improvement plans and suggestions for items that do not meet standards. - In 2024, both the Linkou and Xinzhuang Plants conducted one customer satisfaction survey each. The overall score for the Linkou Plant was 83.34, and for the Xinzhuang Plant, it was 77.45.
		- Phone - Email - Interviews - Meetings	Anytime	The company has a dedicated department providing customer service.
 Employees and Other Workers	- Focus on skill training and quality of work environment safety, matching employees to suitable roles to maximize their abilities and ensure welfare and compensation. - Treat with integrity, value labor relations, and foster unity.	- Employee grievance hotline - Employee suggestion box - Company website	Real-time	In 2024, the employee suggestion box received four suggestions.
		Occupational Safety and Health Committee	Quarterly	Holds occupational Safety and Health Committee meetings regularly, with a total of four meetings held this year.
		Labor-management meetings	Quarterly	Holds labor-management meetings quarterly to establish communication channels. Both plants held a total of eight meetings in 2024.
		Employee satisfaction survey	Annually	The 2024 employee satisfaction survey showed an overall satisfaction rate of 63%.
		Employee Welfare Committee	Irregular	- Employee Welfare Committee handles various welfare matters: amounting to 1,527,218 NT dollars. - Provide education and training according to employee job needs and career planning, and implement a multi-skill training program.

Stakeholder Communication Channels And Effectiveness				
Stakeholders	Significance to the Company	Communication Channels	Frequency	Communication Effectiveness
 Shareholders/ Other Investors	- Implement management policies and operational activities. - Aim for sustainable management to protect shareholder rights. - Treat all shareholders fairly, creating maximum profit and value for all shareholders.	- Company website - Investor section - Market Observation Post System - Annual shareholder meetings	Anytime	Through the annual general shareholders' meetings, investors are informed of the company's operational overview. In 2024, one shareholders' meetings was held.
		Financial report announcements	Quarterly	Announce the company's financial statements within the stipulated period to inform investors about the company's revenue status.
		Company annual report issuance	Annually	Publish the company's shareholder meeting handbook, annual report, and minutes for investor reference.
 Suppliers/ Contractors	- Ensure that the raw materials and projects provided by suppliers, contractors, and outsourcing vendors meet the company's standards and satisfy customer requirements, ensuring smooth operations. - Establish long-term, close relationships with suppliers based on the principle of win-win, aiming for mutual trust, mutual benefits, and sustainable growth together.	- Email - Phone - Video conferences	Irregular	- Comply with the quality management system. - Evaluate raw material suppliers. - Evaluate outsourcing vendors.
		Questionnaire surveys	Real-time	- In the future, conduct regular supplier ESG questionnaire surveys to identify potential ESG collaboration suppliers for priority cooperation. - TNP implements environmental policies and commitments with suppliers and conducts environmental protection and occupational safety surveys to enforce raw material supplier management mechanisms.
		In-person meetings	Real time	Regularly assess and evaluate the overall status of suppliers. The average evaluation result: 86.33 points. Suppliers rated A will have their materials prioritized for procurement by the company.

Stakeholder Communication Channels And Effectiveness

Stakeholders	Significance to the Company	Communication Channels	Frequency	Communication Effectiveness
 Government	TNP complies with regulations and requirements from the government and relevant authorities, promptly adjusting business strategies in response to policy changes, actively cooperating with initiatives like greenhouse gas inventory and industrial transformation and upgrading, and upholding the concept of circular economy and environmental protection to fulfill corporate social responsibility.	- Through various policy and regulatory seminars, forums, public hearings, and training courses, cooperate with supervision and inspection by authorities. - Communicate via phone, email, official documents, and letters. - Regularly report.	Irregular	Complete various information reporting tasks within the stipulated deadlines.
	Simultaneously, TNP monitors domestic and international policy developments and regulatory trends, making appropriate adjustments based on the company's operational situation.	Disclose significant information on the Market Observation Post System.	Real time	Disclose significant information promptly according to regulations. In 2024, 33 significant information disclosures were made.

1.3 Major Issue Analysis And Identification

The company's major issues are selected based on GRI standards and the Sustainability Accounting Standards Board (SASB). Identification involves company representatives, department heads, and external experts scoring actual or potential economic, environmental, and social (people and human rights) impacts.

The evaluation process is divided into four stages:

STEP
01

Understand The Organization's Context

The company's relevant sustainability issues reference GRI standards and SASB standards, compiling **32** sustainability issues.

STEP
02

Identify Actual And Potential Impacts Of Sustainability Issues

External experts score the actual or potential negative and positive impacts on economic, environmental, and social (people and human rights) aspects. The scores for each issue are summed, and those with a total score greater than 30 are identified as major issues. SASB issues are prioritized.

STEP
03

Evaluate The Significance Of Impacts

The results are discussed in a meeting with external experts and senior management, then decided by the Director and reported to the board. From past operational experience, **15** major sustainability issues are identified.

STEP
04

Disclose And Report On Sustainability Issues

External experts and various departments conduct a comprehensive assessment based on the nature of the issues, ultimately summarizing 15 major sustainability issues into **6** major management content areas, communicated to stakeholders through the ESG Report.



Based on the material issues identified by the Company's management unit and those collected from relevant stakeholders by each responsible department, and through a review of the execution and management results of various material topics from 2023 to 2024, six material issues for 2024 were confirmed after discussions with external experts and internal members. These six issues serve as the material topics disclosed in this year's report.

List Of Material Topics		
2023	2024	Sorting Adjustment
1.Emission	1. Emissions and energy are merged to be managed and disclosed as "Environmental Sustainability."	—
2.Waste	2. Waste	—
3.Energy	—	X
4.Occupational Safety and Health	3. Occupational Safety and Health	—
5. Training and Education	4. Training and Education	—
6.Employee Diversity and Equal Opportunity (Workforce diversity & engagement)	5. Employee Diversity and Equal Opportunity (Workforce diversity & engagement)	—
7.Customer Privacy (Data security)	6. Customer Privacy (Data security)	—
8.Professional Ethics	This is considered fundamental to the Company's operational integrity, not separately disclosed.	X

Sorting adjustment : " ↑ " indicates increased importance; " ↓ " indicates decreased importance; " — " indicates no change; " X " indicates exclusion of this material topic.

List Of Material Topics

The Company will elaborate on the six material topics identified, detailing their policies and actual/potential/positive/negative impacts on the economic, environmental, and human rights aspects, as well as the main affected parties, as follows :

Major Issue Management Content				
Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
Environmental Sustainability	302-1 302-3 302-4 305-1 305-2 305-3 305-4	In line with the government's 2050 net-zero carbon emission goal, greenhouse gas inventory and emissions have been listed as major issues.	• Economic Potential Negative Impacts : 1. To align with the government's net-zero carbon emissions target, the introduction of low-carbon investments, whether through replacing energy-intensive equipment or adopting circular economy practices, will increase operating expenses and raise product unit prices. 2. Since our company's products are exported to Europe and the United States, facing the implementation of a carbon tax system at export destinations will increase production costs. 3. Excessive national electricity consumption and insufficient power supply lead to rising electricity prices, thus increasing production costs. 4. To achieve the government's 2050 net-zero emissions policy, implementing the replacement of energy-intensive equipment and using eco-friendly raw materials to reduce carbon emissions are green investments that will increase operating costs and expenses. • Potential positive impact on corporate image : Reducing carbon emissions can lower the carbon footprint of our products, thus increasing the Company's market competitiveness. • Potential positive environmental impact : Using energy-saving equipment and making green investments can effectively reduce electricity costs and greenhouse gas emissions, leading to environmental friendliness. • Actual positive human/human rights impact : Requiring all raw material suppliers and cooperating vendors to comply with government regulations that prohibit the use of banned substances in raw materials.	• Employees: Comply with the company's energy-saving regulations. • Customers, community: Reduce emissions, create a friendly community environment. • Suppliers, energy providers: Creating a green supply chain by involving both large and small upstream and downstream suppliers. • Government units, regulatory bodies, verification units: Must comply with policies and regulations. • Investors: Focus on the company's carbon emission strategies and targets.

Major Issue Management Content				
Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
Waste	306-2 306-3 306-4 306-5	The company's plants produce hazardous industrial waste and general industrial waste. Due to increasingly stringent environmental regulations on waste, waste management is considered a major issue to comply with legal requirements.	• Economic Potential Negative Impact : Stricter environmental regulations increase costs for more detailed resource recycling and processing equipment and services. • Economic Actual Positive Impact : Complying with regulations by using qualified waste management vendors reduces the likelihood of environmental fines. • Environmental Actual Positive Impact : Selecting compliant waste management vendors ensures environmental sanitation. • Human Rights Potential Negative Impact : Hazardous waste leaks can harm stakeholders' health. • Human Rights Actual Positive Impact : Proper resource recycling and regulatory compliance for waste storage prevent environmental pollution and protect stakeholders' health.	• Customers, employees : Violations of waste disposal regulations can damage the company's image and result in a loss of consumer support. • Community : Can incite protests from residents, affecting company operations. • Suppliers, energy providers : Seek qualified suppliers. • Government units, regulatory bodies, verification units : Must comply with policies and regulations. • Investors : Emphasize the company's environmental protection policies and practices.

Major Issue Management Content				
Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
Occupational Safety and Health			• Economic Potential Negative Impact : Not implementing occupational safety and health regulations could lead to reputational damage, production stoppages, and potential legal violations. • Potential positive economic impact : Implementing occupational safety and health regulations can enhance corporate reputation, while ensuring suppliers understand that their personnel will receive safety protection when working on the Company's projects. • Potential negative environmental impact : This could include air pollution (compromising air quality), water pollution, soil pollution, harm to physical and mental health, or causing the Company to violate regulations, among other issues. • Environmental Potential Positive Impact : Continuous improvement ensures a safe, hygienic working environment for employees. • Human/Human Rights Potential Negative Impact : Reputational damage and legal violations. • Human/Human Rights Potential Positive Impact : The company prioritizes workplace injury prevention, bullying, harassment, and discrimination issues, emphasizing zero tolerance to enhance human rights protection.	• Customers, employees, community : Damage to the company's image and reputation could lead to talent loss or reduced business revenue. • Government units, regulatory bodies, verification units : Violations could result in work stoppages or fines. • Investors : Operational losses. • Suppliers, energy providers : Occupational safety incidents could lead to work stoppages or contract disruptions.
	403-1	To ensure a company operates smoothly, aside from the boss and investors, employees are the most important. Therefore, our company places great emphasis on the safety and suitability of the working environment to prevent injuries or other occupational diseases during work.		
	403-2			
	403-3			
	403-4			
	403-5			
	403-6			
	403-7			
	403-8			
	403-9			
	403-10			

Major Issue Management Content

Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
Training and Education	404-1 404-2 404-3	"Training and education" play an important role in TNP's management practices. They help shape the company's social image, enhance employee quality, meet human rights standards, achieve environmental sustainability, and demonstrate effective governance. These aspects positively impact the company's long-term value and sustainability.	• Social Actual Positive Impact : Corporate training and education can be seen as part of the company's social responsibility. By providing skills training, diversity training, and anti-discrimination education, the company actively addresses social issues and enhances its social image. • Human/Human Rights Actual Positive Impact : Good training and education ensure that employees receive proper support and training in the workplace, enhancing their skills. This aligns with ESG requirements on human rights and labor conditions, ensuring employee rights, good working conditions, and transparency. • Environmental Actual Positive Impact : TNP emphasizes environmental knowledge and practices in training and education to reduce the company's environmental footprint. This reflects the environmental (E) aspect of ESG, demonstrated by the Company's active participation in sustainable development efforts and its initiatives to reduce environmental impact. • Corporate Governance Actual Positive Impact : Providing training and education also reflects the effectiveness of corporate governance. Good corporate governance involves developing and managing internal talent, which is achieved through training and education. This has a positive impact on improving the company's operational efficiency and agility.	• Internal Employees : Training and education directly impact employees' skills, knowledge, and values. • Regulatory Bodies : Meeting ESG commitments requires the company to fully comply with regulatory bodies' requirements, including reporting and transparency. • Investors : Investors increasingly focus on the company's ESG performance, valuing training and education as an important social aspect.

Major Issue Management Content				
Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
Employee Diversity and Equal Opportunity (Workforce diversity & engagement)	405-1 405-2	For TNP as a TPEx listed company, employee diversity and equal opportunity are not just about complying with regulations. They are crucial for the Company's sustainable development, enhancing its social image, and strengthening risk management.	• Potential positive human/human rights impact : 1. Social responsibility and corporate image: Diversity and equal opportunity align with the principles of corporate social responsibility, while reflecting a company's active contribution to society. Achievements in these areas can enhance the company's image and reputation in the social aspect of ESG. 2. Talent Attraction and Retention: Providing equal opportunities and a diverse work environment helps attract and retain top talent. Diverse teams can typically offer different perspectives and innovative thinking, which helps the company respond to changes and innovate products and services. 3. Social Justice and Human Rights: Employee diversity and equal opportunities demonstrate the company's respect for human rights and pursuit of social fairness, aligning with the human rights aspect of ESG and promoting equality and justice at the societal level. • Potential positive corporate governance impact : 1. Risk Management: Focusing on workforce diversity helps mitigate labor market risks by reducing reliance on a single talent group and lowering potential turnover risks. 2. Shareholder and Investor Expectations: More investors and institutions are considering ESG factors in investment decisions. Implementing diversity and equal opportunities is seen as an indicator of good ESG risk management and social responsibility, meeting investor expectations for sustainable investments.	• Employees : The most directly affected are all company employees, particularly vulnerable groups such as women, ethnic minorities, and people with disabilities. • Investors : Investors increasingly focus on the company's ESG performance, particularly in workforce diversity and equal opportunity, which may impact the company's investment value.

Major Issue Management Content				
Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
			• Potential negative corporate governance impact : Regulations and supervisory requirements regarding diversity and equal opportunity are becoming increasingly stringent in many countries and regions. The Company must comply with relevant laws and regulations; otherwise, it will face fines or lawsuits, thus negatively impacting its governance performance.	
Customer Privacy (Data Security)	418-1	Protecting customer privacy and ensuring the proper storage of customer data have become critical issues for global business operations. Violations not only severely damage a company's reputation but also can lead to criminal and civil liabilities.	• Economic Actual Positive Impact : 1. Properly handling customer privacy and establishing robust privacy protection mechanisms can increase customer trust and promote long-term customer loyalty. 2. Compliance with privacy laws and standards can reduce legal risks, maintain the company's reputation, and contribute to stable operations. • Economic Potential Negative Impact : 1. Non-compliant privacy handling and breaches can lead to legal fines, increasing the company's economic costs. 2. Privacy violations can cause customer concerns, leading to customer loss and affecting company revenue. • Corporate Image Potential Negative Impact : 1. Privacy breaches may lead to data misuse, impacting environmental sustainability. 2. Privacy incidents can erode social trust in the company, causing long-term damage to the company's image.	• TNP : Data security breaches could impact the company's image and directly affect the pursuit of sustainable operations. • Customers : Leakage of personal data may diminish customers' trust in the company, hindering future business expansion and causing commercial impacts. • Raw Material Suppliers : Suppliers might cease providing raw materials to clients who fail to ensure data security, leading to commercial disruptions.

Major Issue Management Content				
Major Issue List	Corresponding GRI Indicators	Description of Policies or Commitments Related to the Organization and Major Issues	Impact (Economic, Environmental, People (including Human Rights)) Actual/Potential Positive/Negative	Primary Affected Parties
			• Corporate Image Potential Positive Impact : 1. Effective privacy protection measures help reduce the risk of information security breaches and mitigate the negative impact of data leaks on the business environment. 2. Adhering to privacy protection principles allows businesses to better adapt to sustainable operations. • Actual Positive Human Rights Impacts : 1. Actively protecting customer privacy is a manifestation of respecting individual privacy rights, which helps uphold human rights. 2. Providing transparency in privacy information helps customers understand the company's data handling practices, contributing to the protection of human rights. • Potential negative human rights impact : 1. Improper data collection and use may exacerbate information asymmetry in society, harming individuals' information autonomy. 2. Data misuse may lead to discrimination against specific groups, affecting the principle of human rights equality.	

Ch2

Integrity Management

2.1 Governance Methods

2.2 Operational Performance

2.3 Climate Change-Related Financial Disclosure

2.4 Risk Management And Compliance With Regulations



On October 21, 2016, the Board of Directors approved the establishment of a code of ethical conduct to ensure sound integrity management. Adhering to the principles of integrity management guidelines, operating procedures, and behavioral guidelines, the company formulated policies based on integrity. This aims to establish good corporate governance and risk control mechanisms. For more information on anti-corruption policies, the code of ethical conduct for directors and managers, and integrity management guidelines, please visit the corporate governance section on the company’s official website.

◆ Preventive Measures

The Company conducts ethical management awareness training for all employees twice a year. During business activities, employees are prohibited from directly or indirectly offering, promising, requesting, or receiving any improper benefits, or engaging in other unethical conduct. This commitment to ethical management is reinforced through training and the signing of a declaration that promises adherence to relevant regulations. A risk assessment mechanism is also in place to analyze and evaluate business activities with high risks of unethical behavior regularly. Preventive plans are formulated and reviewed for effectiveness. Measures include :

- 1. Bribery and corruption.
- 2. Providing illegal political donations.
- 3. Improper charitable donations or sponsorships.
- 4. Offering or accepting unreasonable gifts or benefits.
- 5. Infringing on trade secrets, trademarks, patents, copyrights, and other intellectual property rights.
- 6. Engaging in unfair competition.
- 7. Directly or indirectly harming the rights, health, and safety of consumers or other stakeholders in the R&D, procurement, manufacturing, provision, or sale of products and services.

◆ Supervisory Mechanism

In addition to establishing preventive measures, the Company’s internal organizational structure and responsibilities include a supervision and checks-and-balances mechanism, as described below :

- 1. Regularly promote integrity policy training, conveying the importance of integrity to directors, employees, and appointees.

2. When establishing business relationships and conducting business activities, adhere to the principle of integrity management. Before establishing business relationships, assess the legality, integrity management policies, and past records of agents, suppliers, customers, or other business counterparts to ensure their business practices are fair, transparent, and free from bribery.
3. Promote TNP's integrity management policy to partners, clearly and firmly rejecting any form of improper benefits in business activities.
4. Company personnel should avoid transactions with business counterparts involved in unethical behavior. In addition to thoroughly understanding the counterpart's integrity management status before transactions, include integrity management clauses in contracts. If any party is involved in unethical behavior during business activities, the other party can unconditionally terminate or dissolve the contract immediately to implement the company's integrity management policy.

◆ Policy Advocacy

The company is committed to integrating integrity and ethical values into its business strategy, regularly analyzing and assessing the risks of unethical behavior within its business scope. The company also evaluates the internal organization's supervisory capabilities and periodically promotes integrity policy training. It stays abreast of domestic and international developments in integrity management regulations and encourages directors, managers, and employees to provide suggestions to review and improve the company's integrity management policies and initiatives. This enhances the implementation of integrity management, demonstrating the company's commitment to integrity. For details on integrity management policies, please refer to the company's website (Investor Section → Important Company Regulations). The company also has a supplier management policy, reminding suppliers of integrity and ethics before cooperation through policy promotion.



2.1 Governance Methods

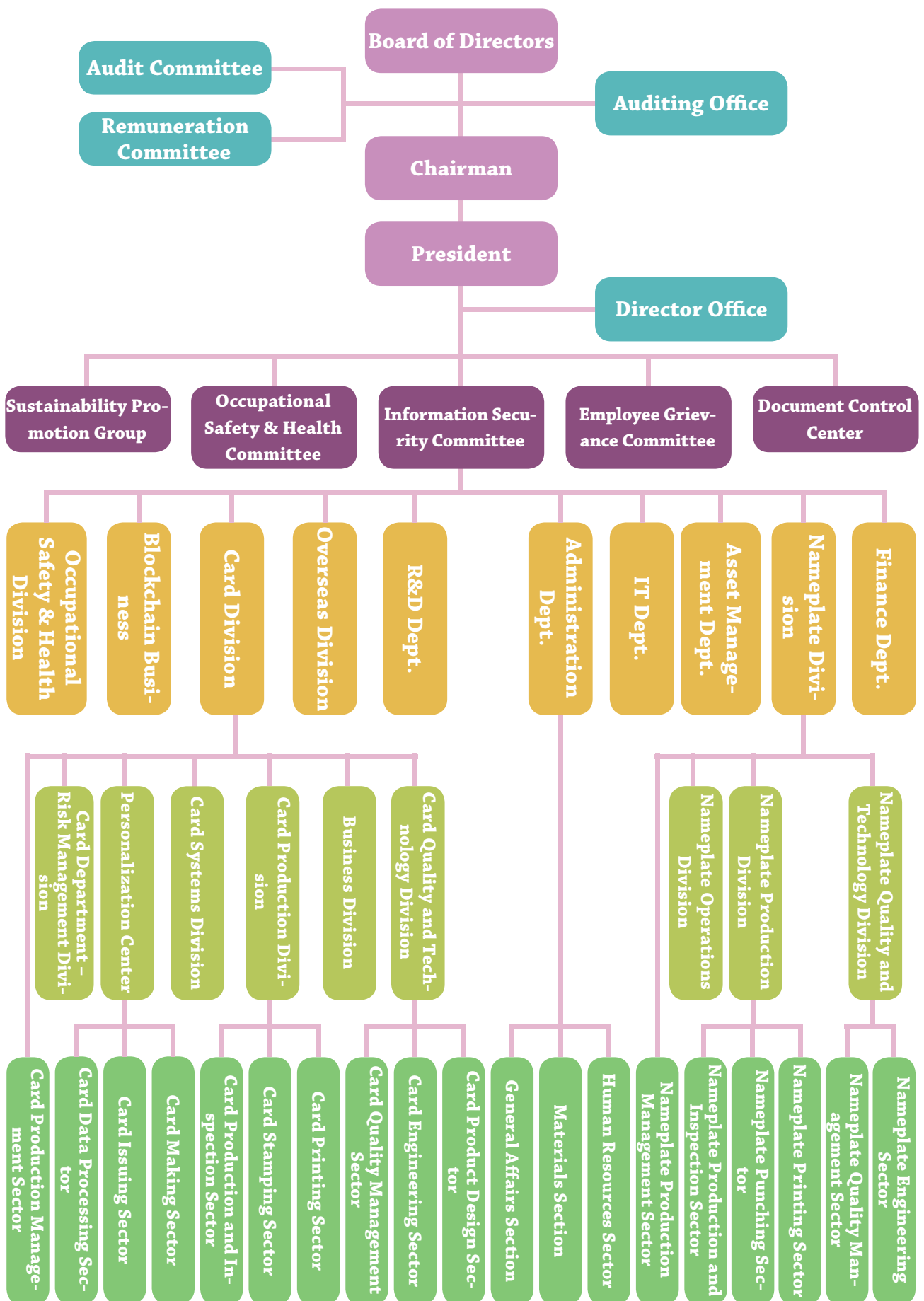
Company Organization Chart

The Company’s organizational chart shows that under the President, there are the Sustainable Development Promotion Team, the Occupational Safety and Health Management Committee, the Information Security Committee, the Employee Grievance Committee, and the Document Control Center in place. Furthermore, in accordance with the Articles of Incorporation, the Board of Directors has resolved to establish a Remuneration Committee and an Audit Committee.

- Sustainable Development Promotion Team : This team is responsible for implementing and maintaining the Company’s sustainable development operations within its scope of duties. It ensures that sustainable development is upheld in daily operational activities and regularly reports progress to the responsible supervisors. The company addresses corporate governance evaluation requirements in governance, environmental, and social aspects, focusing on sustainable development issues.
- Occupational Safety and Health Management Committee : This committee is responsible for formulating, planning, and promoting occupational safety and health management business, and supervises relevant departments in their implementation.
- Information Security Committee : This committee is responsible for formulating, planning, and promoting information security business, and supervises relevant departments in their implementation.
- Employee Grievance Committee : In the event of significant incidents, such as mental and physical health concerns or workplace bullying, employees can file a grievance with the Management Department. The head of the Management Department (Executive Secretary) will then convene this committee.



Company Organization Chart



Board Structure And Diversity

The table below presents the data for each member of the Board of Directors of TNP :

Information On The Board Of Directors						
Title	Name	Gender	Age	Date of First Appointment (Election)	Education and Major Professional Experiences	Current Part-time Positions in the Company and other Companies
Chairman, Chief Executive Officer	Hsu, Chia-Chun	Male	30-50 years old	2023.9.6	College of Communication. Engineering, Yuan Ze University President, Chess Winner Automobile Company	Vice Charinan, Apex International Financial Engineering Res., & Tech. Co., Ltd. Chairman, Bullion Financial Investment Consulting Co., Ltd. Chairman, Baoyang Venture Capital Co., Ltd. Chairman, Chess Winner Automobile Company Chairman, Chairman, Qishi Investment Co., Ltd. Chairman, Liding International Co., Ltd. Chairman, Cold Fusion Wallet (Taiwan) Co., Ltd. Head of Guorui International Biotech Co., Ltd. Chairman, Axellence Car Co., Ltd.
Director	Fang, Hsiang-Chi	Male	30-50 years old	2024.10.21	Master of Global Entrepreneurial Management, Fu Jen Catholic University Director, China Finebanking Technology Co., Ltd. Supervisor, Excellence Education Consulting Co., Ltd. Supervisor, Chen Li Education Co., Ltd. Independent Director, Newretail Co., Ltd. Director, Federal Corporation Supervisor, Advanced Communication Technology & Solutions Corporation Director, Lung Ming Green Energy Technology Engineering Co., Ltd. Director, JKO FinTech Co., Ltd.	Chairman, Sulde International Consulting Corp. Chairman, Sulde Strategic Chairman, JKO Asset Management Co., Ltd. Independent Director, ACpay Co., Ltd. Director, Success Prime Corporation Director, Keystones Intellectual Property Management Co., Ltd. Chief Strategy Officer, Lian Tat Company

Information On The Board Of Directors

Title	Name	Gender	Age	Date of First Appointment (Election)	Education and Major Professional Experiences	Current Part-time Positions in the Company and other Companies
Director	Wang, Ting-Rong	Male	Over 51 years old	2005.6.18	Dept. of Industrial Engineering, National Taipei Institute of Technology Chairman and President, Taiwan Name Plate (B.V.I.) Ltd. Chairman and President, Taiwan Name Plate (B.V.I.) Ltd. Chairman/President and CEO, Taiwan Numerical Powers Co., Ltd.	Consultant of TNP
Director	Hu, Chia-Lin	Male	30-50 years old	2023.9.6	Master of Public Administration (MPA) from the University of Southern California (USC) Finance Manager, Microelectronics Technology, Inc.	Director, Hu Tian Deng Lumber Company Director, DBX Real Estate Development Group
Independent Director	Liu, Chao-Sheng	Male	Over 51 years old	2023.9.6	Graduate Institute of Law, Soochow University Master of Business Administration, Huron University, USA CEO / Vice Chairman / Director / Spokesperson, United Fiber Optic Communication Inc. Chairman / General Manager / Director, Advanced Communication Technology & Solutions Corporation Chief Consultant, Abo-Com Systems, Inc. Vice Chairman / Director / Spokesperson, Unitel High Technology Corporation Vice Chairman / Director / Spokesperson, Ejectt Inc. Chairman / Director, Jiangsu Zhancheng International Co., Ltd. Independent Director / Remuneration Committee Member, ATW Technology Inc.	Convener of the Audit Committee Convener of the Remuneration Committee Chairman, Zhaoshen Management Consultants Limited

Information On The Board Of Directors						
Title	Name	Gender	Age	Date of First Appointment (Election)	Education and Major Professional Experiences	Current Part-time Positions in the Company and other Companies
					Chief Consultant / Director, Auto King Internet Co., Ltd. Chairman / Director, E-Net Co., Ltd. President / Director / Spokesperson, Solaris Sports Intl. Limited Company Chairman / Director, Jie He Investment Co., Ltd. Chairman / Director, Newretail Co., Ltd. Chairman, Eaglerise Co., Ltd.	
Independent Director	Chang, Jih-Cheng	Male	Over 51 years old	2023.9.6	Graduate Institute of Industrial Engineering, National Taiwan University President, King's Town Bank	Audit Committee Member Remuneration Committee Member
Independent Director	Chang, Pei-Hao*	Male	30-50 years old	2023.9.6	Master of Accounting, National Taiwan University Manager, Deloitte & Touche	Audit Committee Member Remuneration Committee Member Finance & Accounting Manager, HuruLab Inc. CPA, Wealth CPA Firm Independent Director, iSentek Inc.
Director	Yu, Liang-Yua*	Male	30-50 years old	2024.8.29	Master of Law, National Chengchi University Master of Accounting, Tunghai University Audit Services, Deloitte Taiwan Compliance Department, HSBC Bank (Taiwan) Financial Services, KPMG	Director, Bosong CPA Firm Supervisor, Bosong Consulting Corporation Supervisor, Yunci Co., Ltd. Director, Baoyang Venture Capital Co., Ltd. Director, Bullion Financial Investment Consulting Co., Ltd. Director, APEX Power Green Technology Co. Ltd. Director, APEX KINGWIN International Financial Engineering Res. & Tech. Co., Ltd. Director, Uniconn Interconnections Technology Co., Ltd.

Information On The Board Of Directors

Title	Name	Gender	Age	Date of First Appointment (Election)	Education and Major Professional Experiences	Current Part-time Positions in the Company and other Companies
Director	Liu, Lee-En*	Male	Over 51 years old	2023.3.17	Bachelor of Laws, College of Law, National Taiwan University Chairman, Tian Yuan Li Ke Co., Ltd. Chairman, Shuya Jicheng Co., Ltd.	Corporate Director Representative, TNP Investment Co., Ltd. Managing Partner, eCounsel Group Chairman, Muzik Creative Digital Ltd. Chairman, Quan Jin Ji Cheng Ltd. (Hong Kong) Chairman, Zhi You Yan Chuang Co., Ltd. (Samoa) Chairman, Paganini Plus Limited (B.V.I.)

Notes :

1. There are a total of 6 board members, 3 aged 30-50 and 3 aged 51 or above.
2. Independent director Chang, Pei-Hao resigned on October 25, 2024. Director Yu, Liang-Yuan as a corporate representative was replaced and stepped down on October 21, 2024. Director Liu, Lee-En as a corporate representative was replaced and stepped down on August 29, 2024.

Diverse core competencies		Industry experience				Professional capability			
Title	Name	Banking / Finance	Operations management	Business marketing	Research & development (R&D)	Accounting and financial analysis	Legal	Information technology	Risk Management
Chairman	Hsu, Chia-Chun		V					V	V
Director	Fang, Hsiang-Chi		V						V
Director	Wang, Ting-Rong		V						V
Director	Hu, Chia-Lin	V	V			V			V
Independent Director	Liu, Chao-Sheng		V				V		V
Independent Director	Chang, Jih-Cheng	V	V						V
Independent Director	Chang, Pei-Hao*	V	V			V			V
Director	Yu, Liang-Yua*	V	V			V			V
Director	Liu, Lee-En*		V				V		V

The election of the company's directors follows the candidate nomination system stipulated by the Company Law, with shareholders selecting directors from the candidate list. The board consists of five to nine directors with a three-year term, re-electable. In the aforementioned number of directors, there shall be at least three independent directors ^(Note 1), and they shall not be less than one-fifth of the total number of director seats. The cumulative voting system is used; each share has votes equal to the number of directors to be elected, which can be concentrated on one candidate or split among multiple candidates. Those with the most votes win.

The Company elected Mr. Hsu, Chia-Chun as the new Chairman at an extraordinary board meeting in September 2024. During this reporting period, two directors stepped down and were replaced. The current Board of Directors consists of six members, including two independent directors and two directors who are also employees. The backgrounds of the board members include outstanding talents and management personnel from various industries. The board members possess diverse and extensive experience and expertise in industry, academia, and business, allowing them to provide professional opinions from different perspectives, which greatly helps enhance the Company's operational management and performance.

Note 1 : The Company completed the re-election of one independent director in May 2025, thus meeting the requirement of three independent directors.

Independence And Conflict Of Interest Of Directors

No members of the board violate Article 26-3, Paragraph 3 (more than half of the seats having spousal or second-degree kinship relationships) or Paragraph 4 (supervisors or between supervisors and directors not having spousal or second-degree kinship relationships) of the Securities and Exchange Act. For director shareholding information, refer to pages 5-9 of the 2024 annual report. Information on directors' abstention from conflict of interest issues, including names, proposal content, reasons for abstention, and voting participation, can be found on pages 19-20 of the 2024 annual report.

Date/Session	Director Name	Proposal Content	Reasons for Conflict of Interest Avoidance and Participation in Voting
2024.01.26 5th Meeting of the 21st Board of Directors	Representative of Muzik Creative Digital Ltd. : Wang, Ting-Rong	112 Second Half-Year Managers' Profit Bonus and Year-End Bonus Review	In this meeting, Director Wang Ting-Rong delegated Director Liu Lee-En to attend without participating in the discussion, and the remaining attending directors unanimously passed the resolution as proposed.

Date/Session	Director Name	Proposal Content	Reasons for Conflict of Interest Avoidance and Participation in Voting
2024.08.09 8th Meeting of the 21st Board of Directors	Representative of Muzik Creative Digital Ltd. : Wang, Ting-Rong	112 Managers and Directors Compensation Distribution Review	Except for the aforementioned directors who abstained from the discussion due to personal interest conflicts, the remaining directors unanimously passed the resolution without objection
2024.08.09 8th Meeting of the 21st Board of Directors	Representative of Muzik Creative Digital Ltd. : Wang, Ting-Rong	113 First Half-Year Managers' Profit Bonus Review	Except for the aforementioned directors who abstained from the discussion due to personal interest conflicts, the remaining directors unanimously passed the resolution without objection
2024.11.08 10th meeting of the 21st Board of Directors	Representative of TNP Investment Co., Ltd. : Hsu, Chia-Chun	Appointment of Chief Strategy Officer and remuneration review	Except for the aforementioned directors who abstained from the discussion due to personal interest conflicts, the remaining directors unanimously passed the resolution without objection

Communication Of Key Issues

The Company's Board of Directors generally convenes once per quarter, with additional meetings called as needed. In 2024, a total of seven board meetings were held, with an average director attendance rate of 89%. Economic, environmental, and social issues arising from operational activities are handled by senior management with reporting to the board as necessary. For board resolutions, follow-up items are reported at each subsequent meeting until resolved, with quarterly updates provided. All major proposals of the Company are communicated with directors in advance, either by phone or in person. When necessary, dedicated units provide detailed explanations to ensure a thorough understanding among directors. Communication among directors is adequate and effective, allowing them to deeply grasp the content of all proposals. During the reporting period, no significant events required submission to the Board of Directors.

Attendance Statistics of Board Members					
Title	Name	Number of Actual Attendances	Proxy Attendance	Actual Attendance Rate (%)	Remarks
Chairman	Hsu, Chia-Chun	6	0	86	
Director	Fang, Hsiang-Chi	2	0	100	Note 2
Director	Wang, Ting-Rong	6	1	86	

Attendance Statistics of Board Members					
Title	Name	Number of Actual Attendances	Proxy Attendance	Actual Attendance Rate (%)	Remarks
Director	Hu, Chia-Lin	6	1	86	
Independent Director	Liu, Chao-Sheng	5	2	71	
Independent Director	Chang, Jih-Cheng	7	0	100	
Independent Director	Chang, Pei-Hao*	5	0	100	Note 3
Director	Yu, Liang-Yua*	1	0	100	Note 4
Director	Liu, Lee-En*	4	0	100	Note 5

Notes :

1. Actual attendance rate = Number of actual attendances / Number of board meetings required to attend.
2. Director Fang, Hsiang-Chi assumed office on October 21, 2024, and was required to attend two meetings.
3. Independent director Chang, Pei-Hao resigned on October 25, 2024, and was required to attend five meetings.
4. Director Yu, Liang-Yuan as a corporate representative was replaced and stepped down on October 21, 2024, and was required to attend one meeting.
5. Director Liu, Lee-En as a corporate representative was replaced and stepped down on August 29, 2024, and was required to attend four meetings.

The Company has established a Sustainable Development Promotion Team, which assigns various departments to implement and maintain the Company’s sustainable development operations within their respective scopes of duty, thus ensuring the fulfillment of sustainable development initiatives in daily operational activities. Upholding the business philosophy of “integrity, professionalism, co-opetition, and transcendence” and the principle of materiality, the Company fulfills its corporate social responsibility while pursuing sustainable operations and profitability. It values the rights and interests of stakeholders, emphasizes environmental, social, and corporate governance issues, and integrates them into its management policies and operational activities to achieve its sustainable development goals. Below are the sustainable development-related events reported to the Board during this reporting period, categorized based on E (Environmental), S (Social), and G (Governance) aspects :

Nature	ESG-related proposals	Summary of communication proposals
Environmental aspect	0	Authorized by the Board for senior management to handle, with reports to the Board as needed. For Board resolutions, follow-up on unresolved items is reported quarterly.
Economic aspect	1	The consolidated budget for the next fiscal year has been submitted to and approved by the Board of Directors.

Nature	ESG-related proposals	Summary of communication proposals
Social aspect	7	Adjustments of directors' and managers' remuneration, employee compensation, and profit bonuses are submitted to the Board for approval.

Director Training

To strengthen directors' functions and optimize board operations, the Company requires board members to complete at least six hours of continuing education annually. This aims to enhance the directors' professional governance capabilities and ensure that their qualifications better meet the Company's future development needs. The continuing education course names and attendance records are detailed below :

Board Training Overview						
Title	Name	Training Date	Organizer	Course Title	Training Hours	Total Hours
Chairman and Chief Strategy Officer	Hsu, Chia-Chun	2024.9.27	Taiwan Digital Governance Association	Corporate ESG Governance and Strategy Development in Globalization Corporate Mergers and Acquisitions Practices	6	6
Director	Fang, Hsiang-Chi	2024.1.30	Chinese Corporate Governance Association	Board Governance under the Company Act	3	6
		2024.9.12	Taiwan Institute for Sustainable Energy	ESG Trends and the Pandemic Environment: Global Tax Reform and Corporate Tax Governance	3	
Director	Wang, Ting-Rong	2024.9.27	Taiwan Digital Governance Association	Corporate ESG Governance and Strategy Development in Globalization Corporate Mergers and Acquisitions Practices	6	6
Director	Hu, Chia-Lin	2024.9.27	Taiwan Digital Governance Association	Corporate ESG Governance and Strategy Development in Globalization Corporate Mergers and Acquisitions Practices	6	6

Board Training Overview						
Title	Name	Training Date	Organizer	Course Title	Train-ing Hours	Total Hours
Independent Director	Liu, Chao-Sheng	2024.9.27	Taiwan Digital Gov-ernance Association	Corporate ESG Gover-nance and Strategy De-velopment in Globaliza-tion Corporate Mergers and Acquisitions Practices	6	6
Independent Director	Chang, Jih-Cheng	2024.9.27	Taiwan Digital Gov-ernance Association	Corporate ESG Gover-nance and Strategy De-velopment in Globaliza-tion Corporate Mergers and Acquisitions Practices	6	6
Independent Director	Chang, Pei-Hao	2024.6.18	CPA Associations R.O.C. (Taiwan)	International Trends and Practices in Anti-Money Laundering	3	9
		2024.6.21		Mergers and Acquisitions (M&A) and Due Diligence	3	
		2024.8.26		Impact of Real Estate Tax Reform: A Comprehen-sive Analysis from House and Land Transactions Income Tax to Vacant Home Tax.	3	
Director	Yu, Liang-Yua	2024.9.27	Taiwan Digital Gov-ernance Association	Corporate ESG Gover-nance and Strategy De-velopment in Globaliza-tion Corporate Mergers and Acquisitions Practices	6	6

Board Performance Evaluation

To enhance corporate governance, the company approved the "Standard Operating Procedures for Handling Director Requests" on May 10, 2019, to assist directors in performing their duties and improving board efficiency. The "Board Performance Evaluation Measures" are established to conduct annual performance evaluations based on set procedures and indicators at the end of each year, with results reported to the board in the first quarter of the following year.

The allocation of directors' remuneration follows the company's articles of association. If there are profits in the year, after paying taxes, covering past losses, or retaining part of the earn-

ings, up to 5% of the pre-tax net profit may be allocated as directors' remuneration. The board of directors will decide the distribution amount based on overall operating results, board performance evaluation results, participation, and contribution to company operations, and it will be issued after reporting to the shareholders' meeting. The evaluation items for the board of directors, individual directors, and functional committees currently focus on the company's operational evaluation items are as follows. Currently, the board's self-evaluation focuses on the company's operational assessment items. Evaluation items for the environmental and social aspects have not yet been established but are expected to be added based on future needs.

Evaluation Scope	Evaluation Content
Board of Directors' Internal Self-Evaluation	1. Participation in Company Operations 2. Enhancing the Quality of Board Decisions 3. Composition and Structure of the Board of Directors 4. Selection and Continuous Education of Directors 5. Internal Control
Directors' Self-Evaluation	1. Grasp of Company Goals and Missions 2. Awareness of Directors' Responsibilities 3. Participation in Company Operations 4. Management of Internal Relations and Communication 5. Directors' Professionalism and Continuous Education 6. Internal Control
Audit Committee Self-Evaluation	1. Participation in Company Operations 2. Awareness of Functional Committees' Responsibilities 3. Improvement of Functional Committees' Decision Quality 4. Composition and Selection of Functional Committees' Members 5. Internal Control
Remuneration Committee Self-Evaluation	1. Participation in Company Operations 2. Awareness of Functional Committees' Responsibilities 3. Improvement of Functional Committees' Decision Quality 4. Composition and Selection of Functional Committees' Members

The 2024 board performance evaluation was completed on Monday, January 20, 2025, and reported to the board on Thursday, February 27, 2025, showing overall good operation of the board and functional committees, in line with the spirit of corporate governance.

The results are as follows :

1. Board of Directors : Evaluation indicators covered five major dimensions with a total of 45 items. The average scores for each dimension ranged from 4 to 4.8 points (out of a full

score of 5). The overall operational efficiency and results of the Board of Directors were excellent.

- 2. Individual board members : Evaluation indicators covered six major dimensions, with a total of 23 items. All seven directors completed the self-evaluation items, with average scores for each dimension ranging from 4.8 to 5 points (out of a total score of 5). This indicates that the directors have a positive assessment of the efficiency and effectiveness of operations across all indicators.
- 3. Audit Committee : Evaluation indicators covered five major dimensions with a total of 22 items. The average scores for each dimension ranged from 4 to 5 points (out of a total score of 5). This shows that the overall operation of the Audit Committee is adequate, meets corporate governance requirements, and effectively enhances the functions of the Board of Directors.
- 4. Remuneration Committee : Evaluation indicators covered four major dimensions with a total of 19 items. The average scores for each dimension ranged from 4.4 to 5 points (out of a full total of 5). This indicates that the overall operation of the Remuneration Committee is good, meets corporate governance requirements, and effectively enhances the functions of the Board of Directors.

It was assessed that the overall operation of the Board of Directors and each functional committee is good (4~5 points), in line with the spirit of corporate governance.

Audit Committee

Our "Audit Committee" consists of three independent directors. It holds regular quarterly meetings before board meetings to review the Company's internal control system and the implementation of internal audits, as well as significant financial and business activities. It also communicates and interacts with the certified public accountants (CPAs) to effectively supervise the Company's operations and risk management. Five Audit Committee meetings were held during this year.

To establish a sound corporate governance system, strengthen supervisory functions, and enhance management capabilities, the Company established the Audit Committee in December 2016. Its members consist of all three independent directors. The Audit Committee should perform the following duties: regularly convene meetings quarterly before board meetings to review the Company's internal control system and the implementation of internal audits, as well as significant financial and business acts. It also communicates and interacts with the CPAs to effectively supervise the Company's operations and risk control, and submits its recommendations to the Board of Directors for discussion. Five Audit Committee meetings were held during this year.

◆ Audit Committee's Responsibilities

1. Formulating or amending internal control systems in accordance with Article 14-1 of the Securities and Exchange Act.
2. Evaluating the effectiveness of the internal control system.
3. Formulating or amending procedures for acquiring or disposing of assets, engaging in derivative transactions, and providing loans according to Article 36-1 of the Securities and Exchange Act.
4. Handling procedures for significant financial and business activities such as endorsements and guarantees.
5. Reviewing matters involving conflicts of interest with directors.
6. Reviewing significant transactions of assets or derivatives.
7. Reviewing significant loans, endorsements, or guarantees.
8. Reviewing the issuance or private placement of equity securities.
9. Reviewing the appointment, dismissal, or remuneration of the certifying accountant.
10. Reviewing the appointment and dismissal of financial, accounting, or internal audit officers.
11. Reviewing annual and semi-annual financial reports.
12. Reviewing other significant matters stipulated by the company or regulatory authorities.

Audit Committee Operations Information				
Title	Name	Number of Actual Attendances	Proxy Attendance	Actual Attendance Rate (%)
Convener	Liu, Chao-Sheng	4	1	80
Member	Chang, Jih-Cheng	5	0	100
Member	Chang, Pei-Hao*	3	0	100

Note : The person marked with an asterisk (*) resigned on October 25, 2024, hence the number of meetings required to attend was three.

Remuneration Committee

To ensure a sound compensation policy and system for the Company’s directors and managers, the Company established a Remuneration Committee in August 2016. Its members are appointed by resolution of the Board of Directors, and it is responsible for formulating and reviewing the performance evaluation and compensation policies, systems, standards, structures, and individual compensation for the Company’s directors and managers. It provides professional and objective recommendations to the Board of Directors as a reference for making decisions. The committee consists of three members, all of whom are independent directors. Their duties include regularly assessing the performance targets It also regularly evaluates the achievement of performance goals by directors and managers, and decides their individual compensation content and amounts. Four Remuneration Committee meetings were held during this year.

Remuneration Committee Operation Information				
Title	Name	Number of Actual Attendances	Proxy Attendance	Actual Attendance Rate (%)
Convener	Liu, Chao-Sheng	3	1	75
Member	Chang, Jih-Cheng	4	0	100
Member	Chang, Pei-Hao*	3	0	100

Note: The person marked with an asterisk (*) resigned on October 25, 2024, hence the number of meetings required to attend was three.

◆ Policy Purpose

To implement corporate governance and enhance the function of the board of directors by establishing performance goals to improve operational efficiency, the company formulated the Board Performance Evaluation Method in 2019. At the end of each year, the annual performance evaluation is conducted based on the established procedures and indicators, and the results are reported to the board of directors in the first quarter of the following year.

◆ Remuneration Evaluation

The responsibilities of the Remuneration Committee are as follows :

1. Establish and periodically review the performance evaluation standards and performance goals, along with the policies, systems, standards, and structures for the remuneration of the company's directors and managers.
2. Regularly assess the achievement of performance goals by the company's directors and managers, and based on the evaluation results from the performance evaluation standards, determine the individual remuneration content and amounts.

◆ Remuneration Structure

The remuneration of directors (including independent directors) is authorized by the board of directors according to the company's articles of association. According to the "Directors and Managers Remuneration Management Measures," the company's directors' remuneration is categorized into three main components: remuneration, business execution expenses, and director bonuses. The remuneration and business execution expenses are fixed compensations, while the director bonuses fall under the category of variable compensation.

◆ Review Process

The allocation standards for director bonuses follow the company's articles of association. When there is a profit for the year, after paying taxes, covering previous losses, or retaining part of the earnings, up to 5% of the pre-tax net profit may be allocated as director bonuses. The company will decide on the amount based on overall operating results, board performance evaluations, participation, and contribution to company operations, as determined by the board and reported to the shareholders' meeting for distribution.

◆ Risk Connection

The company aims to minimize potential operational risks by continuously reviewing and adjusting the remuneration system based on actual operating conditions and relevant laws. This approach seeks to balance sustainable business operations with effective risk management.

◆ Link between remuneration and ESG performance

We not only consider the Company's overall operational performance in the process for setting remuneration but also factor in individual performance achievement and contribution to the Company's performance to provide reasonable compensation. The company has established a profit bonus management method, setting bonus allocation ratios based on company profit, departmental performance, and individual performance achievement rates. The remuneration policy and procedures for directors, the Director, and the Vice Director are positively correlated with operating performance. While the Company currently has not yet set environmental and social performance targets, it plans to do so in the future to increase members' emphasis on sustainable development.

Due Diligence And Human Rights Policy

The company conducts annual supplier evaluations at the end of each year, using environmental standards to set supplier policies and criteria for screening new suppliers. The procurement and payment cycle includes comprehensive evaluations of supplier conditions before selection. Supplier contracts include preventive, mitigative, and remedial measures to address significant actual and potential negative environmental impacts. Regular assessments and scoring of suppliers are conducted.

Currently, no suppliers have records of violating environmental and human rights standards. If significant deficiencies or non-compliance with evaluation standards occur, the company may terminate or rescind contracts based on the impact on the environment and society, implementing remedial measures to protect the company's interests.

The company's employment policy prohibits discrimination based on gender, race, marital, or family status, providing a diverse, equal, and inclusive workplace. Employee rights, gender equality, and care policies are prioritized to ensure all employees feel valued and supported. The company has established an Employee Grievance Committee, Occupational Safety and Health Management Committee, and Occupational Safety and Health Management Office, and is certified by the ISO 45001 Occupational Health and Safety Management System. Work rules and personnel management regulations are set in accordance with labor laws to protect employee rights.

TNP has established a human rights management mechanism within its “Work Rules” and “Sustainable Development Best-Practice Principles.” The Company supports and adheres to various international human rights conventions, including the “International Bill of Human Rights,” the “ILO Declaration on Fundamental Principles and Rights at Work,” and the “Ten Principles of the UN Global Compact,” to eliminate any acts that violate human rights and to treat all employees with dignity and respect, regardless of nationality.

The company has a zero-tolerance policy for workplace violations, clearly communicating to employees that they can file complaints through a dedicated grievance mailbox or directly contact HR and the Occupational Safety and Health Office. Measures to prevent workplace sexual harassment, along with complaint and disciplinary procedures, are explicitly communicated to employees, with details posted on bulletin boards and signed by the Director for formal implementation. For details, please refer to the official website : https://tnp.com.tw/hr/gender_equality.

All risks are assessed by respective executing and responsible units, with oversight by the Audit Office to ensure the continuous effectiveness of the internal control system and the enhancement of the company's overall interests. Annually, in compliance with regulations, the company prepares an audit plan and sustainability issues report for review and approval by the Board of Directors and the Audit Committee.

Internal Control System Statement

台灣銘板股份有限公司 內部控制制度聲明書

日期：114 年 02 月 27 日

本公司民國 113 年度之內部控制制度，依據自行評估的結果，謹聲明如下：

- 一、本公司確知建立、實施和維護內部控制制度係本公司董事會及經理人之責任，本公司業已建立此一制度。其目的係在對營運之效果及效率(含獲利、績效及保障資產安全等)、報導其可靠性、及時性、透明性及符合相關規範暨相關法令規章之遵循等目標之達成，提供合理的確保。
- 二、內部控制制度有其先天限制，不論設計如何完善，有效之內部控制制度亦僅能對上述三項目標之達成提供合理的確保；而且，由於環境、情況之改變，內部控制制度之有效性可能隨之改變。惟本公司之內部控制制度設有自我監督之機制，缺失一經辨認，本公司即採取更正之行動。
- 三、本公司係依據「公開發行公司建立內部控制制度處理準則」(以下簡稱「處理準則」)規定之內部控制制度有效性之判斷項目，判斷內部控制制度之設計及執行是否有效。該「處理準則」所採用之內部控制制度判斷項目，係為依管理控制之過程，將內部控制制度劃分為五個組成要素：1. 控制環境，2. 風險評估，3. 控制作業，4. 資訊與溝通，及 5. 監督作業。每個組成要素又包括若干項目。前述項目請參見「處理準則」之規定。
- 四、本公司業已採用上述內部控制制度判斷項目，評估內部控制制度之設計及執行之有效性。
- 五、本公司基於前項評估結果，認為本公司於民國 113 年 12 月 31 日的內部控制制度(含對子公司之監督與管理)，包括瞭解營運之效果及效率目標達成之程度、報導係屬可靠、及時、透明及符合相關規範暨相關法令規章之遵循有關的內部控制制度等之設計及執行係屬有效，其能合理確保上述目標之達成。
- 六、本聲明書將成為本公司年報及公開說明書之主要內容，並對外公開。上述公開之內容如有虛偽、隱匿等不法情事，將涉及證券交易法第二十條、第三十二條、第一百七十一條及第一百七十四條等之法律責任。
- 七、本聲明書業經本公司民國 114 年 2 月 27 日董事會通過，出席董事 6 人中，有 0 人持反對意見，餘均同意本聲明書之內容，併此聲明。

台灣銘板股份有限公司

董事長：許

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簽章



Business Code of Conduct

TNP continuously strengthens corporate governance by referencing the "Corporate Governance Best Practice Principles for TWSE/TPEX Listed Companies" and OECD corporate governance principles. It has established the "Corporate Governance Best Practice Principles," "Ethical Corporate Management Procedures and Guidelines," and the "Code of Ethical Conduct." The company also has the "Employee Integrity Clause" for staff, promoting adherence to integrity and ethics from the top down.

To commit to ethical management and foster a culture of regulatory compliance, TNP has a robust risk management mechanism. Internal auditors regularly check compliance with accounting and internal control systems and report on the implementation of ethical management to the Board of Directors, ensuring the sustainable development of the enterprise.

Complaint Management

TNP has established external contact windows on its official website, including a workplace harassment complaint phone line and email. Internally, there are physical and electronic employee grievance mailboxes. Anyone, whether internal or external, can provide valuable opinions, complaints, or reports of any illegal activities. Complaints are handled confidentially, with investigation reports submitted to the top management for resolution and internal disciplinary actions or prosecutions. As of 2024, no complaints or reports have been received.

Official Website

<https://tnp.com.tw/>

HR Email

tnp.hr@tnp.com.tw

Employee Grievance Email

venus.chen@tnp.com.tw



Sustainable Strategy

TNP adheres to the management philosophy of "Integrity, Dedication, Co-opetition, and Excellence." While pursuing sustainable business operations and profitability, TNP fulfills its corporate social responsibility, valuing stakeholders' rights, and emphasizing environmental, social, and governance (ESG) issues. These are integrated into the company's management policies and operational activities to achieve sustainable development. Each department implements and maintains the company's sustainable development operations within their respective duties and scope, ensuring attention to sustainability in daily operations.

The Company established a Sustainable Development Promotion Team in 2024. This team is responsible for implementing and maintaining the Company's sustainable development operations within its scope of duties. It ensures that sustainable development is upheld in daily operational activities and reports progress to the responsible supervisors once a year. The company addresses corporate governance evaluation requirements in governance, environmental, and social aspects, focusing on sustainable development issues.

The report was compiled by the Company's Sustainable Development Promotion Team according to their responsibilities, reviewed for accuracy by the President and the Chairman, and fi-

nalized for publication after approval by the Board of Directors. All the Company's units regularly review operational performance and progress toward achieving goals to align with the Company's sustainable operation objectives and ensure the implementation of sustainable development in daily operational activities. This is reported to the Board of Directors annually for review. This report was submitted for discussion and approved by the Board of Directors on August 11, 2025.

2.2 Operational Performance

Business Performance

The Company primarily engages in the production and sale of various cards and card personalization products. These include contactless 3D shaped cards, contact smart cards, dual-interface smart cards, and FortVax cold wallets. We also specialize in a wide range of nameplates, such as stainless steel, aluminum printed, aluminum anodized, aluminum hairline, and aluminum etched nameplates, utilizing diverse manufacturing methods. Additionally, our offerings extend to printed membrane switches, including capacitive touch circuit boards, printed circuit boards, and embossed dome array circuits.

TNP's consolidated financial report information for the past three years is disclosed below. In 2024, the total revenue was NT\$628,688 thousand, a decrease of 5.92% compared to 2023.

Item/year	2022	2023	2024
Operating income (thousand dollars)	519,781	668,281	628,688
Operating cost (thousand dollars)	410,489	467,585	468,610
Operating profit and loss (thousand dollars)	109,229	200,696	160,078
Non-operating income and expenditure (thousand dollars)	3,839	61,678	12,377
Net profit before tax (thousand dollars)	-708	-4,439	-1,135
Net profit after tax for the current period (thousand dollars)	3,131	57,239	11,242
Operating profit and loss (thousand dollars)	2,492	45,130	9,004
Total comprehensive profit and loss of this period (thousand dollars)	11,082	42,684	12,228

Item/year	2022	2023	2024
Earnings per share (dollars)	0.12	2.08	0.39
Employee benefits (thousand dollars)	666	781	1,037
Dividend (thousand dollars)	11,456	24,629	0
Employee salary (including employee benefits) (thousand dollars)	173,369	199,761	186,896
Retained economic value (thousand dollars)	29,332	101,058	410,856
Payments to providers of capital (thousand dollars)	14,886	26,154	1,164
Payments to the government (thousand dollars)	9,067	7,999	28,967
Community investment (thousand dollars)	0	141	805

- Note :
- 1. Payments to providers of capital refer to dividends paid to all shareholders, plus interest payments to lenders (including interest on any form of debt and loans) and unpaid dividends due to preferred shareholders.
 - 2. Payments to the government include all taxes (including business tax, income tax, property tax) and fines.
 - 3. “Employee salaries (including benefits)” includes benefits like labor and health insurance premiums/retirement fund expenses, which are the total monetary benefits provided to employees (excluding costs related to education and training, protective equipment, or other costs directly related to job responsibilities). Another item, “employee welfare amount,” refers to benefits allocated by the company to the welfare committee for employees, such as employee trips, health checks, festival gift boxes, etc., totaling the non-monetary benefits provided.
 - 4. Community investment refers to donations and gifts.
 - 5. Currency is in New Taiwan Dollars.
 - 6. Retained economic value: “Directly generated economic value” - “Distributed economic value”.
- ※ Directly generated economic value : revenue.
- ※ Distributed economic value : operational costs, employee salaries and benefits, payments to lenders, payments to the government by country, community investments.

Tax Management

TNP was established in December 1970 under the Company Act of the Republic of China. The company went public in August 2016, began trading on the Emerging Stock Market in September of the same year, and has been listed on the Taipei Exchange since November 2017. The tax and financial plans and strategies of the Company and its subsidiaries fully comply with the relevant laws and regulations of their respective countries.

The company's corporate income tax is audited and certified by an accountant and reported honestly within the prescribed deadlines, fulfilling its social responsibility as a taxpayer. Tax information is disclosed in financial statements to ensure transparency. Financial and tax reports are prepared in accordance with the International Financial Reporting Standards, International Accounting Standards, interpretations, and interpretation announcements recognized and issued by the Financial Supervisory Commission, and are published after board approval. Financial reports are publicly announced and filed within the deadlines stipulated by Article 36 of the Securities and Exchange Act, with the frequency listed in the table below.

Financial Reports	Announcement Frequency	Announcement Deadlines
Annual Financial Report	Annual	Within three months after the end of the fiscal year
Tax Report	Annual	By May 31 each year
Quarterly Financial Report	Quarterly	Within 45 days after the end of each quarter
Monthly Operating Status	Monthly	By the 10th of each month

To ensure the timeliness and optimization of tax reporting and CPA-audited financial information, the responsibility lies with the Finance Department. The link to the relevant annual reports or financial reports is : <https://tnp.com.tw/investment/relationship>.

Government Financial Subsidies

During this reporting period, TNP received a total of NT\$168,227 in financial subsidies from government agencies. These funds were primarily used to support the Company's services in the cyber security field, enhance its technical capabilities, and strengthen product competitiveness. The detailed information on the subsidies is shown in the table below.

List of government subsidies		
Item	Unit	Subsidy amount (NT\$)
Investment Tax Credit for Smart Machinery, 5th Generation Mobile Communication Systems, and Information Security Products or Services	Industrial Development Administration, Ministry of Economic Affairs	119,227

List of government subsidies

Item	Unit	Subsidy amount (NT\$)
Subsidy for Promoting Electric Vehicle Industry	Industrial Development Administration, Ministry of Economic Affairs	49,000
Total		168,227



2.3 Climate Change-Related Financial Disclosure

While continuously innovating to provide high-quality products, the Company is committed to environmental sustainability and aims to become a green supplier for our clients. We have developed an environmental sustainability policy plan and vision, aspiring to achieve a mid-term target of 25% carbon emission reduction by 2025 compared to the baseline year. Our promotion strategy and implementation plan are as follows :

Governance Unit	• The Chairman has appointed the President to establish a Greenhouse Gas Inventory Team. The team's members are responsible for collecting information and planning carbon reduction initiatives, which are then executed by each business unit. • At the end of 2023, the company began monitoring energy usage for high-energy-consuming equipment. Once monitoring is complete, the most energy-consuming equipment will be improved or replaced to achieve energy conservation and carbon reduction. Additionally, we are progressively planning the construction of new green factories. These green factories are expected to include energy storage equipment and solar panels, enabling the Company to partially use green energy to reduce reliance on externally purchased electricity and lower carbon emissions.
Risk Category	Increased equipment costs for replacing energy-intensive equipment; higher costs for purchasing green raw materials; increased carbon reduction costs due to client demands for low-carbon services; and potential raw material shortages or shipping difficulties caused by extreme weather.
Opportunity Category	Energy saving and carbon reduction through replacement of energy-intensive equipment; achieving sustainable circularity by using recycled and reused raw materials; expanding market service scope by developing low-carbon products; and enhancing corporate image and company market value.
Strategy	The Company has developed corresponding operational strategies to address the risks and opportunities presented by climate change. Short-term operational strategies include monitoring and examining energy-intensive equipment, implementing waste sorting to reduce waste volume, and promoting water and electricity conservation across the entire plant. Mid-term operational strategies involve replacing or improving energy-intensive equipment, implementing the ISO 50001 energy management system, installing energy storage equipment, and utilizing solar energy. Long-term operational strategies focus on developing recyclable raw materials and leveraging the ISO 14001 environmental management system, ISO 14064 greenhouse gas inventory, and ISO 50001 energy management system to identify opportunities for continuous improvement. We are fully committed to achieving net-zero emissions by 2050 to comply with national and international requirements.
Risk Management	The Company has relevant emergency response operating procedures for disaster risks caused by extreme weather events, such as power outages, floods, typhoons, infectious diseases, and earthquakes. We also plan to conduct regular emergency response drills to ensure preparedness in the event of a disaster.

Indicators and Targets	Responding to the global initiatives addressing climate change, Taiwan has set a national target of achieving net-zero emissions by 2050. The Company adopts this as its ultimate goal and has established a mid-term target of a cumulative 25% carbon reduction between 2021 and 2025. To achieve this, the Company began in 2024 to: 1. Monitor the energy consumption of more energy-intensive equipment. Once monitoring is complete, we will prioritize improving or replacing the most energy-consuming equipment. We have already improved the lamination machine(s) and plan to replace air compressors to achieve energy-saving and carbon reduction effects. 2. Accelerate green procurement and adopt environmentally friendly production materials, such as PETG eco-friendly materials and environmentally friendly inks, to effectively reduce carbon emissions generated during operations, thus truly achieving green manufacturing. 3. Utilize recycled PVC materials to reduce environmental impact. 4. Simultaneously plan to reconstruct old factory buildings with environmentally friendly building materials used. The green factories are expected to include energy storage equipment and solar panels, enabling the Company to partially use green energy to reduce reliance on externally purchased electricity and lower carbon emissions. 5. Plan for PETG cards to achieve net-zero emissions in the future, to reduce greenhouse gas emissions.
Financial Impact	Our company currently serves a diverse customer base, including several in Europe, and may face carbon tariffs from various countries in the future, leading to increased operational costs due to climate change. Although the Company's current total greenhouse gas emissions are approximately between 1,000 and 1,500 metric tons of CO₂e, which does not classify us as a major emitter subject to national carbon taxes, we still need to progressively plan for the replacement of energy-intensive equipment, develop eco-friendly alternative raw materials, and partially utilize green energy to reduce carbon emissions.
Carbon Pricing Basis	Our company currently does not have an internal carbon pricing tool.
Greenhouse Gas Inventory Plan	Since 2022, the Company has taken the initiative to conduct greenhouse gas inventories and disclosed the results on the public information website. After each inventory, we appointed a third-party verification institution to conduct an ISO 14064-1:2018 greenhouse gas verification to ensure data accuracy. On June 26, 2024, we obtained the ISO 14064-1:2018 greenhouse gas verification certificate.
External assurance or verification	In 2024, we successfully passed the ISO 14064-1:2018 greenhouse gas verification.

2.4 Risk Management and Compliance with Regulations

Risk Control

The company has established integrity clauses to maintain a culture of integrity and operational efficiency, ensuring all employees adhere to professional ethics, act with integrity, follow laws, and avoid using their positions for personal gain. To prevent company losses, a whistleblowing system is in place, including a hotline and physical suggestion box, encouraging employees, vendors, and stakeholders to report misconduct. Reports are handled confidentially by the responsible unit after verifying the specifics and evidence, ensuring the protection of whistleblowers.

Reporting Channels	
Reporting Unit	Sustainable Development Promotion Team
Reporting Address	No. 36, Huaya 1st Road, Guishan District, Taoyuan City
Reporting Phone Number	03-3270567 (ext. General Secretary of the Sustainable Development Promotion Team)
Reporting Email	Located on the 4th floor, Employee Training Room whistleblower@tnp.com.tw



Physical Reporting Mailbox

Legal Compliance

Since its establishment, the company has adhered to relevant domestic and international regulations, staying alert to policy developments and regulatory changes. In the recent year and up to the date of this report, no significant impact on financial or business operations has occurred due to major policy or legal changes.

The company emphasizes regulatory compliance and corporate ethics. According to the "Procedures for Verification and Disclosure of Material Information of OTC Companies" by the Taipei Exchange, any single event fine exceeding NT\$1 million, continuous penalties, business suspension orders, criminal referrals, or violations of occupational safety, health, fire protection, environmental protection, and health and welfare regulations are considered major violations.

During this reporting period, TNP did not receive any significant penalty. However, we received two non-significant penalties, as described in the statistics table. In August 2024, during an on-site inspection by the New Taipei City Government's Labor Standards Inspection Office, along with the Public Works Department, Fire Department, and Department of Environmental Protection, a deficiency was noted: an old slicing machine lacked a protective cover, posing a risk of entanglement for operators. Subsequently, a protective cover/guard was installed to ensure that operations cease when the cover is opened. Additionally, employee training was enhanced to prevent reoccurrences and provide emergency response measures.

2023 Violations Statistics				
Penalty Type	Category	Penalty Details	Violation Explanation	Improvement Measures
Fine Incident	Occupational Safety	Fine: NT\$30,000	Occupational Safety and Health Act	We strengthened education and training for employees on machine operation, and required employees to stop machine operation when removing foreign objects from machinery to prevent hazards. Subsequently, a protective cover/guard was installed, which ensures that operations cease when the cover is opened.
Total	Number of incidents: 1; Total fine: NT\$30,000.			

2024 Violation Statistics				
Penalty Type	Category	Penalty Details	Violation Explanation	Improvement Measures
Fine Incident	Occupational Safety and Health Act	A fine of NT\$30,000 by the Labor Standards Inspection Office of the New Taipei City Government	Open pinch point on mechanical equipment	We installed a protective cover/guard to ensure that operation stops whenever the cover is opened.
	Foreign Trade Act	A fine of NT\$60,000 for imported goods not marked with country of origin as required.	Products were manufactured in China but only labeled as "imported from Taiwan."	We replaced labels to clarify information, adding "Made in China" to the labels.
Total	Number of incidents: 2; total fine : NT\$90,000.			
Non-fine incidents	Occupational Safety and Health Act	Occupational safety and health management personnel suspected of concurrently serving as fire safety managers or security supervisors.	This was identified through a joint audit by the Fire Department and occupational safety and health personnel.	Newly appointed personnel completed Class 1 Occupational Safety and Health training and obtained certification, resulting in a personnel change within the Occupational Safety and Health Office. Furthermore, the operational site now includes an additional supervisor of non-Class 1 business.
Total	Total number of incidents : 1.			

Anti-Corruption System

Our company has established the "Integrity Management Operating Procedures and Guidelines" and "Code of Ethical Conduct" in accordance with the "Guidelines for the Integrity Management of Listed Companies" and the "Employee Integrity Clause." The Finance Department, under the board of directors, is responsible for related operations and supervision, regularly reporting its execution status to the board. Regular analysis and assessment of the risk of dishonest behavior within the business scope are conducted, leading to the formulation of prevention plans, operational procedures, and behavior guidelines. Integrity management is integrated into employee performance evaluations and human resources policies, establishing clear and effective reward and punishment, and grievance systems. Employees found to have committed serious violations of integrity will be dismissed or terminated according to relevant laws or company personnel policies. The names, positions, violation dates, and handling details of personnel who violate integrity policies are disclosed on the internal website.

To maintain a culture of integrity and operational efficiency, ensuring all employees abide by professional ethics, operate with integrity, follow the law, and act impartially without exploiting their authority for personal gain, regular training and law dissemination are conducted for directors, managers, employees, appointees, and actual controllers. Business partners are also invited to participate to understand the company's commitment to integrity management, policies, prevention plans, and the consequences of dishonest behavior. Integrity management policies are combined with employee performance evaluations and human resources policies, establishing a clear and effective reward and punishment system.

Upon discovering or receiving reports of dishonest behavior by company personnel, an immediate investigation is conducted. Verified violations result in appropriate actions, with potential reports to regulatory authorities, legal action, or damage claims to protect the company's reputation and interests. If it is confirmed that there is a violation of relevant laws or the company's integrity management policies and regulations, the perpetrator will be immediately required to stop the relevant behavior.

For already occurred dishonest behavior, the responsible unit will review and propose corrective measures to prevent recurrence. The integrity management unit will also report dishonest behavior, handling methods, and subsequent review and improvement measures to the board. When others act dishonestly towards the company, and if such behavior involves illegal matters, the company will report the relevant facts to judicial and prosecutorial authorities. If it involves public agencies or public officials, the company will notify government anti-corruption agencies.

Anti-Competition Behavior

The company has no suppliers or employees involved in collusion to restrict market competition with potential competitors or engaging in anti-competitive behaviors such as colluding with suppliers or employees to create barriers to industry entry or other anti-trust and monopolistic behaviors.

TNP conducts business activities based on fairness, honesty, trustworthiness, and transparency principles. To implement the integrity management policy and actively prevent dishonest behavior, TNP has established an integrity management code and employee code of conduct in accordance with the "Guidelines for the Integrity Management of Listed Companies" and relevant laws and regulations at the operating locations of the company and its group enterprises and organizations. TNP integrates integrity and moral values into its business strategy and collaborates with legal systems to formulate relevant anti-fraud measures to ensure integrity management.

The company's integrity management code includes prohibitions on providing or accepting improper benefits, insider trading, and confidentiality agreements, as well as regulations on charitable donations or sponsorships and the establishment of a reward and punishment, complaint system, and disciplinary measures. In 2024, there were no incidents of violating integrity behavior by the company's directors and employees. If dishonest behavior by company personnel is discovered or reported, the company will immediately investigate the facts. If it is confirmed that there is a violation of relevant laws or the company's integrity management policies and regulations, the perpetrator will be immediately required to stop the relevant behavior and appropriate measures will be taken. If necessary, the company will report to the competent authority, refer the case to judicial authorities for investigation, or seek compensation through legal procedures to protect the company's reputation and interests.

Ch3

Supply Chain Management And Product Safety



3.1 Management Policy

3.2 Sustainable Supply Chain

3.3 Product Safety And Privacy



3.1 Management Policy

Evaluation Mechanism

While enhancing customer service quality, TNP prioritizes protecting customer privacy rights and intellectual property. TNP signs confidentiality agreements with customers to safeguard their confidential information and ensures that employees adhere to confidentiality protocols during business interactions. The Company has conducted an in-depth evaluation of the positive and negative impacts of customer privacy on economic and human rights aspects. We have established an Information Security Committee and obtained certifications, such as ISO 27001 Information Security Management System and BS 10012 Personal Information Management System. We adhere to confidentiality agreements and the Personal Data Protection Act regarding customer privacy.

The company has set up an evaluation mechanism based on the ISO 27001 Information Security Management System and established short, medium, and long-term goals. In 2024, there were no complaints about customer privacy violations or data loss.

 Customer Privacy (Data Security)	
Major Issue	
Reason for the Issue's Importance	Protecting customer privacy and ensuring the proper storage of customer data has become one of the most critical issues in global business operations. Violations can significantly damage a company's image and may also result in both criminal and civil liabilities.
Impact and Influence	Economic Actual Positive Impacts : 1. Properly handling customer privacy and establishing robust privacy protection mechanisms can enhance customer trust in the business, promoting long-term customer loyalty. 2. Complying with privacy regulations and standards may reduce legal risks, maintain the company's reputation, and help stabilize operations. Economic Potential Negative Impacts : 1. Non-compliant privacy handling and leaks will result in legal fines, increasing the company's economic costs. 2. Privacy violations may cause customer concerns, leading to customer loss and affecting company revenue. Corporate Image Potential Negative Impacts : 1. Privacy breaches may lead to data misuse, affecting environmental sustainability. 2. Privacy incidents may cause social distrust in the company, leading to long-term damage to the company's image.

Major Issue	Customer Privacy (Data Security)
	• Corporate Image Potential Positive Impacts : 1. Effective privacy protection measures help reduce the risk of information security breaches and mitigate the negative impact of data leaks on the business environment. 2. Adhering to privacy protection principles allows businesses to better adapt to sustainable operations. • Actual Positive Human Rights Impacts : 1. Actively protecting customer privacy is a manifestation of respecting individual privacy rights, which helps uphold human rights. 2. Providing transparency in privacy information helps customers understand the company's data handling practices, contributing to the protection of human rights. • Potential negative human rights impact : 1. Improper data collection and use may exacerbate information asymmetry in society, harming individuals' information autonomy. 2. Data misuse may lead to discrimination against specific groups, affecting the principle of human rights equality.
Policy/Strategy	• Regular information security and confidentiality advocacy. Customer-related information, including physical, data, or electronic, must not be disclosed in any form or manner. • Upload sensitive data to NAS with appropriate permission control and maintain a complete backup system to ensure data integrity. • Regular audits to establish strict confidentiality measures, preventing improper use of customer privacy and protecting customer and company interests.
Goals and Targets	• Short-term targets : 1. Enhance employee training on "Privacy Protection" and "Information Security," conducting at least one session per year. 2. Each unit must complete an information security self-assessment quarterly. • Mid-term targets : Continuously update hardware and software for firewalls, antivirus software, document encryption software, computer updates, sensitive email review, and sensitive document notifications from printers. • Long-term targets : Formulate an "Information Security Policy" and "Information Security Management Regulations." Dedicated to protecting client-related information and documents, and ensure comprehensive privacy protection through strict record control within the Company's internal systems. Furthermore, handle the approval and activation of operational access for relevant internal personnel in accordance with the specific operating procedures of each system.

Major Issue	Customer Privacy (Data Security)
Management Evaluation Mechanism	The company conducts PDCA (Plan-Do-Check-Act) effectiveness evaluation mechanism according to ISO/IEC 27001.
Performance and Adjustment	• In 2024, there were no complaints regarding customer privacy violations or data loss. • In 2024, “Privacy Protection” and “Information Security” education and training were conducted through the circulation of paper materials and spot checks.
Preventive or Remedial Measures	All computer equipment is installed with enterprise antivirus software, which is uniformly and regularly updated to prevent the spread of computer viruses. A firewall is in place to prevent hacker intrusions. Document data is encrypted using encryption software and stored in NAS with regular backups to ensure data storage security. An access control system is installed in the information room. All mainframe or ERP system queries and operations must be logged in with an account and password to prevent business data leakage.



3.2 Sustainable Supply Chain

Sustainable Procurement

TNP began planning in 2021 to increase its local procurement ratio to reduce transportation carbon emissions. In 2022, the proportion of our total domestic suppliers was 94%, and in 2023, it was 93%. Considering the warranty and contract periods for labor services and engineering procurement, we initially planned to increase the proportion of local procurement for raw materials from 33.7% in 2022 to 57.8% in 2023. In 2024, we further increased the number of domestic partners for labor services and engineering services. In 2024, the local procurement amount for labor, finance, and engineering accounted for 89.63% of the total procurement amount. Moving forward, TNP will continue to promote supplier policies and select more excellent domestic partners.

TNP Company Procurement Proportions Over the Past Three Years							
Contract Type	Procurement Area	2022		2023		2024	
		Number of Suppliers	Proportion of Total Procurement Amount (%)	Number of Suppliers	Proportion of Total Procurement Amount (%)	Number of Suppliers	Proportion of Total Procurement Amount (%)
Labor (Contracting and Services)	Domestic	267	48.19	241	32.43	259	51.31
	Foreign	7	0.87	7	0.43	7	1.00
Finance (Raw material)	Domestic	109	33.68	101	57.75	92	33.27
	Foreign	16	6.33	16	4.94	19	9.37
Engineering (Construction and Equipment)	Domestic	11	10.84	9	1.96	17	5.05
	Foreign	1	0.09	4	2.49	0	0
Total		411	100	378	100	394	100

Notes : Domestic refers to Taiwan; Foreign refers to regions outside Taiwan.

Supplier Environmental and Social Evaluation

TNP encourages suppliers to sign an “Environmental/Occupational Safety Questionnaire,” a “Guarantee of Non-Use of Restricted Substances,” and a “Conflict Minerals Statement.”

Furthermore, the Company has developed a “Supplier Scorecard.” Each year, procurement personnel from the Materials Department conduct evaluations of “raw material suppliers with transactions in the current year” and “raw material suppliers rated D in the previous period.” Evaluation items include material quality, on-time delivery rate, price advantage, development capability, and service cooperation. Suppliers are rated A, B, C, or D based on their total score.

During this reporting period, there were 111 raw material suppliers, all of whom underwent the review process, achieving a 100% review rate. If a supplier is rated D, they must submit a written improvement plan within a specified period. Suppliers who fail to meet standards after a three-month improvement period will have their qualified supplier status revoked. In 2024, all suppliers passed the evaluation with no disqualifications.

3.3 Product Safety and Privacy

Product Certification and Labeling

Nameplate Business Unit’s products include stainless steel nameplates, aluminum nameplates, extruded aluminum nameplates, cast aluminum nameplates, electroformed nameplates, plastic injection molded parts, plastic nameplates, dispensed nameplates, metal nameplates, and membrane switches. All the aforementioned products comply with various international regulatory standards, voluntary guidelines, and eco-label requirements, such as material DATA SHEETS, RoHS, REACH, MSDS, UL, and a survey of Substances of Very High Concern (SVHCs) – PFAS. All products have obtained ISO 9001 and ISO 14001 certifications. Additionally, all products, except for membrane switches, have passed IATF 16949 certification.

Card Technology Department’s products include credit cards, credit IC cards, IC debit cards, ticketing cards, and general membership cards. All these products adhere to ISO 7816, ISO 14443, and EMV industrial standards. Furthermore, we are a certified manufacturer approved by international credit card organizations, such as VISA, MasterCard, and JCB. We also hold ISO 9001 and ISO 27001 certifications.

The company complies with REACH and ROHS regulations but has not applied for conflict minerals certification. However, it adheres to related regulations and cooperates with customers by filling out CMRT and EMRT forms. During this reporting period, the Company did not violate any regulations regarding product and service information or labeling, nor did it breach any voluntary guidelines. There were also no incidents of non-compliance with laws or voluntary agreements concerning marketing communications (including advertising, promotion, and sponsorship).

Products or Services Obtaining International Certification Systems

Product or Service Name	System Certification	Proportion of Products or Services Evaluated by Clients (%)
Stainless steel nameplates, aluminum nameplates, aluminum extruded nameplates, aluminum cast nameplates, electroformed nameplates, plastic injection molded parts, plastic nameplates, dispensed nameplates, and metal nameplates	ISO 9001 · ISO 14001 · IATF 16949	100
Membrane Keypad Switch	ISO 9001 · ISO 14001	100
Credit cards and credit IC cards	VISA · Mastercard · JCB · CQM · ISO 9001 · ISO 27001	100
IC debit cards	ISO 9001 · ISO 27001	100
Ticketing cards	ISO 9001 · ISO 27001	100
General membership cards	ISO 9001 · ISO 27001	100

Note : Percentage = (Total evaluated products or services provided to customers / Total products or services provided to customers) * 100.

International Certification Certificates



ISO 14001 Certificate



ISO 9001 Certificate



IATF 16949 Certificate



Customer Satisfaction

To understand customer satisfaction regarding our personnel services and product usage, we conduct satisfaction surveys, which are crucial feedback channels for our company. The surveys are conducted separately for the Linkou and Xinzhuang factories. The customer satisfaction results are as follows:

Linkou Plant											
Year / Item	Website Content Satisfac-tion	Sales Service Attitude & Pro-fession-alism	Sales' Response Speed	Engi-neering Sample Delivery	Draw-ings & Com-mit-ments	Product Quality Satisfac-tion	Custom-er Com-plaint Han-dling	Speed of Quality Problem Resolu-tion	Pack-aging Satisfac-tion	Delivery Quan-tity & Shipping Time	Total Score
2021	8.09	9.45	9.00	8.91	8.82	8.64	8.82	-	8.82	8.64	79.19 (Out of 90)
2022	8.88	9.50	9.06	9.00	9.13	8.94	8.94	9.00	9.00	8.56	90.01 (Full score: 100)
2023	8.77	9.46	9.15	9.31	9.23	9.08	9.00	9.08	8.92	8.92	90.92 (Full score: 100)
2024	8.75	9.44	9.25	9.38	9.38	9.13	9.38	-	9.25	9.38	83.34 (Out of 90)

Xinzhuang Plant										
Year / Item	Website Content Satisfaction	Sales Service Attitude & Professionalism	Quotation or Other Business	Engineering Sample Delivery	Drawings & Commitments	Product Quality Satisfaction	Customer Complaint Handling	Packaging Satisfaction	Delivery Quantity & Shipping Time	Total Score
2021	8.40	8.97	8.74	8.69	8.63	8.51	8.57	8.74	8.86	76.10 (Out of 90)
2022	8.45	9.35	8.84	8.77	8.65	8.90	8.71	8.77	8.90	79.34 (Out of 90)
2023	8.44	8.81	8.13	8.25	8.44	8.31	8.44	8.63	8.31	75.81 (Out of 90)
2024	8.18	9.03	8.48	8.67	8.73	8.36	8.48	8.79	8.73	77.45 (Out of 90)

Privacy Protection

TNP has established the "Information Security Policy" and "Information Security Management Measures" to strictly record and control customer-related information and documents through the company's internal systems, ensuring comprehensive protection of customer privacy. Additionally, the approval and activation of operational permissions for relevant internal personnel are conducted in accordance with the relevant operating specifications of each system. Regular information security and confidentiality promotions are conducted, sensitive data is uploaded to NAS with appropriate permission controls, and the system's data storage mechanism ensures the integrity of customer data. During the reporting year, the company did not receive any customer or supplier complaints regarding privacy violations, information leakage, theft, or loss of customer data.

The Company has an Information Security Committee and is certified under ISO/IEC 27001 Information Security Management System and BS 10012 Personal Information Protection Management System. We adhere to confidentiality agreements and the Personal Data Protection Act to protect customer privacy. TNP's customers are not end customers; the company honors its commitments to delivery and quality. In terms of marketing and labeling products and services, TNP complies with relevant regulations and international standards, such as the EU REACH regulations and RoHS environmental regulations.

The key methods for identifying and managing data security risks are outlined as follows :

1. Risk Assessment: Conduct a comprehensive risk assessment to understand potential risks in the organization's information systems.

2. Asset Identification: Identify and classify all organizational assets, including databases, documents, hardware, software, and network resources, ensuring focused protection on critical assets.
3. Vulnerability Management: Regularly perform vulnerability scans to promptly address system and application weaknesses.
4. Access Control: Implement effective access controls to ensure only authorized users can access relevant data and systems.
5. Encryption: Use encryption to protect sensitive data during storage and transmission.
6. Security Training: Ensure employees are aware of data security policies and best practices.
7. Monitoring and Logging: Conduct continuous monitoring and logging of system and network activities.
8. Emergency Response Plan: Develop and implement an emergency response plan to address data security incidents.

Company's Policies and Measures for Customer Data Collection, Use, and Retention :

1. The company should collect, process, utilize, or transmit customer data honestly, within the minimal necessary and specific scope, and reasonably related to the collection's purpose.
2. External provision of customer data should comply with contracts or written consent.
3. Restrictions on the collection, processing, and utilization of special sensitive customer data.
4. Departments accessing customer data for work purposes must manage it to prevent theft, alteration, destruction, or leakage.
5. The IT department manages and maintains data storage media, establishing regular backup and emergency recovery systems.
6. IT should enhance security checks and protection mechanisms to prevent external intrusion, logging all actions.
7. When hiring external experts to update or repair company computer equipment, designated IT personnel must be present to prevent data theft, alteration, destruction, or leakage.
8. Upon disposal or transfer of computer equipment, IT personnel must ensure the deletion of all stored data files.
9. Establish a personal data inventory, define the retention periods and methods for personal data storage and deletion.

Ch4

Sustainable Environment

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- 4.1 Management Policy
 - 4.2 Material Management
 - 4.3 Energy Management
 - 4.4 Water Resource Management
 - 4.5 Greenhouse Gas Emission Management
 - 4.6 Waste Management

4.1 Management Policy

Environmental Sustainability : Waste



Major Issue	Environmental Sustainability
Reason for the Issue's Importance	To align with the government's 2050 net-zero carbon emissions target, greenhouse gas inventory and emissions have been identified as a Major Issue.
Impact and Influence	• Economic Potential Negative Impacts : 1. To align with the government's net-zero carbon emissions target, the introduction of low-carbon investments, whether through replacing energy-intensive equipment or adopting circular economy practices, will increase operating expenses and raise product unit prices. 2. Since our company's products are exported to Europe and the United States, facing the implementation of a carbon tax system at export destinations will increase production costs. 3. Excessive national electricity consumption and insufficient power supply lead to rising electricity prices, thus increasing production costs. 4. To achieve the government's 2050 net-zero emissions policy, implementing the replacement of energy-intensive equipment and using eco-friendly raw materials to reduce carbon emissions are green investments that will increase operating costs and expenses. • Potential positive impact on corporate image : Reducing carbon emissions can lower the carbon footprint of our products, thus increasing the Company's market competitiveness. • Potential positive environmental impact : Using energy-saving equipment and making green investments can effectively reduce electricity costs and greenhouse gas emissions, leading to environmental friendliness. • Actual positive human/human rights impact : All raw material suppliers and cooperating manufacturers are required to comply According government regulations prohibiting the use of banned substances in raw materials, ensuring adherence to regulations.
Policy/Strategy	1. Since 2021, the Company has proactively conducted ISO 14064 greenhouse gas inventories and ensured the accuracy of the inventory data through audits by a third-party verification institution. Starting from 2021, we have arranged annual greenhouse gas inventories to confirm whether the Company's greenhouse gas inventory data shows a downward trend year by year. 2. Starting from the end of 2023, we began monitoring the energy consumption of more energy-intensive equipment. Once monitoring is complete, we will prioritize improving or replacing the most energy-intensive equipment to achieve energy-saving and carbon reduction effects. 3. By the end of 2024, we will implement ISO 50001 and energy monitoring equipment to monitor energy usage. 4. In the planning of new plant buildings, we intend to install solar panels and energy storage equipment, to generate and use our own green electricity, thereby reducing the use of externally purchased electricity and lowering carbon emissions.

Major Issue	Environmental Sustainability
Goals and Targets	(Using 2022 as the baseline year for the greenhouse gas inventory) • Short-term Goals : 1. Reduce greenhouse gas emissions by 8% by 2023 compared to the baseline year. 2. Complete inventory of energy-intensive equipment and implement energy monitoring. Plan to gradually replace high-energy-consuming equipment annually, such as lamination machine heaters, air compressors, and light bulbs, to achieve a short-term energy target of reducing electricity consumption by 1% each year. 3. Implement ISO 50001 Energy Management System in 2024. • Mid-term Goals : 1. Reduce greenhouse gas emissions by 25% by 2025 compared to the baseline year. 2. Replace chiller units or lamination machine heating equipment, install additional energy storage equipment, and utilize solar green electricity. 3. Achieve ISO 50001 third-party certification in 2026. 4. Plan to reduce carbon emissions by 5% from 2025 to 2030 compared to the baseline year. • Long-term Goals : 1. Achieve net-zero emissions by 2050. 2. Develop PETG environmentally friendly materials and identify opportunities for continuous improvement through the ISO 14001 Environmental Management System, ISO 14064-1 Greenhouse Gas Inventory, and ISO 50001 Energy Management System.
Management Evaluation Mechanism	1. The Company conducts annual Plan-Do-Check-Act (PDCA) effectiveness evaluations for environmental and greenhouse gas inventories in accordance with its ISO 14001 and ISO 14064-1 internal audit and management review procedures. 2. We have introduced the ISO 50001 energy management system to improve energy performance. Conducts PDCA effectiveness evaluations for the ISO 14001 environmental management system and ISO 14064-1 greenhouse gas inventory annually.
Performance and Adjustment	1. In comparison to 2021, our company reduced greenhouse gas emissions by 7.57% in 2024. 2. At the end of 2024, we progressively installed an energy management detection system on energy-intensive machinery within our operational areas. This allows us to identify the most power-consuming equipment and replace it, thereby achieving our carbon reduction goals. 3. We have developed low-VOC (volatile organic compound) inks and achieved a 90% adoption rate.
Preventive or Remedial Measures	Continuously implement plans to replace old and energy-consuming equipment and accelerate green procurement.

Major Issue	 Waste
Reason for the Issue's Importance	The company produces hazardous industrial waste and general industrial waste within the factory. Given the increasingly stringent environmental regulations on waste, it is necessary to consider waste management as a major issue to comply with legal requirements.
Impact and Influence	• Economic Potential Negative Impact : Stricter environmental regulations increase costs for processing equipment and service providers due to more detailed recycling requirements. • Economic Actual Positive Impact : Complying with regulations by using qualified waste processors reduces the likelihood of environmental fines. • Environmental Actual Positive Impact : Selecting compliant waste processors ensures proper waste handling and environmental hygiene. • Human Rights Potential Negative Impact : Hazardous waste leaks can endanger stakeholder health. • Human Rights Actual Positive Impact : Properly executing resource recycling and increasing equipment as required by law ensures the legal temporary storage of industrial waste, preventing environmental pollution and protecting stakeholders' health.
Policy/Strategy	Our company's environmental, safety, and health policy commits to "comply with regulations, green production, pollution prevention, resource recycling, hazard prevention, and continuous improvement." We pledge to enhance the monitoring of pollution sources and improve pollution control equipment to effectively implement pollution prevention measures.
Goals and Targets	• Short-term Goals : 1. Accelerating green procurement by implementing environmentally friendly production methods, such as adopting PETG eco-friendly materials and environmentally friendly inks. 2. Monitoring the energy use of high-energy-consuming equipment and improving or replacing the most energy-consuming ones to achieve energy savings and carbon reduction. • Mid-term Goals : Purchase plate-free printers to reduce waste from printed PC plates and printing films. • Long-term Goals : 1. Seek vendors to decompose environmental material PLA, whose decomposed waste can be composted for recycling. 2. Plan to minimize waste volume, thereby decreasing waste disposal, in line with our industrial waste reduction plan. 3. Plan to reconstruct old factory buildings using environmentally friendly building materials. The green factories are expected to include energy storage equipment and solar panels, enabling the Company to partially use green energy to reduce reliance on externally purchased electricity and lower carbon emissions. 4. Plan for PETG cards to achieve net-zero emissions in the future, to reduce greenhouse gas emissions.
Management Evaluation Mechanism	• Conduct irregular visits to specific waste contractors for inspections. • Find qualified waste transportation/disposal vendors, verify their permits, and ensure they have the company's waste codes to comply with regulations.

Major Issue	Waste
Performance and Adjustment	• Ensure that all waste service vendors are qualified, achieving a 100% compliance rate. • Maintain a 100% contract signing rate with our waste service vendors. • Given that plastic remains a primary material used in large quantities, the Company has actively begun developing PETG eco-friendly materials and soy-based eco-friendly inks as raw materials for our products. • Compared to 2023, our waste recycling rate reached 12.29% in 2024. • Aim to replace conventional printing inks with soy-based eco-friendly inks to reduce environmental pollution. In 2024, our adoption rate for these inks was 85.1%.
Preventive or Remedial Measures	• Properly execute resource recycling and, as required by regulations, entrust qualified vendors to handle industrial waste. • Ensure that qualified recycling vendors strictly adhere to regulations in the handling of industrial waste.

4.2 Material Management

Currently, the company's products do not use recycled materials, and packaging materials cannot be reused as they are shipped with the products to customers via air and sea. Additionally, due to the inclusion of customer personal information on the products, they cannot be recycled and reused. The consumption of raw materials and non-renewable materials used by the company is as follows :

Raw Material Statistics

Raw Material Name	Unit	Renewable	2022	2023	2024
PVC	Tons	Non-renewable	65,560.398	82,306.078	86,507.170
PETG	Tons	Non-renewable	14,798.360	15,989.190	9,388.060
Chips	Tons	Non-renewable	8,690.700	10,012.090	2,559.910

Note :

1. Material types include raw natural resources like ores, iron, wood, plastic pellets; lubricants for machinery, semi-finished parts or components; packaging materials also count.
2. Non-renewable refers to resources that cannot be replenished in the short term, such as coal, natural gas, metals, minerals, petroleum; renewable refers to resources that regenerate after being harvested.
3. As the card business unit accounts for 88% of the Company's total revenue, the raw material weights disclosed in this table primarily pertain to the card business unit's products.

4.3 Energy Management

Energy Consumption

The energy consumption of the company over the past three years is shown in the table below :

TNP Company Energy Usage Over the Past Three Years

Quantitative Indicator	Unit	2022	2023	2024
Electricity Usage	kWh/year	2,439,120	2,424,360	2,153,200
	GJ	8,781.83	8,727.70	7,751.52
Gasoline Usage	L/year	6,223.66	6,344.33	4,488.00
	GJ	203.11	207.19	142.98
Diesel Usage	L/year	242	190	103
	GJ	8.51	6.20	3.73
Total Energy Usage	GJ	8,992.45	8,941.43	7,898.23
Organization-Specific Metric	Unit	Revenue (Million NTD)	Revenue (Million NTD)	Revenue (Million NTD)
Organization-Specific Metric Value	Revenue (Million NTD)	519.781	668.281	628.688
Energy Intensity	GJ / Organizational Metric Value	17.30	13.38	12.56

Note :

1. The energy conversion for electricity is 1 kWh = 0.0036 GJ.
2. Coefficients are sourced from the Ministry of Environment’s Gas Emission Factor Management Table 6.0.4 and the Greenhouse Gas Inventory Guidelines 2022.5 version. 1 kcal = 4.1868 KJ.
3. For 2022-2023, fuel heating values were calculated using the Ministry of Environment’s Greenhouse Gas Emission Factor Management Table 6.0.4: gasoline 7,800 kcal/L; diesel 8,400 kcal/L; natural gas 8,000 kcal/m³; liquefied petroleum gas 6,635 kcal/L. 1 kcal = 4.1868 KJ.
4. For 2024, fuel heating values cited the Ministry of Environment’s announcement dated February 13, 2025: gasoline 7,609 kcal/L; diesel 8,642 kcal/L.
5. For 2024, fuel heating values were calculated using the Ministry of Environment’s Greenhouse Gas Emission Factor Management Table 6.0.4: natural gas 8,000 kcal/m³; liquefied petroleum gas 6,635 kcal/L. 1 kcal = 4.1868 KJ.

Energy-Saving Achievements

The Company’s current specific action plans and achievements in energy saving and carbon reduction are detailed below. Beyond our established carbon reduction strategies, once we begin

to inventory Categories 3 to 6 greenhouse gas emissions, we will help reduce our clients' carbon emissions by focusing on minimizing product carbon footprints.

1. Starting in mid-November 2023, we implemented a measure for night-shift printing personnel to start work earlier, and installed split air conditioning units in other night-shift work areas. These measures allow the central air conditioning system to have brief periods of rest, thereby reducing electricity consumption and energy emissions.
2. In 2024, we modified the heating system of the #2 lamination machine to match the mode of the #3 machine, to achieve energy saving and carbon reduction. This is estimated to save approximately 100 kWh per day, totaling 25,000 kWh, which is 90 GJ.
3. From the perspectives of air conditioning systems, electric lighting, and other electricity usage, implement energy-saving measures :

(1)Our plant has replaced traditional T5 fluorescent lights with LED T5 ones. This upgrade is expected to save 90,360.9 kWh of electricity annually, which translates to 325.30 GJ, and reduces electricity costs by approximately 42.5%.

(2)Removed and replaced the 60-metric-ton chilled water air conditioning system with an air-cooled air conditioning one.

Our plant has replaced its old chillers with new, more efficient models. This upgrade is expected to save 372.667 kW in daily power consumption. This translates to a total electricity saving of approximately 20.3% over half a year ($372.667\text{KW} / 24 \times 8 \times 220$ working days). The relevant details are as follows: $\text{Power consumption of old chiller (kW)} / \text{Power consumption of new chiller (kW)} \times 100\% = (372.667 / 1,836.6667) \times 100\% = 20.3\%$.

(3)By installing indoor air conditioners in the Linkou Plant's printing area for night-shift production, we anticipate reducing electricity consumption by 161,981 kWh and cutting carbon emissions by 80.019 metric tons of CO₂e.

(4)Change air conditioning in the production area to VRV type, controlling temperature settings.

(5)Replace old water-cooled air conditioners in the office with energy-efficient grade 1 split air conditioners.

(6)Fill in the fish pond in the plant area to reduce water usage.

(7)Implement online DCN approval and establish a digital engineering system.

4. In 2023, total electricity consumption was 2,424,360 kWh, which decreased to 2,153,200 kWh in 2024. This represents a total electricity saving of 271,160 kWh in 2024 compared to 2023, equivalent to approximately 489.02GJ. This 25.29% reduction in electricity consumption led to a decrease of 133.95 metric tons of CO₂e emissions.

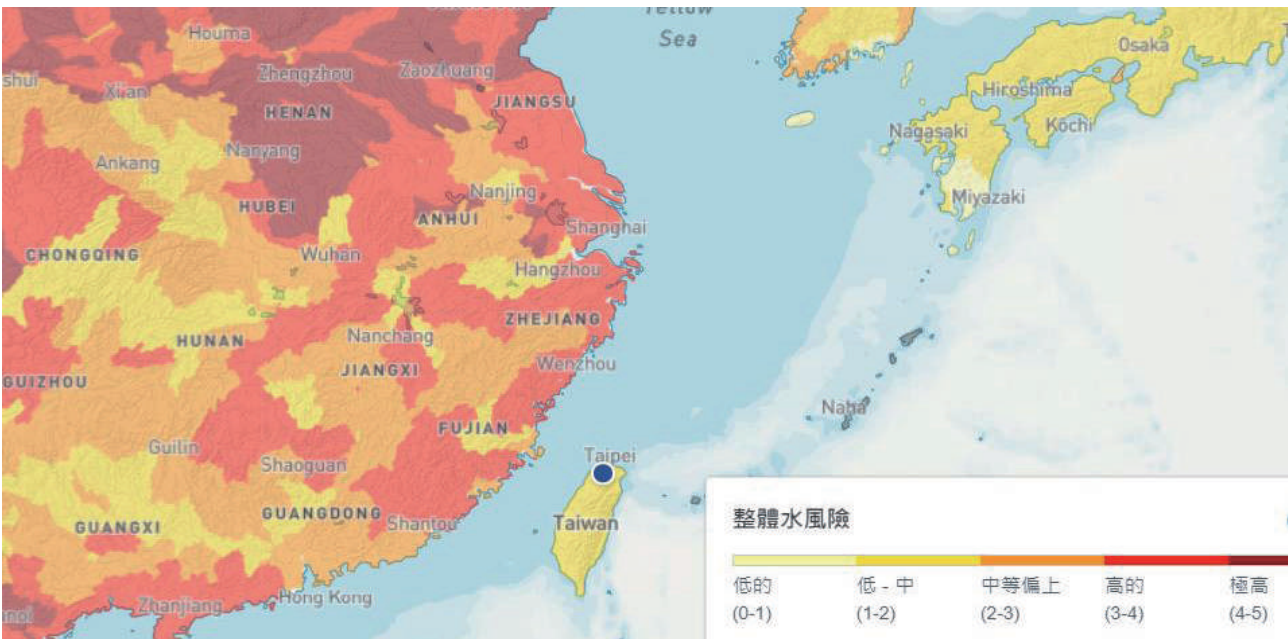
4.4 Water Resource Management

Water Resource Usage

The company’s Linkou plant, located in Hwa Ya Industrial Park, receives its main water supply from Shimen Reservoir, with wastewater discharged to the South Wastewater Treatment Plant managed by Hwa Ya Consulting Co., Ltd. The Xinzhuang plant also sources its water from Shimen Reservoir, with wastewater discharged to Bali Wastewater Treatment Plant. According to the Water Resource Risk Assessment Tool, the company's water resource risk is classified as medium to low risk.

The company has long focused on water conservation and environmental protection. In its water-saving plan, the company emphasizes daily water conservation practices and actively improves the water consumption of its processes to maximize the use of available water resources. In 2024, our unit water consumption was 6,131 metric tons, representing a 6.95% decrease compared to 6,589 metric tons in 2023.

Water Resource Risk Assessment



For the 2024 reporting period, the Xinzhuang Plant’s water withdrawal was 1.133 million liters, based on water bill data, and this quantity was not included in the water volume under our management. Additionally, the water usage situation for the Linkou Plant is shown in the table below :

Linkou Plant Water Usage in the Past Three Years

Year	2022	2023	2024
Water Withdrawal	5.53	6.29	6.13
Water Discharge	1.89	2.42	2.57
Water Consumption	3.64	3.87	3.56
Organization-Specific Metric (Unit)	Revenue (Million NTD)	Revenue (Million NTD)	Revenue (Million NTD)
Organization-Specific Metric Value	519.781	668.281	628.688
Water Intensity	0.0106	0.0094	0.0098

Notes :

1. Water discharge data is recorded monthly by the Hwa Ya Park Service Center from the company's effluent flow meter and logged in the Hwa Ya Technology Park Industrial Wastewater Inflow Detail Table.
2. Water Consumption = Water Withdrawal -Water Discharge.
3. Water Intensity Calculation: Water Withdrawal (million liters) / Organization Specific Metric Value.

Wastewater Testing

Statistics and Standards for Wastewater Discharge and Monitoring Values of Linkou Plant Over the Past Three Years. Although the Company does not have monitoring data for discharge outlets or monitoring equipment, we strictly comply with regulations. An activated carbon adsorption tower is installed at the outlet, and the activated carbon is replaced at least once a year as required by the Water Pollution Control Measures Plan and Water Pollution Control Permit.

Linkou Plant's Wastewater Discharge Statistics Over the Past Three Years

Unit : Million Liters

Operational Site	2022	2023	2024
Headquarters	1.89	2.42	2.57

Discharge Standards and Monitoring Values of Wastewater at Linkou Plant Over the Past Three Years

Monitoring Item	2022		2023		2024	
	Discharge Standard (ppm)	Average Annual Monitoring Value (ppm)	Discharge Standard (ppm)	Average Annual Monitoring Value (ppm)	Discharge Standard (ppm)	Average Annual Monitoring Value (ppm)
Free Residual Chlorine	2.00	0.00	2.00	0.00	2.00	0.00

Monitoring Item	2022		2023		2024	
	Discharge Standard (ppm)	Average Annual Monitoring Value (ppm)	Discharge Standard (ppm)	Average Annual Monitoring Value (ppm)	Discharge Standard (ppm)	Average Annual Monitoring Value (ppm)
Suspended Solids	200.00	25.20	200.00	25.20	200.00	47.00
Chemical Oxygen Demand	300.00	132.00	300.00	193.00	300.00	85.40
Biochemical Oxygen Demand	120.00	15.40	120.00	55.80	120.00	29.60
True Color	400.00	144.00	400.00	86.00	400.00	315.00
pH Value	7.50	7.20	7.50	6.50	7.50	6.50

4.5 Greenhouse Gas Emission Management

Greenhouse Gas Emission Statistics

Our company began implementing greenhouse gas (GHG) inventory checks in 2021, alongside third-party verification to ensure the accuracy and validity of the data. This practice has continued annually, with 2022 established as TNP's GHG inventory baseline year. For this reporting year, the total greenhouse gas emissions amounted to 1,403.6067 metric tons of CO₂e. Of this, direct emissions and indirect energy emissions totaled 1,169.52 metric tons of CO₂e, representing an approximate 8% reduction compared to the baseline year. The decrease in total carbon emissions in 2024 compared to 2023 is attributed to a significant increase in outsourced orders. This led to a reduction in average annual working hours and lower electricity consumption for air conditioning and printing production, thereby contributing to an overall decrease in emissions.

Greenhouse Gas Emission Status of TNP Over the Past Three Years

Unit : Metric Tons CO₂e

Quantitative Indicators	2022	2023	2024
Scope 1 : Direct Greenhouse Gas Emissions	55.8050	109.2956	105.8417
Scope 2 : Indirect Greenhouse Gas Emissions	1,207.3644	1,197.6338	1,063.6808

Quantitative Indicators	2022	2023	2024
Scope 3 : Other Indirect Emissions	-	266.5667	234.0842
Total Emissions = Scope 1 + Scope 2 + Scope 3	1,263.1694	1,573.4961	1,403.6067
Organization-Specific Measurement Value (Revenue in Hundreds of Millions)	519.781	668.281	628.688
Greenhouse Gas Emission Intensity = (Total of Scope 1 + 2 + 3 / Revenue (in millions of NTD))	2.4302	2.3545	2.2326

Notes :

1. Scope 1 refers to emissions directly from sources owned or controlled by the Company, including stationary combustion, process emissions, mobile combustion from transportation, and fugitive emissions. Emission factors are calculated according to the latest announced data from the Energy Administration, Ministry of Economic Affairs, version 6.0.4 (IPCC Sixth Assessment Report).
2. Scope 2 refers to indirect energy emissions, such as purchased electricity.
3. Scope 3 refers to indirect emission sources from raw materials/services, such as those from the transportation and treatment of waste and upstream energy consumption of purchased goods.
4. Types of greenhouse gases include : Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs), Sulfur Hexafluoride (SF₆), and Nitrogen Trifluoride (NF₃).
5. Purchased electricity emission factors are cited from the Energy Administration, Ministry of Economic Affairs: 2021: 0.509 kgCO₂e/kWh; 2022: 0.495 kgCO₂e/kWh; 2023: 0.494 kgCO₂e/kWh; 2024: 0.474 kgCO₂e/kWh.
6. The method for consolidating greenhouse gas quantities is the operational control approach.

The Company's refrigeration equipment uses R22 refrigerant. The refrigerant charge amounts are summarized below :

Ozone-Depleting Substances Used by the Company in the Past Three Years

Unit : Tons

Name of Ozone-Depleting Substance	2022	2023	2024
R22	0.40	0.25	0.03

Notes : Ozone-depleting substances include Chlorofluorocarbons (CFCs), R11, R12, R22, Hydrochlorofluorocarbons (HCFCs), Halons, Carbon Tetrachloride (CCl₄), 1,1,1-Trichloroethane, Hydrobromofluorocarbons (HBFCs), and Methyl Bromide.

4.6 Waste Management

Waste Disposal

As a professional manufacturer of plastic cards and various nameplates, the Company’s production processes may generate wastewater, exhaust gas, and waste. We have established relevant environmental management procedures, installed corresponding treatment equipment, and obtained permits from government agencies. In accordance with environmental regulations, we entrust licensed contractors with the transportation and disposal of waste and diligently implement measures to prevent environmental pollution.

Waste Statistics Table

Waste Composition		Off-site			
Item	Hazardous/ Non-hazardous	2023		2024	
		Generation (tons)	Intermediate Disposal Method	Generation (tons)	Intermediate Disposal Method
D-0803 Waste Cloth	Non-hazardous	1.19	Incineration	1.37	Incineration
D-2405 Waste Ink	Non-hazardous	1.56	Incineration	0.48	Incineration
D-0299 Waste Plastic Mixture	Non-hazardous	29.62	Incineration	22.57	Incineration
R-2408 Waste Activated Carbon	Non-hazardous	7.01	Recycling	8.31	Recycling
C-0107 Waste Developer Solution	Hazardous	3.95	Thermal Treatment (excluding incineration)	6.70	Thermal Treatment (excluding incineration)
C-0108 Waste Fixing Solution	Hazardous	0.98	Thermal Treatment (excluding incineration)	0.87	Thermal Treatment (excluding incineration)
D-2299 Waste Film	Non-hazardous	0.59	Physical treatment	0.01	Physical treatment
D-2623 Waste Chips	Non-hazardous	0.11	Physical treatment	0.20	Physical treatment
D-2527 Waste Mixed Metal Scrap	Non-hazardous	0.16	Physical treatment	0.00	-
D-0202 Waste Resin	Non-hazardous	0.28	Incineration	0.22	Incineration
D-1504 Waste Liquid	Non-hazardous	5.15	Incineration	0.00	-
D-0901 Organic Sludge	Non-hazardous	0.00	-	0.04	Thermal Treatment (excluding incineration)

Notes :

1. Waste composition can be categorized based on the "Waste Management Plan" (e.g. A/B/C/D/E/R categories).
2. Waste weights are all in metric tons.
3. Recycling operation types: Preparation for reuse, material recovery/recycling, and other recovery operations.
4. Material recovery types: Downcycling, upcycling, composting, or anaerobic digestion.
5. Other recovery operations: Change of purpose or refurbishment.
6. Intermediate disposal types: Incineration (with energy recovery), incineration (without energy recovery), thermal treatment, and physical treatment.
7. "Off-site" refers to outside the reporting organization's physical boundary or administrative control.
8. In 2024, there was no disposal of D-2527 or D-1504 waste (as these waste types were not generated). In 2023, there was no disposal of D-0901 waste.
9. The data in this table was collected from waste clearance triple-copy forms and recycling weighbridge slips.

TNP's environmental safety and health policy is committed to "complying with regulations, green production, pollution prevention, resource recycling, hazard prevention, and continuous improvement." The company is committed to strengthening pollution source monitoring and improving pollution control equipment to implement pollution prevention. The Company is also actively adopting eco-friendly materials. In 2021, we completed the development of PETG and are developing PLA and eco-friendly soy-based inks. These environmentally friendly production materials effectively reduce carbon emissions generated during operations, allowing us to truly achieve green manufacturing and reduce waste volume.

TNP's general industrial waste is primarily sent to public and private treatment facilities for processing or handled according to the "Waste Disposal Act" for resource recovery and reuse. Hazardous industrial waste is transported to the Ministry of Economic Affairs' comprehensive treatment center for industrial waste or qualified first-class public and private waste treatment facilities for processing or handled according to reuse regulations.

Our contracted third-party qualified waste disposal companies are equipped with GPS tracking systems and are responsible for implementing waste reduction and recycling measures. Our goal is to significantly reduce the amount of waste generated at the final stage, offer recommendations for source reduction and waste reuse technologies, and ultimately increase the waste recycling and reuse rate. Additionally, the Company conducts on-site inspections of waste disposal vendors in accordance with the law. As of the end of 2024, there have been no incidents of waste leakage at TNP.

The Company's waste includes general recycling items. The Linkou Plant collected 31,148 kg, and the Xinzhuang Plant collected 4,399 kg. Recycling categories include plastics, scrap materials, paper, metal scrap, decommissioned mainframes, and aluminum/iron. We entrust qualified vendors for proper clearance and treatment of all these waste items.

Ch5

Friendly Workplace And Social Participation

- 5.1 Management Policies
- 5.2 Talent Recruitment And Retention
- 5.3 Employee Compensation And Welfare
- 5.4 Occupational Health And Safety
- 5.5 Social Participation

5.1 Management Policies

Occupational Safety and Health, Training and Education, Employee Diversity and Equal Opportunity (Workforce Diversity & Engagement)



Major Issue	Occupational Safety and Health
Reason for the Issue's Importance	Beyond the owners and investors, employees are the most crucial asset for a company's continued operation. Therefore, the Company places great importance on the safety and suitability of employees' work environment to prevent them from suffering injuries or contracting occupational diseases during work.
Impact and Influence	• Economic Potential Negative Impact : Failure to implement occupational safety and health regulations may lead to reputational damage, factory downtime losses, and potential legal violations. • Potential Positive Economic Impact : Implementing occupational safety and health regulations enhances corporate reputation, and assures suppliers that their personnel will receive safety protection when working on the Company's projects. • Potential negative environmental impact : This could include air pollution (compromising air quality), water pollution, soil pollution, harm to physical and mental health, or causing the Company to violate regulations, among other issues. • Environmental Potential Positive Impact : Continuous improvement ensures a safe, hygienic working environment for employees. • Human/Human Rights Potential Negative Impact : Reputational damage and legal violations. • Human/Human Rights Potential Positive Impact : The company prioritizes workplace injury prevention, bullying, harassment, and discrimination issues, emphasizing zero tolerance to enhance human rights protection.
Policy/Strategy	• Assign responsible units and provide adequate improvement resources, support their operations, ensure worker participation and consultation for continuous improvement, and oversee and support employee contributions to the effectiveness of the Environmental Health and Safety (EHS) management system. • Ensure compliance with relevant regulations and requirements, fulfill compliance obligations, and provide safe and healthy workplaces and activities overall. • Prevent environmental pollution, work hazards, and health impacts, reduce the environmental impact of products and services, and avoid operational hazards. • Utilize appropriate communication, guidance, and support to ensure internal personnel understand the importance of EHS management and its continuous improvement. • Protect workers reporting incidents, hazards, risks, and opportunities from retaliation. • Both of the Company's operational sites have implemented and obtained third-party certification for the ISO 45001 Occupational Safety and Health Management System.

Major Issue	Occupational Safety and Health
Goals and Targets	Short-term goal : Less than six occupational accidents per year. Medium-term goal : Less than two major occupational accidents within five years. Long-term goal : Zero occupational accidents.
Management Evaluation Mechanism	The company conducts an annual effectiveness evaluation of the Plan-Do-Check-Act (PDCA) cycle for occupational health and safety through internal audits and management review procedures according to ISO 45001.
Performance and Adjust-ment	In 2024, the employee health check-up completion rate was 100%, with no employees excluded.
Preventive or Remedial Measures	1. Eliminate hazards. 2. Substitute with less hazardous materials, processes, operations, or equipment. 3. Implement engineering controls or work redesign. 4. Apply administrative controls, including training. 5. Use appropriate personal protective equipment.

Major Issue	 Training and Education
Reason for the Issue’s Im-portance	"Training and education" play a vital role in TNP's management practices, contributing to the company's social image, enhancing employee quality, meeting human rights standards, and achieving environmental sustainability. These initiatives reflect effective corporate governance and positively impact the company's long-term value and sustainability. By investing in these areas, TNP fosters a workforce that is skilled and aware of its responsibilities, while also aligning with broader societal and environmen-tal goals. This holistic approach strengthens the company's position and ensures its ongoing success and growth.
Impact and Influence	• Social Actual Positive Impact : Corporate training and education can be viewed as a part of the company’s social responsibility. By offering skills training, diversity training, and anti-discrimination education, the company can actively participate in solving social issues, enhancing its social image. • Human/ Human Rights Actual Positive Impact : Effective training and edu-cation help ensure employees receive proper support and skill development in the workplace. This aligns with ESG requirements on human rights and labor condi-tions, ensuring employee rights, good working conditions, and transparent labor practices.

Major Issue	Training and Education
	• Environmental Actual Positive Impact : TNP emphasizes environmental knowledge and practices in training and education to reduce the company's environmental footprint. This reflects the environmental (E) aspect of ESG, demonstrated by the Company's active participation in sustainable development efforts and its initiatives to reduce environmental impact. • Corporate Governance Actual Positive Impact : Providing training and education also reflects the effectiveness of corporate governance. Good corporate governance involves developing and managing internal talent, which is achieved through training and education. This has a positive impact on improving the company's operational efficiency and agility.
Policy/Strategy	• TNP upholds "integrity, commitment, co-opetition, and transcendence" as its business philosophy. We aspire to cultivate an environment where all employees "break through the status quo, bravely face various challenges, continuously learn, and always strive for self-improvement." It aims to cultivate a spirit among all members to "break through the status quo, bravely face various challenges, learn everywhere, and always strive for self-improvement." By enhancing employees' capabilities, the company can achieve its goals. Only through continuous improvement of colleagues' abilities can TNP sustainably progress. • Monitoring and Reporting Progress: Regularly monitor the implementation of training plans and report the company's training performance to stakeholders periodically.
Goals and Targets	Short-term goal : Enhance the diversity of educational training. Long-term goal : Increase the budget for educational training.
Management Evaluation Mechanism	Set the achievement rate for educational training each year.
Performance and Adjustment	• The achievement rate of educational training is part of each unit's KPI, and its results directly impact the year-end performance evaluation. • In 2024, educational training achieved skills training diversity with an expenditure of 714,900 NTD and an average training time of 34.81 hours per person.
Preventive or Remedial Measures	• Training Cost Control : The company can control training costs by improving efficiency and choosing appropriate training methods. • Adapting to Market Changes : Regularly review training plans to ensure that employees' skills align with market demands, reducing the risk of training becoming outdated. • Open and Transparent Communication : Establish transparency and actively share training plans and outcomes with shareholders and investors to reduce potential information asymmetry.

Major Issue	Employee Diversity and Equal Opportunity (Workforce Diversity & Engagement)
Reason for the Issue's Importance	For TNP as a TPEx listed company, employee diversity and equal opportunity are not just about complying with regulations. They are crucial for the Company's sustainable development, enhancing its social image, and strengthening risk management.
Impact and Influence	• Potential positive human/human rights impact : 1. Social responsibility and corporate image : Diversity and equal opportunity align with the principles of corporate social responsibility, while reflecting a company's active contribution to society. Achievements in these areas can enhance the company's image and reputation in the social aspect of ESG. 2. Talent Attraction and Retention: Providing equal opportunities and a diverse work environment helps attract and retain top talent. Diverse teams can typically offer different perspectives and innovative thinking, which helps the company respond to changes and innovate products and services. 3. Social Justice and Human Rights : Employee diversity and equal opportunities demonstrate the company's respect for human rights and pursuit of social fairness, aligning with the human rights aspect of ESG and promoting equality and justice at the societal level. • Potential positive corporate governance impact : 1. Risk Management : Focusing on workforce diversity helps reduce the Company's risks in the labor market. Focusing on workforce diversity helps mitigate labor market risks by reducing reliance on a single talent group and lowering potential turnover risks. 2. Shareholder and Investor Expectations : More investors and institutions are considering ESG factors in investment decisions. Implementing diversity and equal opportunities is seen as an indicator of good ESG risk management and social responsibility, meeting investor expectations for sustainable investments. • Potential negative corporate governance impact : Regulations and supervisory requirements regarding diversity and equal opportunity are becoming increasingly stringent in many countries and regions. The Company must comply with relevant laws and regulations; otherwise, it will face fines or lawsuits, thus negatively impacting its governance performance.
Policy/Strategy	TNP clearly defines work rules and implements the following policies : • Employee Diversity and Equal Opportunity : Transparency in recruitment, promotion, training, compensation, and benefits. We provide equal employment opportunities and prohibit discrimination to protect all employees' rights. • Focus on Gender Equality and Multiculturalism : Ensure equal employment opportunities for individuals with disabilities and related policies.

Major Issue	Employee Diversity and Equal Opportunity (Workforce Diversity & Engagement)
Goals and Targets	Short-term Goal : Increase the proportion of women and ethnic minorities in senior management to 50%. Long-term Goal : Monitor and assess employee satisfaction and company culture to ensure the achievement of equal opportunity objectives.
Management Evaluation Mechanism	1. Employee suggestion box. 2. Employee satisfaction survey. 3. Complaint hotline (email).
Performance and Adjustment	• Employing persons with disabilities, the legal quota is 2 people, and in 2024, 6 persons with disabilities were employed, achieving a rate of 300%. • No discrimination incidents occurred in 2024.
Preventive or Remedial Measures	• Establish a clear policy on employee diversity and equal opportunity, ensuring all employees understand and adhere to it. • Conduct regular training to raise awareness among management and staff about diversity, reducing the occurrence of discriminatory behaviors. • Implement an effective mechanism that encourages employees to anonymously report discrimination, with a swift process for handling complaints.

5.2 Talent Recruitment And Retention

Personnel Structure

The Company has a total of 217 employees, all of whom are local citizens and full-time regular employees; there are no part-time staff. Female employees constitute 43% of the workforce. Non-employees are mostly workers under contract agreements, totaling 15 individuals. This number is lower than in 2023, as the renovation of the 4th-floor education and training room led to a prolonged presence of non-employee workers on site. There was no significant difference in employee numbers between 2023 and 2024.

Category/Sex		Female			Male			Total
Region	Age	30 and below	30-50 years old	Over 51 years old	30 and below	30-50 years old	Over 51 years old	
Taiwan	Employees	17	54	22	17	80	27	217
	Full-Time	17	54	22	17	80	27	217
	Temporary employees	0	0	0	0	0	0	0

Notes :

1. Employee : An individual who has a labor relationship with the organization according to national laws or applicable requirements (in Taiwan, this refers to employees with labor insurance).
2. Full-Time : Individuals with an indefinite contract.
3. No Hour Guarantee: Employees not guaranteed minimum work hours but may need to be available.
4. Full-Time : Individuals working hours as defined by Taiwan Labor Standards Law (up to 8 hours per day, 40 hours per week).
5. Calculation Method: Based on headcount/full-time equivalent.

Information on Non-Employee Workers			
Worker Type	Contractual Relationship with the Company	2023	2024
		Total Workers	
Cleaning Personnel	Contracted	1	2
Security Personnel	Contracted	3	3
Engineering Personnel	Contracted	25	10
Total		29	15

Note : Average value throughout the entire reporting period.

TNP defines “senior management” (those in managerial positions) as the Company’s managers, in accordance with the competent authority’s letter dated March 27, 2003, Ref. No. Tai-Tsai-Zheng-San-Zi No. 920001301. The scope of “managers” includes the president and equivalent level, vice president managers and equivalent level, assistant vice presidents and equivalent level, head of the Finance Department, head of the Accounting Department, and other individuals with the right to manage the Company’s affairs and sign documents on its behalf.

When hiring staff, TNP prioritizes residents from Taiwan to strengthen local harmony and employee stability. Among these, 100% of the Company's managers at the departmental level and above are local residents (senior management in Taiwan are all Taiwan residents). The distribution of employee positions over the past three years is as follows :

Manager and Non-Manager Statistics				
Year			2023	2024
Category/Sex		Age	Number	
Senior Management	Male	30 and below	0	0
		30-50 years old	2	2
		Over 51 years old	5	5
	Female	30 and below	0	0
		30-50 years old	0	1
		Over 51 years old	1	0
Total for Senior Management			8	8
Non-Management Personnel	Male	30 and below	19	17
		30-50 years old	72	78
		Over 51 years old	28	22
	Female	30 and below	16	17
		30-50 years old	57	53
		Over 51 years old	23	22
Total for Non-Management Personnel			215	209
Total for Regular Employees			223	217

Note : Assistant Vice President level and above are considered senior management.



Hiring of Diverse Employee Groups

To promote employee structural diversification, the Company hired three more employees from diverse backgrounds this year compared to 2023. Our workforce now includes six individuals from minority and disadvantaged groups and four Indigenous People, totaling ten individuals. All employees receive equal opportunities for promotion and training, without discrimination based on background. The distribution of diverse employee hires over the past three years is shown in the table below :

Year			2022	2023	2024
Category/Sex		Age	Number		
Minority or Disad- vantaged Groups	Male	30 and below	1	1	1
		30-50 years old	0	0	0
		Over 51 years old	0	2	2
	Female	30 and below	1	1	1
		30-50 years old	0	0	0
		Over 51 years old	1	1	2
Total individuals from minority or disadvantaged groups			3	5	6
Indigenous	Male	30 and below	0	0	0
		30-50 years old	0	0	0
		Over 51 years old	0	0	0
	Female	30 and below	0	0	1
		30-50 years old	2	2	3
		Over 51 years old	0	0	0
Total number of indigenous people			2	2	4

Minority or disadvantaged groups : Groups with specific conditions or characteristics (such as economic, physical, political, or social) that may face greater negative impacts from organizational activities compared to the general population.

Employee Turnover

In 2024, TNP had a total of 217 employees. The number of new hires was 14 (five males, nine females), representing a new hire rate of 6.45%. The increase in the Company’s new hire rate in 2023 was attributed to the Company’s annual human resource allocation plan and organizational

adjustments, which led to an increased demand for personnel. In 2024, the new hire rate returned to the average. The number of departing employees was 26, resulting in a turnover rate of 11.98%. Personnel changes were more frequent in 2024 partly because several new hires resigned within a week of joining, stating no intention to continue their employment, contributing to the higher turnover rate.

New Hire Rate Statistics for the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age / Category	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)
Under 30 years old	9	47.37	10	62.50	3	17.65	5	29.41
30-50 years old	15	20.27	3	57.00	2	2.50	4	7.41
Over 51 years old	0	0.00	0	0.00	0	0.00	0	0.00
Total New Hires	37				14			
Total Employees	223				217			
Total New Hire Rate (%)	16.59				6.45			

Notes :

1. The number of new employees does not deduct those who left mid-year.
2. Male (female) employee new hire rate for the age group = Number of new hires in the gender age group for the year / Total number of employees in the gender age group at the end of the year.
3. Total new employee hire rate = Number of new hires for the year / Total number of employees at the end of the year at the operation site.

Employee Turnover Rate Statistics for the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age / Category	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)
Under 30 years old	9	47.37	5	31.25	2	11.76	4	23.53
30-50 years old	13	17.57	5	8.77	10	12.50	9	16.67
Over 51 years old	1	3.03	3	12.50	0	0.00	1	4.55
Total Departures	36				26			

Employee Turnover Rate Statistics for the Past Two Years								
Year	2023				2024			
Gender	Male		Female		Male		Female	
Age / Category	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)
Total Employees	223				217			
Total Turnover Rate (%)	16.14				11.98			

Notes :

1. Categories of employee departures include resignation, dismissal, retirement, or job-related fatalities.
2. Turnover rate for male/female employees in a given age group = Number of new hires of that gender and age group in the current year) / Total number of employees of that gender and age group at the end of the year at the operational location.
3. Total employee turnover rate = Number of departures for the year / Total number of employees at the end of the year at the operation site.

Employee Training

Each year during budget allocation, the company formulates an annual employee education and training plan in line with the company's business strategy and allocates a budget. Regular (and irregular) employee education and training are conducted to enhance employee quality and work skills, ensuring smooth achievement of annual budget and business strategy goals. Employees can also flexibly apply for external education and training based on business and work conditions.

Although the company does not implement TTQS, it highly values employees' career development and lifelong learning. Therefore, each December, in accordance with the company's operational guidelines QP-AF010 for education and training planning, execution, tracking, and QP-TN018 for education and training procedures, relevant annual execution plans are formulated. We require each department to conduct a comprehensive review based on the performance goals of business and production for the next year, particularly focusing on competency deficiencies in management, production processes, and operations, to formulate corresponding training plans.

At the same time, we require that the retraining and certification courses needed for compliance with safety, environmental protection, and management laws be included in the requirements list. These training activities include internal training, externally hired internal training, and external training, which will be investigated and organized by the HR department and converted into an annual education and training plan.

To improve employees' knowledge and professional skills, as well as work performance and quality, our company has designed a comprehensive education and training system to gradually implement the necessary training. This helps employees acquire the required knowledge and skills,

advancing their personal career development. As employees age, we will arrange appropriate work based on different functions and age groups to establish a more harmonious work environment and cultivate a good corporate culture.

The Company's training statistics are shown below. Each year, departments submit relevant training plans. Based on each work unit, employees are rotated or nominated for training, and this includes both new hires and resigned personnel. Therefore, not all employees receive training, and the number of trainees does not reach the Company's total annual headcount.

2024 Employee Training Statistics									
Item/Category		Management		Non-management		Direct Personnel		Indirect Personnel	
Unit/Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total Number	people	30	13	93	79	61	47	62	45
Total Training Hours	hours	1,565.50	606.50	2,840.50	2,471.00	2,103.00	1,356.00	2,303.00	1,721.50
Average Training Hours	hours/person	52.18	46.65	30.54	31.28	34.48	28.85	37.15	38.26
Training Cost	NT dollars	158,346	33,407	63,840	101,857	38,080	4,680	184,106	130,584

Notes :

1. Management positions include members at the assistant vice president level and above.
2. The table summarizes the entire year's employee training situation (including those who left).

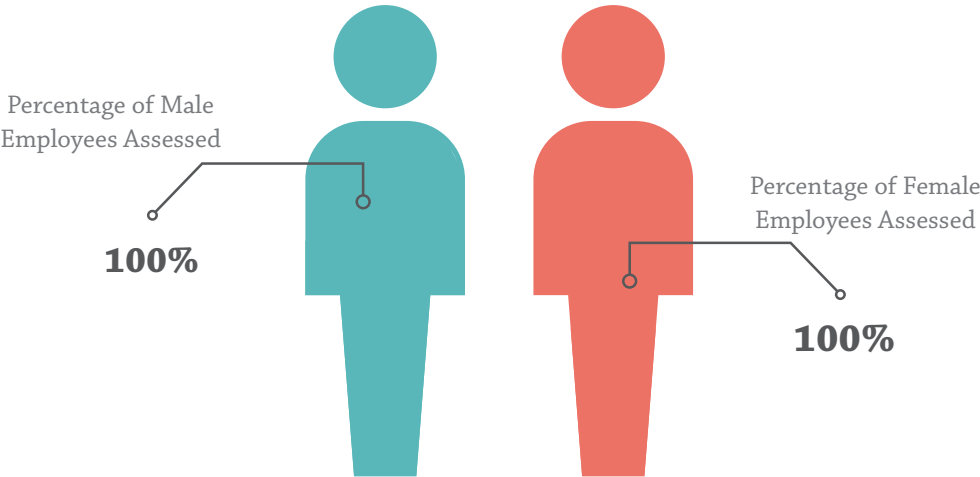
Education and training



Fair Performance Management System

The Company's performance evaluation process ensures that 100% of employees, regardless of gender or employee category, receive regular performance and career development evaluations. TNP regularly uses performance evaluations to measure the extent of organizational performance and to support individual employee development, with an emphasis on job function management and development to prevent inequalities. Regular assessments can boost employee satisfaction and improve competencies. Our current evaluation mechanism includes monthly work evaluations, semi-annual average evaluations, year-end evaluations, and three-month new hire evaluations. The evaluation content covers work efficiency, work quality, cooperation, and sense of responsibility, using both quantitative scores and qualitative descriptions, to ensure that employees' performance meets the Company's expectations. All employees passed the annual evaluation during this reporting period, with no employees failing to meet retention standards.

Assessment Statistics Table				
Item	Management	Non-management	Direct Personnel	Indirect Personnel
Percentage of Male Employees Assessed	100	100	100	100
Percentage of Female Employees Assessed	100	100	100	100



Enhancing Employee Capabilities and Transition Assistance Programs

TNP provides comprehensive educational subsidies under the "In-service Employee Training Subsidy Measures" for all employees, regardless of age, to support their continuous development and improvement.

We ensure that employees who leave or are laid off receive adequate support during their transition. We assist them in applying for relevant subsidies and provide appropriate severance pay to meet their needs. Before any layoffs, we conduct interviews to help them transition to other positions within the company. We also provide information on government agencies and employment services to facilitate their return to the workforce.

Minimum Notice Period for Operational Changes

TNP follows government labor laws and internationally recognized labor rights principles, including the "UN Guiding Principles on Business and Human Rights," "Declaration on Fundamental Principles and Rights at Work," and the "Universal Declaration of Human Rights." The company establishes work rules and related personnel management regulations to protect employees' rights.

TNP complies with labor and employment laws, prioritizes labor rights, and ensures a safe and healthy work environment. It prohibits harassment, discrimination, forced labor, child labor, and any form of improper employment, valuing harmonious labor relations without forcing overtime.

The company currently has no established unions or other collective agreements. To ensure the protection of employees' work rights, the company complies with the relevant provisions of the Labor Standards Act. In the event of significant operational changes or the termination of an employment relationship with an employee, labor contracts are terminated following government regulations. The notice period is as follows :

1. For those working continuously for more than 3 months but less than 1 year, a 10-day notice is required.
2. For those working continuously for more than 1 year but less than 3 years, a 20-day notice is required.
3. For those working continuously for more than 3 years, a 30-day notice is required.

Security Personnel Training

TNP appoints "Anqiao Security Co., Ltd." to provide security personnel. Anqiao Security has established its own "Workplace Sexual Harassment Prevention Measures, Application, and Disciplinary Regulations" and "Sexual Harassment Prevention Complaint and Investigation Procedures." Additionally, the Company provides extra human rights awareness-raising sessions and education and training for security personnel, including training for trainers, with training records available for review.

5.3 Employee Compensation And Welfare

Salary and Benefits

The Company’s starting salaries for both male and female employees are in compliance with the minimum basic wage stipulated by the Labor Standards Act. As of the end of 2024, the ratio of female to male basic wages and minimum wages is 1:1. However, we also consider factors, such as seniority and work performance for salary and compensation, leading to differences in such ratios across job levels. The annual salary ratios for the reporting period are shown in the table below. The significant salary difference between male and female employees is primarily due to the higher proportion of male workers and managers.

Salary Ratio by Job Level	Number of Employees		Total compensation (New Taiwan Dollars)		Salary Ratio	
	Female	Male	Female	Male	Female	Male
Management	13	30	8,869,800	34,589,664	1	1.69
Non-management	79	93	38,163,720	54,466,752	1	1.21
Direct Personnel	47	61	19,774,440	30,615,600	1	1.19
Indirect Personnel	45	62	27,259,080	53,771,616	1	1.43

Notes :

- 1. The male-to-female salary ratio (annual salary ratio) is calculated as “average male annual salary in the category/ average female annual salary in the category.”
- 2. Management positions include members at the assistant vice president level and above.

In 2023, the ratio of the increase in the Company’s highest-paid individual’s total annual compensation to the increase in the total annual compensation of all other employees (excluding the highest-paid individual) reached 577.22. This was because the highest-paid individual achieved specific project targets for the year, and the Company awarded a special project bonus as an incentive. In 2024, as there were no special projects or other incentive programs, the payout returned to the normal distribution rate.

Salary Ratio				
Year	2023	2024	2023	2024
Coun-try	Ratio of the Company’s highest-paid individual’s total annual compensation to the median total annual compensation of employees (excluding the highest-paid individual)		Ratio of the increase in the highest-paid individual’s total annual compensation to the increase in the total annual compensation of all other employees (excluding that individual)	
Taiwan	11.29	10.30	577.22	1.54

Salary Ratio				
Year	2023	2024	2023	2024
Country	Ratio of the Company's highest-paid individual's total annual compensation to the median total annual compensation of employees (excluding the highest-paid individual)		Ratio of the increase in the highest-paid individual's total annual compensation to the increase in the total annual compensation of all other employees (excluding that individual)	

Notes :

1. The Chairman is not considered the highest-paid individual.
2. The median ratio of annual salary calculation formula : Annual salary of the highest-paid individual / Annual salary of the individual at the median.
3. Annual salary increase ratio calculation formula : Annual salary increase percentage of the highest-paid individual / Annual salary increase percentage of the individual at the median.

TNP's salary structure for full-time non-managerial employees

Unit : NTD thousands

Item	2022	2023	2024	Difference Between 2023 and Previous Year [Percentage]	Difference Between 2024 and Previous Year [Percentage]
Number of Full-time Non-Managerial Employees	219	206	202	-13(-5.94%)	-4(-1.94%)
Total Salary of Full-time Non-Managerial Employees	133,164	148,451	136,617	15,287(11.48%)	-11,834(-7.97%)
"Average" Salary of Full-time Non-Managerial Employees	608	721	676	113(18.59%)	-45(-6.24%)
"Median" Salary of Full-time Non-Managerial Employees	523	635	586	112(21.41%)	-49(-7.72%)

Notes :

1. Difference from Previous Year [Percentage]
2. Formula : $2023-2022 [(2023-2022) / 2022]$.
 $2024-2023 [(2024-2023) / 2023]$.

Welfare Policy

TNP has an Employee Welfare Committee, elected by employees themselves, allowing employees to decide their own welfare. In addition to handling labor insurance, health insurance, and labor pensions in accordance with the law, there are multiple company welfare policies, including bonuses and gifts, job security, health care, social activities, and an employee stock plan.

Item	Content
Bonuses and Gifts	• Year-end bonus. • Dragon Boat Festival, Mid-Autumn Festival bonuses, wedding gifts, birth gifts, funeral condolence money.
Comprehensive Job Security	• Labor insurance. • National health insurance. • Group insurance. • Monthly pension contributions.
Comprehensive Care	• Annual employee health checkups with a variety of health checkup plans. • Regular health interviews with occupational health nurses and physicians, providing professional consultation and employee health management. • Partner kindergartens for peace of mind for parents.
Rich Clubs	• Ample funding for diverse sports clubs, such as table tennis and badminton clubs.
Employee Stock Plan	• We encourage long-serving talent to join the employee stock ownership trust plan, with the Company providing a 100% matching contribution as an incentive. • Establish an employee welfare trust plan committee according to the law.

Employee travel



Employee gatherings



Retirement System and Implementation

TNP's employee retirement methods and various benefits plans are as follows:

◆ Employee Retirement Methods

To safeguard employees' retirement lives and promote healthy personnel turnover to vitalize the organization, the "Taiwan Numerical Powers Co., Ltd. Employee Retirement Regulations" have been established. Employees are eligible to apply for retirement under any of the following conditions.

1. Over 60 years old with more than ten years of service.
2. Over 55 years old with more than fifteen years of service.
3. More than twenty-five years of service.
4. More than fifteen years of service and a major illness diagnosed by a doctor, allowing for early retirement upon approval.

Currently, 3.09% of TNP's employees are under the old labor retirement system, while 96.91% are under the new system. For employees under the old system, in accordance with Article 3 of the Regulations for the Allocation and Management of the Workers' Retirement Reserve Funds under the Labor Standards Act, the Company allocates 2% to 15% of the total monthly salary toward the labor retirement reserve fund. The Company allocates the maximum 15% as staff retirement reserves and, in accordance with Article 56, Paragraph 2 of the Labor Standards Act, annually reviews the balance of the labor retirement reserve special account. If the trial calculation shows the balance is insufficient to cover the pensions for employees eligible for retirement within the year, the Company makes a full contribution in cash by the end of March to the account with the Bank of Taiwan under the name of the Supervisory Committee of Labor Retirement Reserve.

For new employees hired on or after July 1, 2005, or old-system employees who opted for the new system before June 30, 2010, TNP additionally makes contributions, equal to 6% of the employees' monthly salaries, as pension contributions. Employees may also voluntarily contribute to their pension funds at a rate of up to 6% of their monthly salaries. The amount voluntarily contributed can be fully deducted from their total taxable personal gross income for the current year.

◆ **Employee Benefit Plan**

TNP has an employee welfare committee, which allocates welfare funds according to the law to organize various welfare activities. Various health and sports clubs are widely established, and employee club participation fees are subsidized annually. Additionally, birthday bonuses, fixed employee lunch or dinner fees, and annual employee travel expense subsidies are provided during employees' birthday months. Health and insurance benefits offered to employees include :

1. **Health Checkups:** The company provides health checkups once a year, exceeding legal requirements, including abdominal ultrasound and cancer screening. Health checks are arranged according to different work units, with professional nurses analyzing health checkup reports to provide employee consultations and health management.
2. **Group Insurance:** The company pays for personal accident insurance for employees.
3. **Travel Insurance:** Overseas travel safety insurance is provided for employees on business trips.
4. **Employee stock ownership trust:** We encourage long-serving talent to join the employee stock ownership trust plan, with the Company providing a 100% matching contribution as an incentive, and we have legally established an Employee Welfare Trust Plan Committee.
5. **Other Benefits:** These include long-service awards, birthday and festival vouchers, May Day labor holiday vouchers, wedding and maternity gift subsidies, and funeral condolence money.

Parental Leave Without Pay Implementation Status

In accordance with Article 16 of the Act of Gender Equality in Employment, employees who have served for six months or more may apply for unpaid parental leave until their child reaches three years of age. Female employees are entitled to prenatal checkup leave and maternity leave during pregnancy and before/after childbirth. Male employees are entitled to paternity checkup leave and paternity leave when their spouses undergo prenatal checkups and childbirth. During this reporting period, eligible male employees did not apply for such leave due to personal considerations.

Statistics on employee parental leave for the past three years

Year	2022			2023			2024		
Gender / Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number eligible for parental leave A	4	9	13	5	7	12	3	7	10
Number who actually applied for parental leave B	1	3	4	1	1	2	0	1	1
Number due to return from parental leave C	1	3	4	1	1	2	0	1	1
Number who actually returned from parental leave D	0	3	3	1	1	2	0	1	1
Number who returned from parental leave in the previous year E	1	0	1	0	3	3	0	0	0
Number who continued working for a year after returning from parental leave in the previous year F	1	0	1	0	3	3	0	0	0
Current year's return rate from parental leave % (D/C)	0.00	100.00	75.00	100.00	100.00	100.00	0	100.00	100.00
Current year's retention rate after parental leave % (F/E)	100.00	0.00	100.00	0.00	100.00	100.00	N/A	N/A	N/A

Calculation Method :

1. Number due to return = number expected to return from parental leave without pay in the given year.
2. N-year retention number = number of employees who actually returned in N-1 year and were still employed as of 12/31 of year N.

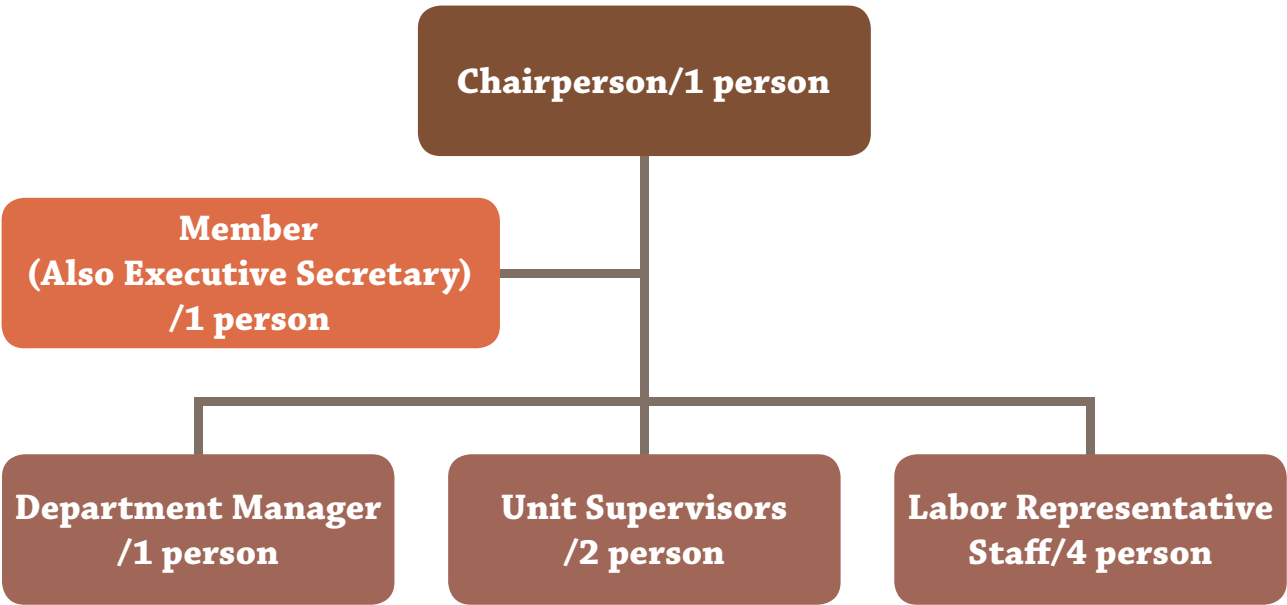


5.4 Occupational Health And Safety

Occupational Safety and Health Committee

The company has established an Occupational Safety and Health Management Committee in accordance with Articles 10 to 12 of the Occupational Safety and Health Management Regulations. The Occupational Safety and Health Committee provides recommendations on safety and health policies and management systems formulated by the company and reviews, coordinates, and advises on safety and health-related matters. The committee’s structure includes a chair (President), an executive secretary (Head of Management Department), and members (department head/unit heads/ labor representatives). Labor representatives are elected by employees. Currently, the selected labor representatives are 4 people, management representatives are 5 people, totaling 9 people, with labor representatives accounting for 45% of the committee. The committee holds meetings once every quarter to jointly discuss, coordinate, plan, and make decisions on occupational safety and health-related issues with management, ensuring employee participation, consultation, and communication.

The Company employs 217 workers and has occupational safety and health management officers and class 1 managers of occupational safety and health affairs in place. Quarterly, we distribute occupational safety and health self-evaluation questionnaires to learn about employees’ knowledge of our safety and health promotion and related information. Through these questionnaires, employees can offer suggestions for the Company’s health and safety business. Upholding a “people-oriented” philosophy, the Company incorporates feedback into relevant safety and health policies and conducts regular audits through its management system to continuously improve occupational safety and health performance. The goal is to effectively control hazards arising from operational activities, develop and enhance a safety culture, implement autonomous management, and reduce occupational accidents.



Occupational Safety and Health Management

◆ Management Mechanism

To achieve effective safety and health management, the company has established the role, responsibilities, and authority of the Occupational Safety and Health Committee to create a mechanism for communication, consultation, and participation. Specific procedures have been developed for each unit to conduct hazard identification and risk assessment for their operations. Improvements are prioritized based on risk levels, and performance indicators are used to evaluate the effectiveness of these improvements. To comply with ISO 45001:2018 / TOSHMS (CNS 45001:2018) management system standards, our existing safety and health management regulations were amended and successfully verified by BSI Taiwan in May 2024.

- Assign responsible units and provide adequate improvement resources, support their operations, ensure worker participation and consultation for continuous improvement, and oversee and support employee contributions to the effectiveness of the Environmental Health and Safety (EHS) management system.
- Ensure compliance with relevant laws and requirements, fulfilling regulatory obligations, and providing a safe and healthy workplace and activities as an overall responsibility.
- Prevent environmental pollution, workplace hazards, and health impacts, reducing the environmental impact of products and services, and avoiding harm to personnel during operational activities.
- Use appropriate communication, guidance, and support to ensure internal personnel understand the importance of EHS management and its continuous effectiveness.
- Protect workers reporting incidents, hazards, risks, and opportunities from retaliation.
- Both of the Company's operational sites have implemented and obtained third-party certification for the ISO 45001 Occupational Safety and Health Management System.

◆ Risk Management

TNP's occupational safety and health management measures implement systematic mechanisms for employee safety and health management. For high, medium, and low-risk operations, TNP performs job hazard identification management and risk assessment and takes control measures such as work permits to strengthen operational risk control and effectively prevent occupational hazards. The scope of verification covers all employees, including foreign staff, at the Linkou headquarters and the Xinzhuang plant, demonstrating a commitment to comprehensive care and workplace safety.

◆ Risk Assessment

TNP continually identifies and assesses various types of hazards – physical, chemical, biological, and ergonomic – that may arise from raw materials, machinery, equipment, work environments, and personnel activities involved in the Company’s operations or services. The aim is to implement reasonable, effective, and feasible control measures to reduce impacts on the safety and health of the Company’s personnel, contractors’ workers, and relevant third parties. To this end, a “Work Hazard Identification Management Standard Operating Procedure” has been established to continuously identify, assess, and control risks, and reduce them to the lowest possible level. The implementation status of safety and health measures is reported weekly to the plant-level Safety and Health Committee and quarterly to the company-level Safety and Health Committee, with explanations provided quarterly to labor representatives of each internal organization. For all operational activities involving employees, workers, contractors, and visitors within each plant area, including the operation of machinery and the use of chemicals, we regularly conduct risk identification annually in accordance with the “Hazard Identification, and Risk Assessment and Control Procedures.” Quantitative risk scores are defined based on the severity and frequency of potential accidents for various operational activities, machinery operations, or chemical usage. When the risk score is 4, it is considered “high risk,” requiring a review of existing protective measures and prioritized improvements to reduce the risk. If the risk score is above 5, it is considered “unacceptable risk,” requiring the cessation of operations and an immediate review of the completeness of existing protective measures, implementation of improvement plans, or enhancement of emergency response capabilities. Based on the 2024 departmental hazard identification, there were zero cases where the risk score was greater than 4 (classified as high risk or above).

The Occupational Safety and Health Office sets management objectives, develops implementation plans, and tracks and audits management performance in accordance with the Company’s philosophy and policy, and aims for “zero accidents.” We prioritize the safety and health of every employee and enhance employees’ risk awareness and safety knowledge through risk assessment, hazard identification, safety and health education, and pre-job meetings. To achieve our zero-accident goal and comply with the law, in addition to establishing “Safety and Health Work Rules” approved by the Taoyuan City Government, we clearly state that workers can legally exercise their right to refuse unsafe work. General labor education and training emphasizes Article 18 of the Occupational Safety and Health Act, which stipulates that workers exercising their right to refuse unsafe work shall not face adverse treatment, such as termination of employment, demotion, loss of benefits, or any other unfavorable treatment.

We compile and analyze FR, SR, and FSI data monthly and present and publish reports to employees at the quarterly Occupational Safety and Health Committee meetings. Historical FSI performance data reveals that in 2023, there was one disabling injury incident involving an employee (with a finger cut by a metal sheet), resulting in an FSI of 0.09. In 2024, there were zero dis-

abling injury incidents among our contractors. We anticipate that all employees will continue to strive toward maintaining the goal of zero accidents in 2025.

◆ Complaint Channels

Employees can submit complaints via complaint mailbox, letter, phone, etc. The units responsible for handling complaints include the Human Resources Department and the Occupational Safety Office. Upon receiving a complaint, the Employee Grievance Committee should review it based on the severity of the case, with results posted on the bulletin board. The company ensures strict confidentiality of all named complaints during processing. Investigation personnel must adhere to confidentiality principles, refraining from disclosing any identifying information. Violations will result in disciplinary actions, ensuring employees feel secure.



TNP ISO 45001 Certificate



Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that: Taiwan Name Plate Co., Ltd.
No. 36, Huaya 1st Rd.
Guishan Dist.
Taoyuan City
33383
Taiwan

台灣銘板股份有限公司
臺灣
桃園市
龜山區
華亞一路36號
33383

Holds Certificate No: **OHS 769621**

and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

- 1.The manufacturing and personalization of plastic cards.
- 2.The manufacturing of name plates, stickers and membrane switches.

For and on behalf of BSI:


Michael Lam - Managing Director Assurance, APAC

Original Registration Date: 2022-05-27
Latest Revision Date: 2022-05-27

Effective Date: 2022-05-27
Expiry Date: 2025-05-26

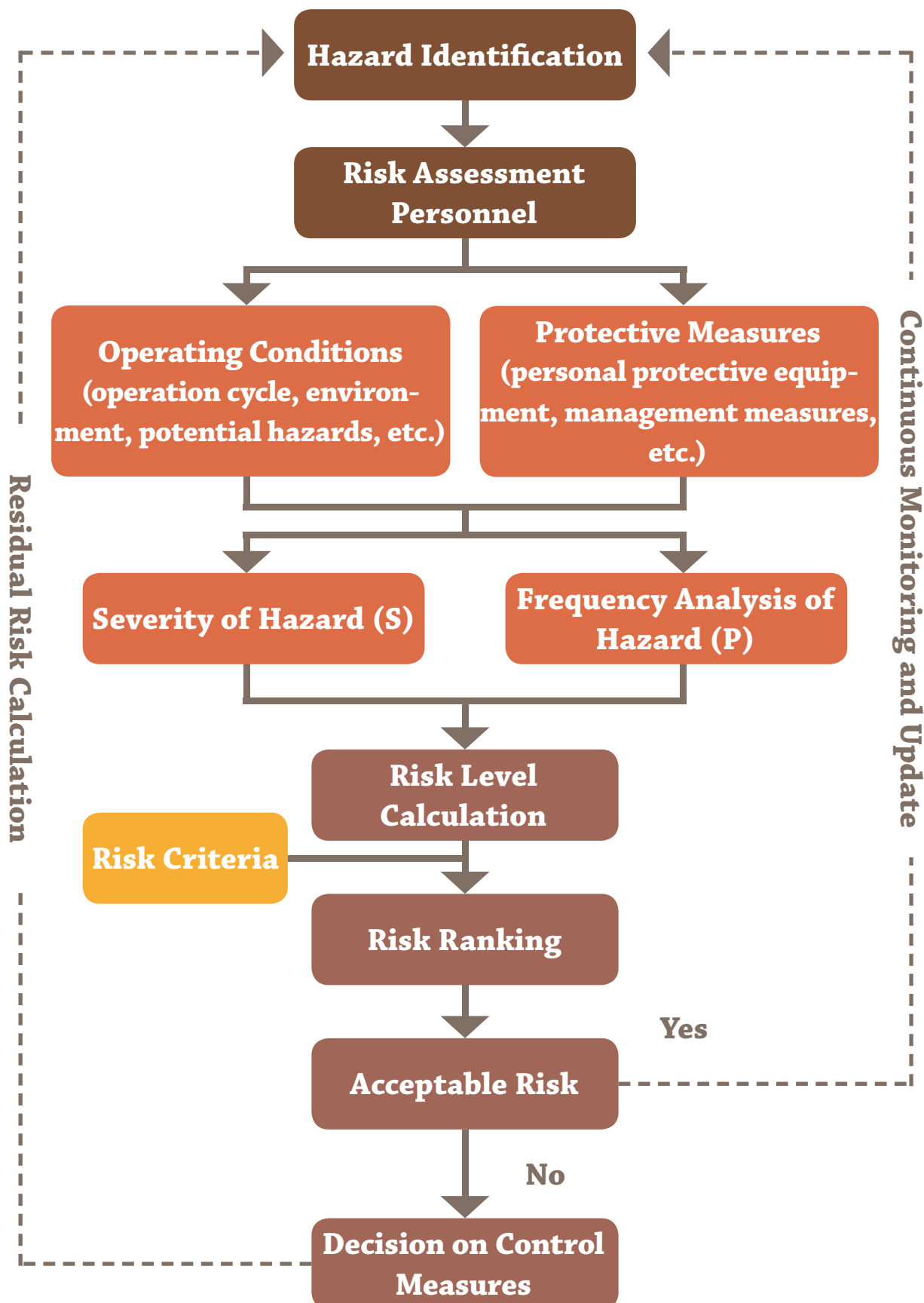
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...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.
An electronic certificate can be authenticated [online](#).
Printed copies can be validated at www.bsi-global.com/ClientDirectory or telephone +886 (02)2656-0333.

TNP Identification and Risk Assessment Flowchart



Employee Health

We prioritize the health and safety of our employees by complying with the "Labor Health Protection Rules," with on-site nurses providing services at the Linkou and Xinzhuang plants every month. All employees achieved a 100% workplace health care participation rate. Furthermore, the Company collaborates with contracted on-site physicians to promote a comprehensive health management program in four major areas: special protection, health care, health promotion, and employee assistance. This initiative aims to balance regulatory compliance with practical needs, with an emphasis on both risk management and employee care, and to continuously strive to prevent occupational injuries and diseases and promote employees' physical and mental well-being.

The Company provides general employee health checkups annually and plans checkup items based on on-site nurses' health recommendations. In addition to basic legal requirements, we offer checkup items superior to those mandated by law, such as ultrasound and cancer screenings. According to ISO 45001 and the Occupational Safety and Health Act, additional assessments include middle-aged and elderly occupational health protection evaluations and the Four Major Plans.

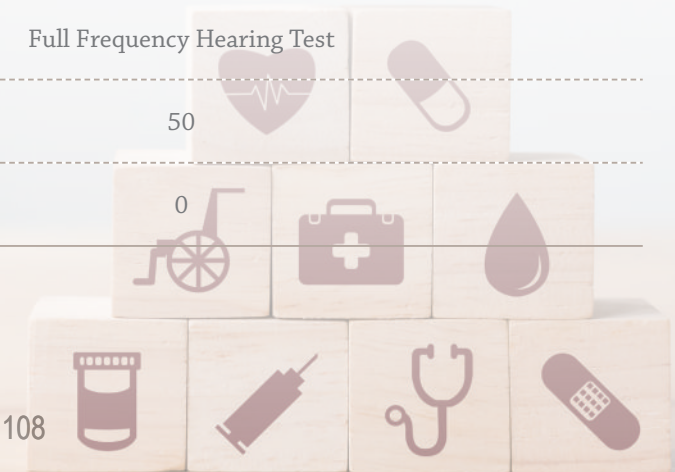
In 2024, 195 employees underwent general health checks, with exceptions for those on parental leave or lacking willingness. Unchecked employees must comply with health check requirements under the Labor Health Protection Rules. If they are unable to comply, fines may be imposed according to the law to ensure the health status of every employee.

Employee Health Examination Statistics and Total Costs	
General Health Examination	
Examination Items	Physical Examination, Vision Test, Hearing Test, Urine Routine Test, Blood Routine Test, Liver Function Test, Kidney Function Test, Blood Lipid Test, Metabolic System Screening, Chest X-ray.
Number of Examinees (people)	195
Examination Costs (thousand NTD)	195,000

Notes :

International employees undergo health checkups according to the "Regulations Governing Management of the Health Examination of Employed Aliens," and their numbers are not included in the general health checkup statistics.

Special Health Examination	
Examination Items	Full Frequency Hearing Test
Number of Examinees (people)	50
Examination Costs (thousand NTD)	0



Occupational Safety and Health Performance

The company provides numerous services to promote employees' physical and mental health. Specific actions include :

◆ Health Consultation with Medical Staff on Site

1. Direct Appointment for Health Consultation : Nurses provide on-site service four times a month, each session lasting 2 hours, with each consultation taking approximately 30 minutes.
2. Annual Health Check Analysis : Nurses analyze and evaluate employee health check records and provide proactive care based on risk attributes, arranging consultations with physicians for guidance.

Factory Location	Nurse Consultation	Professional Physician On-site
Linkou Plant	Four times monthly, 2 hours each, totaling 48 times annually	Once per quarter, 2 hours each, totaling 4 times annually
Xinzhuang Plant	Once monthly, 2 hours each, totaling 12 times annually	Once annually, 2 hours each, totaling 1 time annually
Health Consultation Outcomes	Nurse Consultation Services: 223 consultations	Physician Consultation Services: 20 consultations

3. Health Promotion Activities :

- ▲ Participation in body management plans with on-site nurses.
- ▲ Monthly health promotion emails.
- ▲ Health club activities, such as table tennis and badminton.



4. Protection of Female and Maternity Workers :

Established "Maternity Health Protection Procedures for Female Workers," providing a "Maternity Health Hazard Assessment and Work Suitability Arrangement Form" for evaluation and appropriate work arrangements after medical review.

5. Protection against Irregular Working Hours, Ergonomics, and Workplace Violence :

Implemented "Workload Disease Prevention Procedures" and "Musculoskeletal Disease Prevention Procedures," using assessments for risk evaluation and appropriate measures for at-risk workers, along with training to prevent workplace violence and eliminate any unlawful infringements in the workplace.

6. Health Check Care :

Offers health check packages superior to legal standards, allowing employees to select based on age and health risk factors, with annual content rotation.



Badminton Club Activity



Plant Nurse Consultation Hours

Occupational Safety and Health Training

All TNP colleagues must participate in fire drills to ensure that all members work in a safe environment and can respond orderly in the event of a fire. Additionally, relevant employees are required to undergo occupational safety and health education and training and certification exams provided by the Workforce Development Agency, Ministry of Labor. By utilizing public resources, we promote employees' acquisition of relevant professional knowledge, skills, and certifications, to ensure that they have the correct knowledge to handle potential situations in professional processes. For contractors' occupational safety and health education training, the company entrusts the contractors to execute the training themselves and ensures compliance by requiring them to sign the "Contractor Safety and Health Management Commitment" to ensure that their personnel have received occupational safety and health training before entering the plant.

The training statistics for this report period are as follows :

Occupational Safety and Health Training Items Statistics		
Training Item Name	Number of Trainees	Training Cost (TWD)
New and In-Service Personnel Safety and Health Education Training	175	1,000
Occupational Safety and Health Management Office On-the-Job Education and Training (Retraining)	1	2,400
Occupational Safety and Health Management Supervisor On-the-Job Education and Training (Retraining)	4	6,000
First Aid Personnel On-the-Job Education and Training	8	8,000
Forklift Operator Safety and Health On-the-Job Education and Training (for loads of one metric ton or more)	2	2,000
Fire Safety Manager Lecture Training Refresher Training (Retraining)	2	4,000

Occupational Safety and Health Training Items Statistics

Training Item Name	Number of Trainees	Training Cost (TWD)
Hazardous (Organic, Special Chemicals, Oxygen-Deficient) Operations Supervisor On-the-Job Education and Training	3	6,000
Total	195	29,400

Notes : Occupational safety and health-related education and training includes general training or training specifically for particular occupational hazards and dangerous situations.

Supplier Control

The company has established the "Contract Management Plan Operational Measures" to further prevent and mitigate the impact of occupational safety and health directly related to business relationships and strengthen contractor control. Suppliers and contractors entering the plant must comply with labor safety and health regulations and fill out the "Work Permit Application and Hazard Notification Form" to ensure they understand relevant EHS regulations. They are also required to sign the "Contractor Safety and Health Management Commitment" to guarantee adherence to safety and health work regulations while operating in the facility. The following are the Company's regulations for suppliers' sustainable development :

TNP upholds a people-oriented safety culture, controls safety risks, and builds an inherently safe work environment. With a responsible business philosophy toward the environment and society, we aim for our supply chain to develop sustainably and foster an environmentally friendly and safe work environment while adhering to ethical norms. We actively investigate relevant risks from upstream suppliers. Our supplier management process involves four dimensions: establishing standards, risk assessment, contractor evaluation and assessment, and continuous improvement, to promote robust and sustainable operations throughout the upstream and downstream supply chain.

I. Establishing standards :

The Company prioritizes the safety and health of workers related to our operations, products, or services. We require suppliers to comply with the "Taiwan Numerical Powers Supplier Code of Conduct" to ensure a safe work environment for suppliers. We also encourage suppliers to require their downstream suppliers, contractors, and service providers to recognize and adopt this code. Furthermore, all suppliers, contractors, and sub-contractors must comply with the Company's ESH requirements. All relevant regulations are posted on our official website for reference and included in our procurement management procedures to ensure supplier compliance.

II. Risk assessment :

To further understand the sustainable development status of the supply chain, we manage supply chain sustainability risks through a three-stage supplier sustainability risk investigation and evaluation conducted annually.

We conduct sustainability risk assessment based on supplier evaluation forms and their sustainability self-assessment questionnaires. New suppliers are required to complete self-assessment forms for review.

Risk Assessment Stage 1	Proactive Investigation
Risk Assessment Stage 2	Supplier Risk Assessment Questionnaire / Using the “Sustainability Self-Assessment Questionnaire” to identify and evaluate Tier 1 suppliers’ sustainability risks based on their compliance performance.
Risk Assessment Stage 3	Tracking high-risk evaluated suppliers/on-site audits

III. Contractor evaluation and assessment :

The Company prioritizes work safety management and advances simultaneously in both policy and execution to achieve the goal of zero disasters and zero accidents. In accordance with the “Taiwan Numerical Powers Operational, Construction, and Environmental Contractor Management Guidelines,” the evaluating unit, three months before contract expiration, prepares an “Annual Contractor Performance Evaluation Form” based on daily performance evaluation data and the contractor’s performance. This form, approved by the evaluating unit’s supervisor, serves as a relevant document for contract renewal applications. The “Contractor Management Guidelines” also stipulate that the contract executing unit assess the contractor’s performance of the contract, and conduct “daily performance evaluation” per month and compile the results into the “Annual Performance Evaluation Form.” If the annual performance evaluation score falls below 70 points, the contractor will be disqualified from participating in the next contract bidding.

IV. Continuous improvement :

TNP assists and guides suppliers and contractors in improving their work environments to enhance their commitment to safety and health principles and strengthen their sustainable management awareness. The Occupational Safety and Health Management Office convenes negotiation meetings and ESH education and training sessions for contractors based on project requirements. In 2024, we offered EHS education and training to 11 vendors. The content included the Company’s sustainable management mechanisms and objectives, promotion of safety and health regulations, and dissemination of legal liabilities for occupational accidents. These briefing sessions also served to communicate future management requirements and priorities.

Occupational Accident Management

The Company's operational activity areas, including production and non-production sites, areas, equipment, and routine/non-routine operational activities, cover all external entities' activities on the Company's premises, activities where external entities provide facilities and equipment for operation within the Company, and all operational activities of contractors (including suppliers, security personnel, and equipment maintenance providers), cleaning personnel, security personnel, etc., who engage in work within the areas controlled by the Company. This year, the total number of individuals counted reached 230, comprising 217 of the Company's employees and 15 contractors.

Over the past three years, the Company experienced one occupational injury incident in November 2023 at the Linkou Plant. The incident occurred because an employee was not wearing gloves while inspecting steel sheets and was cut while wiping them clean. The employee received five stitches at the Chang Gung Memorial Hospital and was advised to rest for three days. In response to this occupational accident, the Company has intensified promotion, education, and training and requires all employees to comply with operational procedures and relevant regulations. Additionally, in June 2024, an employee at the Linkou Plant underwent surgery and hospitalization due to a commuting accident. This is specifically noted as it falls under non-recordable occupational injuries. We also continue to promote traffic safety awareness for employees during their commutes.

Occupational diseases must be determined by a specialist occupational disease clinic physician. Over the past three years, there have been no referrals to the occupational disease clinic, and no occupational diseases have occurred.

Employee Occupational Injury Statistics for the Past Three Years – Linkou Plant

Category	Items	2022	2023	2024
Total hours worked	Total hours worked by women	141,688	146,792	153,616
	Total hours worked by men	185,264	202,456	216,592
	Total hours worked	326,952	349,248	370,208
Deaths caused by occupational injuries	Female deaths (instances)	0	0	0
	Male deaths (instances)	0	0	0
	Total deaths (instances)	0	0	0

Employee Occupational Injury Statistics for the Past Three Years – Linkou Plant				
Category	Items	2022	2023	2024
Severe occupational injuries (excluding deaths)	Total severe injuries to women (instances)	0	0	0
	Total severe injuries to men (instances)	0	0	0
	Total severe injuries (instances)	0	0	0
Recordable occupational injuries (including deaths and severe injuries)	Total occupational injuries to women (instances)	0	1	0
	Total occupational injuries to men (instances)	0	0	0
	Total occupational injuries (instances)	0	1	0
Death Rate from Occupational Injuries (%)		0	0	0
Severe Occupational Injury Rate (%)		0	0	0
Recordable Occupational Injury Rate (%)		0	2.86	0

- Notes :
- 1. Fatality rate due to occupational injury = (Number of deaths caused by occupational injury / Total hours worked) * 1,000,000.
 - 2. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities) / Total hours worked] * 1,000,000.
 - 3. Recordable occupational injury rate = [Number of recordable occupational injuries (including fatalities and severe occupational injuries) / Total hours worked] * 1,000,000.
 - 4. Severe occupational injuries refer to injuries that prevent a return to a healthy state within six months.
 - 5. Recordable occupational injuries do not include commuting-related injuries.

Employee Occupational Injury Statistics for the Past Three Years – Xinzhuang Plant				
Category	Items	2022	2023	2024
Total hours worked	Total hours worked by women	71,432	40,464	30,992
	Total hours worked by men	75,464	46,576	31,576
	Total hours worked	146,896	87,040	62,568
Deaths caused by occupational injuries	Female deaths (instances)	0	0	0
	Male deaths (instances)	0	0	0
	Total deaths (instances)	0	0	0

Severe occupational injuries (excluding deaths)	Total severe injuries to women (instances)	0	0	0
	Total severe injuries to men (instances)	0	0	0
	Total severe injuries (instances)	0	0	0
Recordable occupational injuries (including deaths and severe injuries)	Total occupational injuries to women (instances)	0	0	0
	Total occupational injuries to men (instances)	0	0	0
	Total occupational injuries (instances)	0	0	0
Death Rate from Occupational Injuries (%)		0	0	0
Severe Occupational Injury Rate (%)		0	0	0
Recordable Occupational Injury Rate (%)		0	0	0

Notes :

1. Fatality rate due to occupational injury = (Number of deaths caused by occupational injury / Total hours worked) * 1,000,000.
2. Severe occupational injury rate = [Number of severe occupational injuries (excluding fatalities) / Total hours worked] * 1,000,000.
3. Recordable occupational injury rate = [Number of recordable occupational injuries (including fatalities and severe occupational injuries) / Total hours worked] * 1,000,000.
4. Severe occupational injuries refer to injuries that prevent a return to a healthy state within six months.
5. Recordable occupational injuries do not include commuting-related injuries.

Fairness and Human Rights

Up to now, the company has had no cases of gender or racial discrimination or complaints regarding labor practices violating human rights. The Company adheres to principles of fairness, impartiality, and non-discrimination in hiring. We make all decisions solely based on professional capabilities and work experience, without considering factors, such as race, social class, language, ideology, religion, political affiliation, origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical or mental disability, or union membership.

The company and its suppliers have never employed child labor or used underage workers. TNP's employee work regulations strictly adhere to Article 30 of the Labor Standards Act, which stipulates, "Laborers' regular working hours shall not exceed 8 hours per day and 40 hours per week," with the possibility of overtime, not exceeding 4 hours per day and 46 hours per month, subject to labor consent.

◆ Complaint Channels

We have established “Taiwan Numerical Powers – Workplace Sexual Harassment Prevention Measures, Complaint, and Disciplinary Regulations” and “Taiwan Numerical Powers – Written Statement on Workplace Violence Prohibition.” These ensure gender equality in the workplace and protect employees and visitors from sexual harassment and illegal harm in the workplace. In case of such incidents, complaints can be filed through the company’s designated complaint hotline and mailbox. No discrimination incidents occurred during this reporting period.



Sexual Harassment Complaint Hotline : 03-3270567 ext. 500



Sexual Harassment Complaint Email : venus.chen@tnp.com.tw (HR Manager)



Workplace Illegal Harm Consultation & Complaint Hotline : 03-3270567 ext. 550 (HR Dept.) / ext. 507 (Occupational Safety and Health Office)



Dedicated Complaint Mailboxes : At the Education and Training Room on the 4F of Link-ou Plant / Punching Room entrance on the 1F of Xinzhuang Plant.

5.5 Social Participation

Participation in Charity Activities

Since TNP was established, it has consistently upheld its corporate social responsibility, invested in sports education in remote areas, and striven to bring positive change to Taiwanese society. Annually, we dedicate not just funds but also significant effort, through the allocation of public welfare activity expenses, to promote the popularization of sports education in remote areas, thus helping students overcome challenges posed by insufficient educational resources. The core philosophy of this initiative is to inspire students' potential through sports, cultivate teamwork and self-discipline, and encourage them to challenge themselves, thereby building self-confidence.

In 2024, we continued to invest resources in remote areas and provided students with more diverse learning and development opportunities, allowing sports to become a critical bridge for their growth. We believe that sports are not only physical training but also spiritual inspiration as it will open up more possibilities for children's futures.

Through this initiative, we have established close partnerships with rural schools and non-governmental organizations, gained an in-depth understanding of local needs through regular exchanges, and flexibly adjusted our sponsorship directions to ensure that resources achieve maximum effectiveness. Simultaneously, we actively encourage our employees to participate in volunteer services, to deepen their care and support for rural education through direct action.

Collaborating with various partners, we strive to build an influential collaboration network to promote the sustainable development of sports education in Taiwan's remote areas. This initiative focuses not only on students' personal growth but also aims to promote educational equity at a societal level, to narrow the urban-rural resource gap and contribute to Taiwan's sustainable development.

TNP is committed to continuing socially valuable public welfare initiatives in 2025, to give back to society through actions, thus collectively building a better future. Our operations are based on principles of zero noise, net-zero emissions, environmental protection, and animal friendliness. In 2024, we did not cause any negative impacts or influences on local communities.

◆ Social Participation

In 2024, TNP actively participated in local affairs, assisted residents at Lane 206, Xingshu Road, Xinzhuang District, in their fight to reclaim public land. The Company lodged a complaint with government authorities regarding illegal constructions and encroachments on the original roadway at the intersection of Lane 206, Xingshu Road, Xinzhuang District. It successfully facilitated the demolition of the encroaching structures. This action not only restored the residents'

legal rights but also improved the local living environment and traffic conditions, with a profound positive impact on the economic activities and quality of life of local residents.

◆ Care for Vulnerable Groups

TNP firmly believes that every child deserves a happy childhood. In 2024, we continued to focus on the children of the Ai Xin Children’s Home in Shulin District, New Taipei City. Through donations, we hope to create a warm home for them, allowing them to feel the care of society as they grow up and to have endless possibilities.

In 2024, TNP demonstrated its compassion by choosing artwork from mouth and foot painters for its corporate New Year greeting cards as holiday gifts. This gesture not only showcased the Company’s respect for art but also held deep social significance, fully demonstrating TNP’s efforts in caring for vulnerable groups.

◆ Rural Sports Development

In 2024, TNP provided Mudan Elementary School’s table tennis team with brand-new tables, rackets, and training equipment, and also hired professional coaches for coaching. Through continuous training, the children’s skills have improved significantly, and they achieved excellent results in the recent competitions. In the future, we will continue to focus on rural education and create more possibilities for children’s development.

◆ Environmental Protection

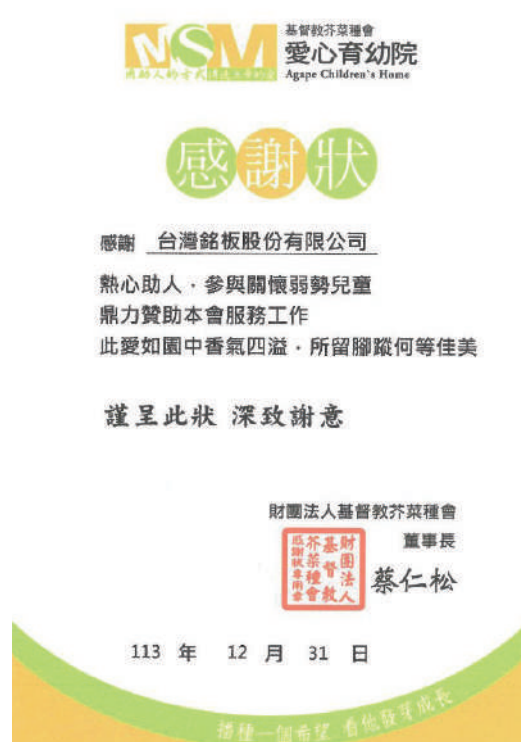
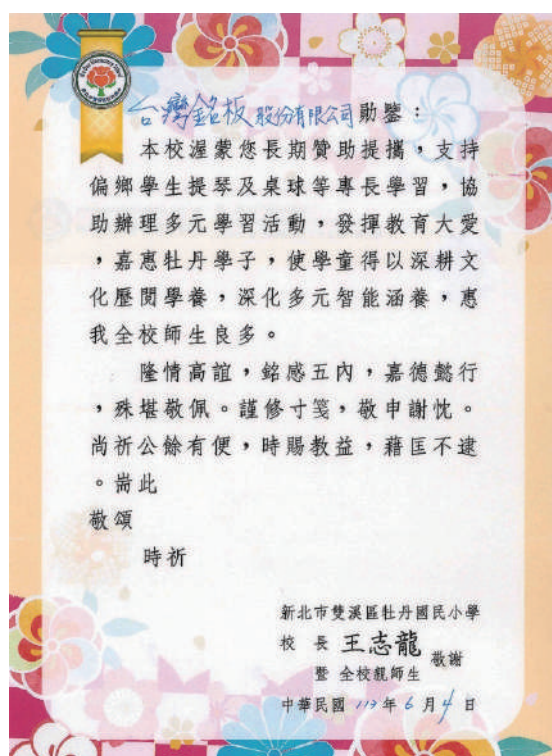
In 2024, TNP responded to environmental protection initiatives by converting all costs for ancestral worship activities into “donations in lieu of Incense and offerings.” This action reduces carbon emissions and contributes to environmental sustainability.

Public Welfare Activities Overview		
Public Welfare Activity Name	Amount (NTD)	Description
Sports sponsorship	377,920	Sponsored the sports development program for the Mudan Elementary School’s table tennis team in Shuangxi District, New Taipei City, in 2024.

Public Welfare Activities Overview

Public Welfare Activity Name	Amount (NTD)	Description
Social welfare	307,500	Sponsored the project to care for disadvantaged children at the Mustard Seed Children's Home in 2024. Supported mouth and foot painters' New Year greeting cards in 2024.
Education support	120,000	Sponsored the rural education project of the Teach for Taiwan Foundation in 2024.
Environmental protection	6,000	Company-wide "donations in lieu of incense and offerings" for all related ancestral worship activities throughout 2024.
Total	811,420	—

Certificate of Appreciation



Appendix I : GRI Sustainability Reporting Standards (GRI Standards) Chart

Statement of use	TNP has published its 2024 Sustainability Report in accordance with GRI Standards to disclose information for the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1 Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page
1. The Organization and its Reporting Practices				
GRI 2 : General Disclosures 2021	2-1	Organizational details	1.1 About TNP	8
	2-2	Entities included in the organization's sustainability reporting	About This Report	2
	2-3	Reporting period, frequency and contact point	About This Report	2
	2-4	Restatements of information	About This Report	2
	2-5	External assurance / confirmation	About This Report	2
2. Activities and Workers				
GRI 2 : General Disclosures 2021	2-6	Activities, value chain and other business relationships	1.1 About TNP	8
	2-7	Employees	5.2 Talent Recruitment and Retention	88
	2-8	Workers who are not employees	5.2 Talent Recruitment and Retention	88
3. Governance				
GRI 2 : General Disclosures 2021	2-9	Governance Structure and composition	2.1 Governance Methods	30
	2-10	Nomination and selection of the highest governance body	2.1 Governance Methods	30
	2-11	Chair of the highest governance body	2.1 Governance Methods	30
	2-12	Role of the highest governance body in overseeing the management of impacts	2.1 Governance Methods	30
	2-13	Delegation of responsibility for managing impacts	2.1 Governance Methods	30
	2-14	Role of the highest governance body in sustainability reporting	2.1 Governance Methods	30
	2-15	Conflicts of interest	2.1 Governance Methods	30

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page
GRI 2 : General Disclosures 2021	2-16	Communication of critical concerns	2.1 Governance Methods	30
	2-17	Collective knowledge of the highest governance body	2.1 Governance Methods	30
	2-18	Evaluation of the performance of the highest governance body	2.1 Governance Methods	30
	2-19	Remuneration policies	2.1 Governance Methods	30
	2-20	Process to determine remuneration	2.1 Governance Methods	30
	2-21	Annual total compensation ratio	5.3 Employee Compensation and Welfare	96
4. Strategy, Policies and Practices				
GRI 2 : General Disclosures 2021	2-22	Statement on sustainable development strategy	Message from the Management	4
	2-23	Policy commitments	2.1 Governance Methods	30
	2-24	Embedding policy commitments	2.1 Governance Methods	30
	2-25	Processes to remediate negative impacts	2.1 Governance Methods	30
	2-26	Mechanisms for seeking advice and raising concerns	2.4 Risk Management and Compliance with Regulations	55
	2-27	Legal Compliance	2.4 Risk Management and Compliance with Regulations	55
	2-28	Membership associations	1.1 About TNP	8
5. Stakeholder Engagement				
GRI 2 : General Disclosures 2021	2-29	Approach to stakeholder engagement	1.2 Stakeholder Communication	14
	2-30	Collective bargaining agreements	2.1 Governance Methods 5.2 Talent Recruitment and Retention	30 88

Material Topic Disclosure

GRI Standard	Issue	GRI Code	GRI Disclosure	Corresponding Chapter	Page
GRI 3: Material Topics	Management policy	3-1	Process to determine material topics	1.3 Major Issue Analysis and Identification	18
GRI 3: Material Topics	Management policy	3-2	List of material topics	1.3 Major Issue Analysis and Identification	18

GRI Standard	Issue	GRI Code	GRI Disclosure	Corresponding Chapter	Page
Material Topic: Customer Privacy (Data security)					
GRI 3 : Material Topics	Management policy	3-3	Management of material topics	3.1 Management Policy	60
GRI 418	Customer Privacy 2016 Topic-specific Disclosures	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.3 Product Safety and Privacy	64
Material Topic: Environmental Sustainability					
GRI 3 : Material Topics	Management policy	3-3	Management of material topics	4.1 Management Policy	70
GRI 305	Emissions 2016 Topic-specific Disclosures	305-1	Direct (Scope 1) GHG emissions	4.5 Greenhouse Gas Emission Management	78
		305-2	Energy indirect (Scope 2) GHG emissions	4.5 Greenhouse Gas Emission Management	78
		305-3	Other indirect (Scope 3) GHG emissions	4.5 Greenhouse Gas Emission Management	78
		305-4	GHG emissions intensity	4.5 Greenhouse Gas Emission Management	78
GRI 302	Energy 2016 Topic-specific Disclosures	302-1	Energy consumption within the organization	4.3 Energy Management	74
		302-3	Energy intensity	4.3 Energy Management	74
		302-4	Reduction of energy consumption	4.3 Energy Management	74
Material Topic: Waste (GRI: 306)					
GRI 3 : Material Topics	Management policy	3-3	Management of material topics	4.1 Management Policy	70
GRI 306	Waste 2020 Management-specific Disclosures	306-2	Management of significant waste-related impacts	4.6 Waste Management	80
		306-3	Waste generated	4.6 Waste Management	80
		306-5	Waste directed to disposal	4.6 Waste Management	80
Material Topic: Occupational Safety and Health (GRI: 403)					
GRI 3 : Material Topics	Management policy	3-3	Management of material topics	5.1 Management Policy	83
GRI 403	Occupational Safety and Health Management-specific Disclosures 2018	403-1	Occupational health and safety management system	5.4 Occupational Health and Safety	102
		403-2	Hazard identification, risk assessment, and incident investigation	5.4 Occupational Health and Safety	102

GRI Standard	Issue	GRI Code	GRI Disclosure	Corresponding Chapter	Page
GRI 403	Occupational Safety and Health Management-specific Disclosures 2018	403-3	Occupational health services	5.4 Occupational Health and Safety	102
		403-4	Worker participation, consultation, and communication on occupational health and safety	5.4 Occupational Health and Safety	102
		403-5	Worker training on occupational health and safety	5.4 Occupational Health and Safety	102
		403-6	Promotion of worker health	5.4 Occupational Health and Safety	102
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.4 Occupational Health and Safety	102
		403-8	Workers covered by an occupational health and safety management system	5.4 Occupational Health and Safety	102
		403-9	Work-related injuries	5.4 Occupational Health and Safety	102
		403-10	Work-related ill health	5.4 Occupational Health and Safety	102
Material Topic: Training and Education					
GRI 3 : Material Topics	Management policy	3-3	Management of material topics	5.1 Management Policy	83
GRI 404	Training and Education 2016 Topic-specific Disclosures	404-1	Average hours of training per year per employee	5.2 Talent Recruitment and Retention	88
		404-2	Enhancing Employee Capabilities and Transition Assistance Programs	5.2 Talent Recruitment and Retention	88
		404-3	Percentage of employees receiving regular performance and career development reviews	5.2 Talent Recruitment and Retention	88
Material Topic: Employee Diversity and Equal Opportunity					
GRI 3 : Material Topics	Management policy	3-3	Management of material topics	5.1 Management Policy	83
GRI 405	Employee Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	2.2 Governance Methods 5.3 Employee Compensation and Welfare	49 96
	Topic-specific Disclosures 2016	405-2	Ratio of basic salary and remuneration of women to men	5.3 Employee Compensation and Welfare	96

Other Specific Topic Disclosures

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page
Topic-specific disclosures : 200 Series (Economic Themes)				
Economic Performance				
GRI 201 Economic Performance 2016	201-1	Direct economic value generated and distributed	2.2 Operational Performance	49
	201-3	Defined benefit plan obligations and other retirement plans	5.3 Employee Compensation and Welfare	96
	201-4	Financial assistance received from government	2.2 Operational Performance	49
Market Presence				
GRI 202 Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	5.3 Employee Compensation and Welfare	96
	202-2	Proportion of senior management hired from the local community	5.3 Employee Compensation and Welfare	96
Indirect Economic Impacts				
GRI 203 Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	5.5 Social Participation	117
Procurement Practices				
GRI 204 Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.2 Sustainable Supply Chain	63
Topic-Specific Guidelines : 300 Series (Environmental Topics)				
Materials				
GRI 301 Materials 2016	301-1	Materials used by weight or volume	4.2 Materials Management	73
Water and Effluents				
GRI 303 Water and Effluents 2018 (Management approach disclosures)	303-3	Water withdrawal	4.4 Water Resource Management	76
	303-4	Water discharge	4.4 Water Resource Management	76

GRI Standard	GRI Code	GRI Disclosure	Corresponding Chapter	Page
Topic-Specific Guidelines : 400 Series (Social Themes)				
Employment Relations				
GRI 401 Topic-specific Disclosures 2016	401-1	New employee hires and employee turnover	5.2 Talent Recruitment and Retention	88
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.3 Employee Compensation and Welfare	96
	401-3	Parental leave	5.3 Employee Compensation and Welfare	96
Labor Relations				
GRI 402 Labor Relations Topic-specific Disclosures 2016	402-1	Minimum notice periods regarding operational changes	5.3 Employee Compensation and Welfare	96
Non-discrimination				
GRI 406 Non-Discrimination Topic-specific Disclosures 2016	406-1	Incidents of discrimination and corrective actions taken	5.3 Employee Compensation and Welfare	96
Child Labor				
GRI 408 Child Labor Topic-specific Disclosures 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	5.3 Employee Compensation and Welfare	96
Forced or Compulsory Labor				
GRI 409 Forced or Compulsory Labor Topic-specific Disclosures 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	5.3 Employee Compensation and Welfare	96



Appendix II : Sustainability Disclosure Topics and Metrics (SASB) Comparison Table

Type of industry : Professional & Commercial Services						
Topic	Code	Accounting Metric	Unit	2024 Disclosure Status	Corresponding Chapter	Page
Data Security	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	TNP has formulated “Information Security Policy” and “Information Security Management Measures”. Through strict control and record-keeping within the company’s internal systems, it ensures the protection of customer information and documents, maintaining privacy. Additionally, the approval and activation of operational privileges for internal personnel are managed according to the operational standards of each system. Regular data security confidentiality advocacy, sensitive data access control on NAS, and robust data backup systems are maintained to ensure the integrity of customer data. For details on data security risk management, refer to section 3.3 on Product Safety and Privacy.	3.3 Product Safety and Privacy	64
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	The Company has an Information Security Committee and is certified under the ISO/IEC 27001 Information Security Management System and the BS 10012 Personal Information Protection Management System. We adhere to confidentiality agreements and the Personal Data Protection Act to protect customer privacy. For policies and measures on collecting, using, and retaining customer data, please refer to section 3.3 on Product Safety and Privacy.		

Type of industry : Professional & Commercial Services

Topic	Code	Accounting Metric	Unit	2024 Disclosure Status	Corresponding Chapter	Page									
Data Security	SV-PS-230a.3	(1) Number of data breaches (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII) (3) Number of customers affected	Number, Percentage (%)	(1) In 2024, there were no complaints received from customers or suppliers regarding privacy violations, information leaks, theft, or loss of customer data. (2) 0%. (3) 0 incidents.	3.3 Product Safety and Privacy	64									
Workforce Diversity &Engagement	SV-PS-330a.1	Percentage of gender and racial/ethnic group representation for executive management and all other employees	Percentage (%)	The Company employs local residents for all positions. As of 2024, the gender distribution (%) of management and all other employees as a proportion of total employees is: <table><tr><th>Gender Identification</th><th>Male</th><th>Female</th></tr><tr><td>Management</td><td>3.23%</td><td>0.46%</td></tr><tr><td>Non-management</td><td>53.92%</td><td>42.40%</td></tr></table>	Gender Identification	Male	Female	Management	3.23%	0.46%	Non-management	53.92%	42.40%	5.2 Talent Recruitment and Retention	88
	Gender Identification	Male	Female												
Management	3.23%	0.46%													
Non-management	53.92%	42.40%													
SV-PS-330a.2	(1) Voluntary (2) involuntary turnover rate for employees	Rate	In 2024, the total number of employees who left the company was 26. <table><tr><th>Gender Identification</th><th>Voluntary</th><th>Involuntary</th></tr><tr><td>Total Workforce</td><td>23</td><td>3</td></tr><tr><td>Percentage to the total number of employees</td><td>10.60%</td><td>1.38%</td></tr></table>	Gender Identification	Voluntary	Involuntary	Total Workforce	23	3	Percentage to the total number of employees	10.60%	1.38%			
Gender Identification	Voluntary	Involuntary													
Total Workforce	23	3													
Percentage to the total number of employees	10.60%	1.38%													

Type of industry : Professional & Commercial Services						
Topic	Code	Accounting Metric	Unit	2024 Disclosure Status	Corresponding Chapter	Page
	SV-PS-330a.3	Employee engagement as a percentage ⁴	Percentage (%)	The company has not disclosed this related information.	5.2 Talent Recruitment and Retention	88
Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	On October 21, 2016, the company's board of directors approved the establishment of a code of ethics to promote robust and honest management practices. This includes adhering to guidelines and operational procedures centered on integrity, developing integrity-based policies, and establishing solid corporate governance and risk management mechanisms. Additionally, the company has implemented a supplier management policy to ensure ethical practices are emphasized through policy advocacy before commencing cooperation with suppliers. For related regulations, please refer to "II. Ethical Management."	II. Integrity Management	27
	SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Reporting currency	During the reporting year, the company did not encounter any legal disputes, nor did it incur any financial losses due to legal issues.		

Activity Metric	Code	Unit	2024 Disclosure Status		Corresponding Chapter	Page
Number of employees : (1) full-time and part time (2) temporary, and contract	SV-PS-000.A	Number	Gender Identification	2024 Total Workforce	5.2 Talent Recruitment and Retention	88
			Full-time employees	217		
			Part-time employees	0		
			temporary, and contract	15		
Employee hours worked,percentage billable	SV-PS-000.B	Hours, Percentage (%)	Total working hours reached 95,480 hours, with billable hours reaching 100%.		5.4 Occupational Health and Safety	102

Appendix III : Climate-Related Information of OTC Companies

Project	Corresponding Chapter	Page
1. Board and management oversight, and governance of climate-related risks and opportunities.	2.3 Climate Change-Related Financial Disclosure	53
2. How do climate risks and opportunities affect the business, strategy and finance of the enterprise (short, medium and long term).	2.3 Climate Change-Related Financial Disclosure	53
3. Describe the financial impact of extreme climate events and transitional actions.	2.3 Climate Change-Related Financial Disclosure	53
4. How to integrate the identification, assessment and management process of climate risk into the overall risk management system.	2.3 Climate Change-Related Financial Disclosure	53
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 explained.	—	—
6. If there is a transition plan to manage climate-related risks, explain the content of the plan, and the indicators and goals used to identify and manage physical risks and transition risks.	—	—
7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	—	—
8. If climate-related goals are set, information such as the activities covered, scope of greenhouse gas emissions, planning schedule, and annual progress should be explained; if using carbon offsets or renewable energy vouchers (RECs) to achieve relevant goals, the source and quantity of carbon reduction credits to be offset should be stated or Renewable Energy Certificate (RECs) number.	—	—
9. Greenhouse gas inventory and confirmation of status and reduction targets, strategies and specific action plans (also fill in 1-1 and 1-2).	2.3 Climate Change-Related Financial Disclosure	53

1-1 The Company’s Greenhouse Gas Inventory and Assurance Status for the Most Recent Three Years

1-1-1 Greenhouse gas inventory information

State greenhouse gas emissions (metric tons CO₂e), intensity (metric tons CO₂e/million NTD), and data coverage for the most recent three years.

TNP has established a greenhouse gas inventory system based on the ISO 14064-1 Greenhouse Gas Inventory Standard published by the International Organization for Standardization (ISO). Since 2022, the Company has regularly inventoried its greenhouse gas emissions (subsidiaries included in consolidated financial reporting have not yet been inventoried). The Company’s greenhouse gas emission data for the past three years is consolidated using the operational control approach, including emissions from the parent company’s operational locations, as stated below :

Year Greenhouse Gas Emissions		2022		2023		2024	
		Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e/million NTD revenue)	Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e/million NTD revenue)	Emissions (metric tons CO ₂ e)	Intensity (metric tons CO ₂ e/million NTD revenue)
Parent Company	Scope 1 : Direct emissions	55.8050	—	109.2956	—	105.8417	—
	Scope 2 : Energy indirect emissions	1,207.3644		1,197.6338		1,063.6808	
	Scope 3 : Other indirect emissions	—		266.5667		234.0842	
	Subtotal (Scope 1 + Scope 2 + Scope 3)	1,263.1694		1,573.4961		1,403.6067	
Total		1,263.1694	2.4302	1,573.4961	2.3545	1,403.6067	2.2326

Note 1 : Direct emissions (Scope 1) are those directly from emission sources owned or controlled by the Company. Energy indirect emissions (Scope 2) result indirectly from the import of electricity, heat, or steam. Other indirect emissions (Scope 3) are emissions generated from the Company’s activities that are not energy indirect emissions but originate from emission sources owned or controlled by other companies.

Note 2 : The data coverage for direct emissions and energy indirect emissions should be in line with the timeline stipulated in Article 4-1, Paragraph 2 of the Taipei Exchange’s “Regulations on the Preparation and Reporting of Sustainability Reports by TPEx listed Companies” (hereinafter referred to as “these Regulations”). Information on other indirect emissions may be voluntarily disclosed.

Note 3 : Greenhouse gas inventory standard: ISO 14064-1 issued by the International Organization for Standardization (ISO).

Note 4 : The intensity of greenhouse gas emissions may be calculated per unit of product/service or revenue, but at least the data calculated in terms of revenue (NT\$ million) shall be disclosed.

1-1-2 Greenhouse gas assurance information

State the assurance status for the most recent three years, including the assurance scope, assurance institution, assurance standards, and assurance opinion.

In accordance with the “Sustainable Development Roadmap for TWSE/TPEX Listed Companies” set by the Financial Supervisory Commission (FSC), TNP is required to disclose its 2025 greenhouse gas inventory information in its 2026 annual report and to complete the disclosure of its 2027 greenhouse gas inventory assurance status in its 2028 annual report. TNP has implemented ISO 14064-1: 2018 standards for GHG inventory since 2021 and voluntarily disclosed the results online. In 2023, BSI completed third-party verification, and TNP obtained the ISO 14064-1: 2018 certification.

The 2024 GHG data collection began in January 2025, with third-party verification scheduled for May 2025, and ISO 14064-1: 2018 certification expected by June 2025.

Note 1 : It shall be handled in accordance with the time schedule specified in paragraph 3 of Article 4-1 of these Measures.

Note 2 : A certification institution shall comply with the relevant provisions of the sustainability report certification institution formulated by Taiwan Stock Exchange Corporation and the OTC Securities Exchange of the Republic of China.

Note 3 : For the disclosure, please refer to the best practice reference example on the website of Corporate Governance Center of Taiwan Stock Exchange.

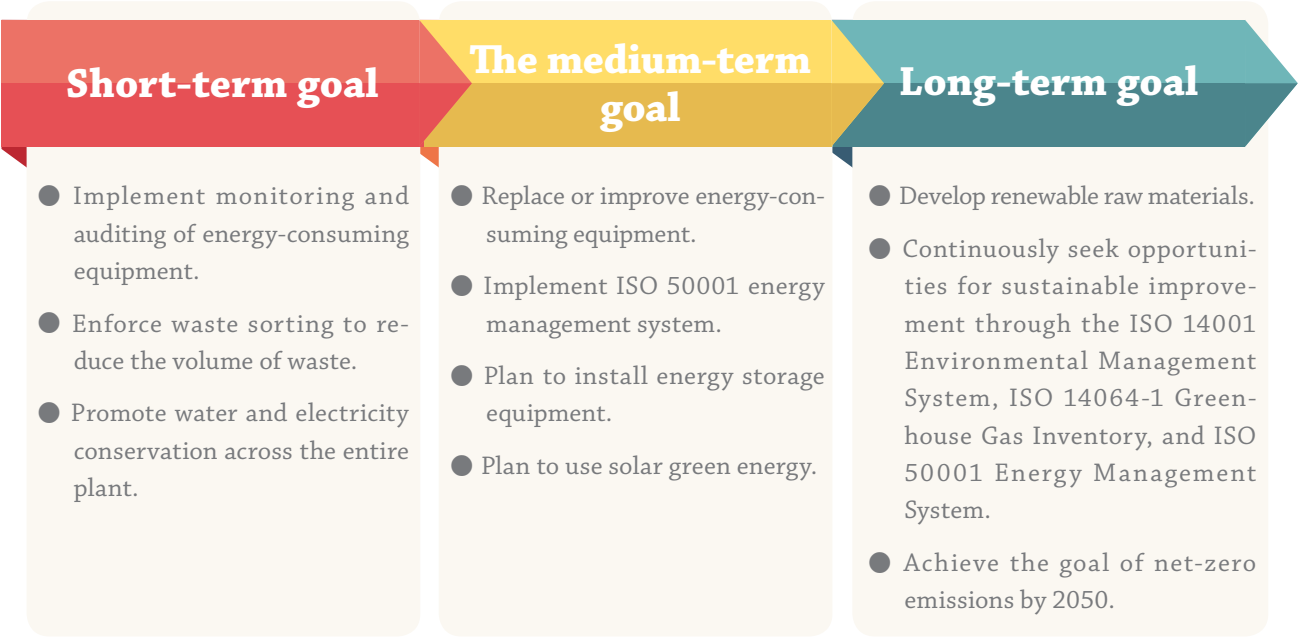
1-2 Greenhouse gas reduction targets, strategies and specific action plans

State the base year of greenhouse gas reduction and its data, reduction targets, strategies, specific action plans and the achievement of reduction targets.

To regulate greenhouse gas reduction strategies, the Company set 2022 as its baseline year. In 2024, total greenhouse gas emissions reached 1,403.6067 metric tons of CO₂e, with direct and indirect energy emissions (Scope 1 and 2) totaling 1,169.52 metric tons of CO₂e, representing an approximate 8% reduction compared to the baseline year. We aim to further achieve the mid-term target of a 25% carbon reduction by 2025 through actions.

Reduction target strategies and specific action plans :

TNP has formulated corresponding operational strategies to address the risks and opportunities presented by climate change.



Achievement of emission reduction in 2024

TNP began monitoring the energy consumption of energy-intensive equipment at the end of 2023. After monitoring was completed in 2024, we prioritized the most energy-consuming equipment for improvements or replacements to achieve energy-saving and carbon reduction effects. Detailed information is available in “4.3 Energy Management” of the 2024 Sustainability Report. Any subsequent reduction achievements will be proactively disclosed and updated on the Market Observation Post System (MOPS).

Note 1 : It shall be handled in accordance with the time schedule specified in paragraph 4 of Article 4-1 of these Measures.

Note 2 : The baseline year should be the year in which the inventory within the consolidated financial reporting boundaries is completed. For example, according to Article 4-1, Paragraph 2 of these Regulations, companies with capital of NT\$10 billion or more must complete the inventory of their 2024 consolidated financial report by 2025. Therefore, the baseline year is 2024. If a company has completed the inventory within the boundaries of its consolidated financial report earlier, that year may be used as the baseline year. Additionally, baseline year data can be calculated as a single year or as an average of several years.

Note 3 : For the disclosure, please refer to the best practice reference example on the website of Corporate Governance Center of Taiwan Stock Exchange.

