日揚科技 HIGHLIGHT TECH CORP.

2024

永續報告書
ESG report

Contents

About this report

Report Boundary and Scope

This is the fourth sustainability report issued by HIGHLIGHT TECH CORP. (HTC), covering its sustainability performance from January 1 to December 31, 2024. The reporting boundary includes HTC's parent company and its Taiwan facilities: the Tainan Plant, Hsinchu Operations Center, and Taichung Office. Except for financial data, which are based on consolidated statements, subsidiaries are not included unless otherwise noted.

Reporting Principles & Standard Disclosures

This report has been prepared in accordance with the latest GRI Standards 2021 issued by the Global Reporting Initiative (GRI) and with reference to the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods Standard, the Sustainability Disclosure Indicators for Electronic Components Industry specified in the Regulations Governing the Preparation and Filing of Sustainability Reports by TPEx-listed Companies, the Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the climate-related information disclosure requirements for TPEx-listed companies. Detailed content and mapping can be found in the appendix index table of this report.

Quality Management and External Assurance

The report was jointly prepared by relevant departments and verified by the ESG Working Group. Independent assurance was provided by Ernst & Young CPA Firm in accordance with TWSAE 3000 – "Assurance Engagements Other than Audits or Reviews of Historical Financial Information." Following review and approval by the Sustainability Development Committee and the Board of Directors, the report was published.
Quality data, including ISO 9001/14001/45001 certifications, were verified by TÜV NORD Taiwan, while financial data were based on audited statements certified by PwC Taiwan in compliance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers and IFRSs, and are presented in NTD.

Publication Date

The Company publishes this report annually on its official website to address stakeholder concerns on sustainability issues and disclose business performance.

- Current version: published in August 2025
- Previous version: published in August 2024
- Next version: to be published in August 2026

Feedback

If you have any suggestions or questions about this report, please contact:

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Letter from Chairman and CEO

Founded in 1997, HTC has remained true to its vision of integrity and people-centric values, guided by Chairman Wu Ming-Tian's belief in sustainable operations. From the outset, we fostered a corporate culture that instills the right mindset and attitudes into daily work—an influence both intangible and enduring.

In 2024, HTC marked a key milestone as our founder completed ten terms as Chairman and passed leadership to the 11th Chairman, symbolizing not just a change of responsibility but the continuation of our spirit. We advanced sustainability governance by elevating the Sustainability Development Committee to the Board level, establishing a baseline year for sustainability goals, launching ESG data inventories, and integrating ESG metrics into daily management. From 2022 to 2024, HTC ranked among the top 6–20% of TPEx-listed companies in the Corporate Governance Evaluation, demonstrating our commitment to stakeholders.

Facing global uncertainties and industry shifts, we rely on 28 years of experience, pragmatic attitudes, and continuous improvement to strengthen resilience and embrace transformation. Our sustainability commitment stems not from external pressure but from responsibility—to shareholders, employees, society, and the environment.

Looking ahead, embracing change, thinking across boundaries, and breaking through limitations are how we respond to the world. Ultimately, it all comes down to mindset—how we think, choose, and act. The road ahead will continue to present challenges, but we believe that by upholding respect for people, commitment to values, and vision for the future, we can navigate uncertainty and move forward steadily and sustainably.

Since assuming the role of CEO in 2016, I have faced numerous challenges and worked continuously to strengthen HTC's business structure and competitiveness. I often reflect on what drives corporate competitiveness—technology, market, or people? For me, the answer lies in integration—the ability to align the right technologies, talent, and markets to create lasting momentum. HTC has evolved from vacuum component manufacturing into a provider of semiconductor vacuum solutions and system integration services, creating greater value and adaptability in a fast-changing industry. Our strategy focuses on deepening customer service, expanding global markets, and strengthening innovation. In 2024, we restructured our organization to optimize resource allocation, and in 2025, expanded globally with a plant in Kumamoto, Japan and a service site in Arizona, USA. We are also advancing into SiC wafer processing and advanced packaging technologies, building new growth momentum.

Sustainability is about innovation and resilience—acting decisively, adjusting constantly, and growing through challenges. In 2024, we enhanced organization-wide dialogue and succession planning, strengthened talent development, and fostered open communication to prepare for change together.

I extend my deepest gratitude to every HTC team member. Success is never about individual decisions but the daily persistence and contributions of everyone. Each step we take lays the foundation for our next peak. Time and energy are limited, but when invested in what truly matters, they create maximum value. We aim to make HTC the most trusted partner for our customers, the best career platform for employees, and a positive force for society and the environment.

Chairman 吳昇憲

CEO 寇崇善

1. Sustainability Management

1.1 Annual Sustainability Performance

Environment

- Publication of **TCFD Report**
- Setting reduction targets for energy, waste, water, and greenhouse gas emissions based on 2024 as the baseline year
- **Zero** hazardous waste generation in 2024
- Energy-saving investments totaling **NT$15.908** million as of the end of 2024.
- Inclusion of Scope 3 in the greenhouse gas (GHG) inventory
- GHG Emission Intensity (metric tons CO_2e / million revenue) **1.89**
- Water Intensity (metric tons / million revenue) **16.25**
- Waste Generation Intensity (metric tons / million revenue) **0.03**
- Waste Reuse Rate **60%**

Social

- Female employees accounted for **28%** while female managers accounted for **16%** , ↑ **2%** from last year.
- Employing persons with disabilities and fostering workplace inclusion across diverse disability levels.
- The occupational injury rate was **0.1%** ↓ **0.47%** from last year. And **0** major occupational accidents during the year.
- **75%** of employees joined the stock ownership trust, with company contributions totaling **NT$12.137** million.
- Employee training reached **17,378** hours with **NT$6.082** million invested, averaging **35** hours and **NT$12,000** per employee.
- Employee satisfaction reached **3.2** out of 5.
- Social contribution **NT$218,961**

Governance

- Corporate Governance Evaluation:Ranked **6%~20%** among all TPEx-listed companies and **2%~10%** among companies with a market capitalization below $5 billion.
- Limited assurance obtained for the 2024 ESG Report.
- In 2024, 26 patents were granted, and R&D expenses accounted for 6% of revenue, up 1% from last year.
- Zero cybersecurity incidents in 2024, and ISMS (ISO 27001) implemented.
- In 2024, there were no regulatory violations or major adverse events.
- In 2024, customer satisfaction scored **97** out of 100 and recognized as a top contractor by TSMC and C SUN.
- **100%** supplier compliance and **87%** local procurement.

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1.2 Sustainability Development Committee

Sustainability Policy

HIGHLIGHT TECH CORP. (HTC) formulated the Sustainability Practice Guidelines based on its management philosophy of integrity, innovation, and integration. Its core sustainability strategies focus on H – Honesty, T – Technology Innovation, and C – Customer Value, supporting HTC's long-term sustainability vision.

Sustainability Implementation Plan

Foundation Phase

2022-2024

- Introduced ESG concepts and built internal consensus.
- Conducted ISO 14064 training to strengthen capabilities.
- Issued Sustainability Practice Guidelines and Committee Charter.
- Formed the Sustainability Development Committee and ESG Working Group.
- Established GHG inventory, reporting, and information control procedures.

Quality Enhancement Phase

2025-2027

2025
- Conducted report assurance to enhance disclosure quality.
- Published the first 2024 TCFD Report.
- Completed the 2024 GHG inventory as the baseline year for reduction targets.
- Established sustainability policies and set related goals.
- Performed internal control audits for sustainability information.

2026
- Reviewed target implementation and evaluated ESG performance.
- Applied third-party assurance to GHG inventory data.
- Adopted IFRS S1/S2 standards.

Sustainability Integration Phase

2028~2030

- Advanced digital transformation: energy-consuming equipment upgrades and smart energy saving.
- 20% reduction in carbon emission intensity by 2030 (compared with 2024).
- 5% reduction in water and waste intensity by 2030 (compared with 2024).
- Net-zero target by 2050.

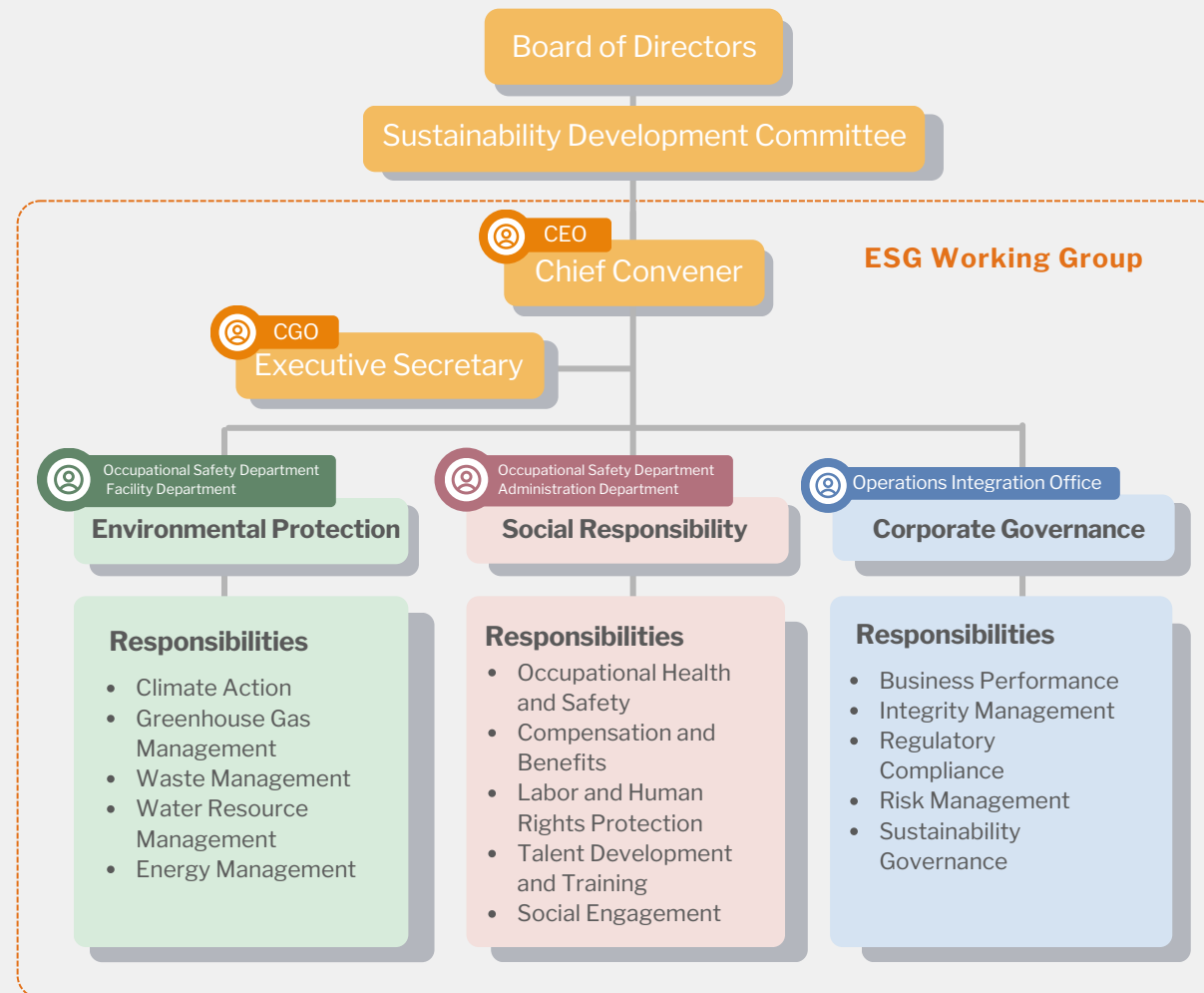## Sustainability Management Structure

The Board of Directors is HTC's highest sustainability governing body. In June 2024, the Sustainability Development Committee was established, chaired by the Chairman and joined by three independent directors to oversee sustainability initiatives.An ESG Working Group, led by the CEO and senior executives, drives initiatives across Environmental Protection, Social Responsibility, and Corporate Governance. The group meets at least annually and reports progress to the Board to ensure effective implementation.

Sustainability Management Structure

Board of Directors

Sustainability Development Committee

ESG Working Group

CEO — Chief Convener

CGO — Executive Secretary

Environmental Protection
(Occupational Safety Department / Facility Department)

Responsibilities
- Climate Action
- Greenhouse Gas Management
- Waste Management
- Water Resource Management
- Energy Management

Social Responsibility
(Occupational Safety Department / Administration Department)

Responsibilities
- Occupational Health and Safety
- Compensation and Benefits
- Labor and Human Rights Protection
- Talent Development and Training
- Social Engagement

Corporate Governance
(Operations Integration Office)

Responsibilities
- Business Performance
- Integrity Management
- Regulatory Compliance
- Risk Management
- Sustainability Governance

Board Oversight of Sustainability in 2024

Every quarter
- Reviewed GHG inventory plan progress (quarterly updates reported on 3/8, 5/10, 8/9, and 11/8, 2024).

Annually (at least once a year)
- Oversaw ESG implementation (2024/08/09).
- Oversaw corporate governance initiatives (2024/11/08).
- Oversaw Risk Management Committee activities (2024/11/08).
- Reviewed annual business results and development plans (2023 results & 2024 plans on 2024/01/11).

Ad hoc (as needed)
- Established internal control system for sustainability information (2024/08/09).
- Set sustainability policies, goals, and action plans (2025/01/07).
- 2024 TCFD climate risk assessment report (2025/01/07).

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1.3 Materiality Analysis

To understand stakeholders' concerns regarding material topics, the Company followed the GRI Standards guidance on material topic determination and the AA1000 Stakeholder Engagement Standard, identifying six key stakeholder groups and 11 material topics covering economic, environmental, and social aspects.

Material Topic Identification Process

11 Material Topics

Step 1. Collect sustainability issues (20 topics)

- The ESG Working Group, referencing GRI 2021, SASB, and industry indicators, and drawing on peer practices, stakeholder engagement, and prior reports, identified 20 sustainability issues.
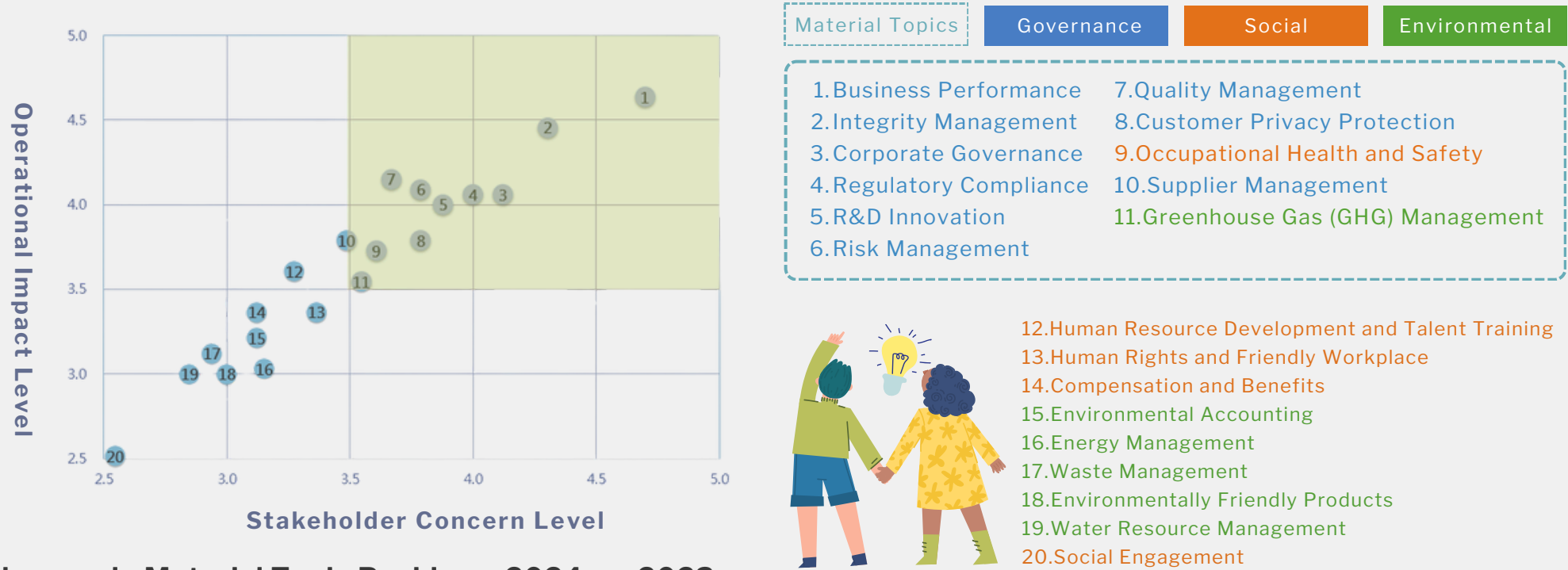
Step 2. Identify stakeholders (6 categories)

- ESG Working Group identified 10 stakeholder categories: shareholders/investors, customers, suppliers, employees, government agencies, competitors, banks/financial institutions, research institutes, academic organizations, and local communities.
- Applying AA1000SES principles of influence and dependency, six key stakeholder groups were defined: customers, employees, suppliers, shareholders/investors, peers/competitors, banks/financial institutions.

Step 3. Identify material sustainability topics (11 material topics)

- Conducted stakeholder surveys to assess the relevance of 20 sustainability issues and their impact on operations.
- Applied double materiality analysis to prioritize 11 material topics with scores ≥3.5.
- Reported results to the Board of Directors for approval and disclosed them in the annual Sustainability Report as the basis for sustainability policies.
- The ESG Working Group holds regular meetings to review progress on sustainability goals.

2024 Identification Results

Material Topics | Governance | Social | Environmental

1. Business Performance
2. Integrity Management
3. Corporate Governance
4. Regulatory Compliance
5. R&D Innovation
6. Risk Management
7. Quality Management
8. Customer Privacy Protection
9. Occupational Health and Safety
10. Supplier Management
11. Greenhouse Gas (GHG) Management

12. Human Resource Development and Talent Training
13. Human Rights and Friendly Workplace
14. Compensation and Benefits
15. Environmental Accounting
16. Energy Management
17. Waste Management
18. Environmentally Friendly Products
19. Water Resource Management
20. Social Engagement

hanges in Material Topic Rankings: 2024 vs. 2023

Issue	Business Performance	Integrity Management	Corporate Governance	Regulatory Compliance	R&D Innovation	Risk Management	Quality Management	Customer Privacy Protection	Occupational Health and Safety	Supplier Management	(GHG) Management
2024 Ranking	1	2	3	4	5	6	7	8	9	10	11
2023 Ranking	1	2	3	8	6	4	5	7	13	9	10
Ranking Changes	—	—	—	↑4	↑1	↓2	↓2	↓1	↑4	↓1	↓1
Explanation	• In 2024, focus was placed on issues with concern and impact scores ≥3.5, identifying 11 material topics. • Business Performance, Integrity Management, and Corporate Governance rankings remained unchanged, showing these areas continue to be long-term stakeholder priorities. • Occupational Health and Safety was newly added due to frequent industrial accidents and growing attention to worker safety.										

Material Topic Management

■ Direct Impact   ▲ Indirect Impact

Aspect	Material Topic	GRI	Risks and Opportunities	Impact Boundary				Chapter
				Internal	Suppliers	Customers	Investors	
Governance	Business Performance	201	• Positive: Stable performance boosts resilience, talent retention, and stakeholder confidence. • Negative: Focus on short-term results may neglect risk control and long-term goals.	■	■	▲	■	2.1
	Integrity Management	205 206	• Positive: Integrity strengthens reputation, financing, and risk control. • Negative: Weak integrity may cause fraud, reputational damage, and business disruption.	■	■	■	■	2.2
	Corporate Governance	2-12 2-17 2-18	• Positive: Strong board and oversight enhance decision efficiency and investor confidence. • Negative: Weak oversight increases fraud risk and unresolved operational conflicts.	■	▲	▲	■	2.2
	Regulatory Compliance	2-27 419	• Positive: Reduced operational risks and stronger management boost investor trust. • Negative: Stricter regulations without preparation may raise compliance costs and harm reputation.	■	▲	▲	■	2.2
	R&D Innovation	-	• Positive: R&D innovation improves product competitiveness, expands markets, and strengthens resilience. • Negative: Poor strategy and resource integration may hurt financial performance, weaken investor confidence, and create supply chain risks.	■	■	■	■	2.7
	Risk Management	2-13 2-25	• Positive: Early warnings boost resilience and investor confidence. • Negative: Poor risk detection increases exposure and supply instability.	■	■	■	■	2.3
	Quality Management	-	• Positive: Stable quality reduces risk, improves delivery, and fosters long-term partnerships. • Negative: Poor control may cause process instability, delays, and lower profitability.	■	▲	■	■	2.6
	Customer Privacy Protection	418	• Positive: Clear data and privacy standards enhance security, reduce leaks, and build customer trust. • Negative: Major security incidents may lead to fines, reputational loss, and lower investor confidence.	■	▲	■	▲	2.4 2.6
	Supplier Management	204 308 414	• Positive: Stable, sustainable supply chains ensure quality, timely delivery, and stronger risk resilience. • Negative: Poor oversight may cause defects, delays, compliance risks, and reputational damage.	■	■	■	■	2.5
Environmental	(GHG) Management	305	• Positive: Strong climate response improves environmental performance and attracts ESG investment and green opportunities. • Negative: Lack of carbon reduction strategy may result in losing major brand or international orders.	■	■	■	■	3.2
Social	Occupational Health and Safety	403	• Positive: Fewer workplace accidents and stronger labor rights improve corporate image and social responsibility. • Negative: Accidents or supplier safety violations may cause shutdowns, financial losses, and reputational risks.	■	■	■	■	4.4

1.4 Stakeholder Communication

Stakeholders	Key Topics of Concern	Communication Channels and Frequency	Response Section	2024 Actions and Effectiveness
Customers	• R&D Innovation • Quality Management • Customer Privacy Protection • (GHG) Management	• Dedicated Contact (Regular) • Company Website (Real-time Updates) • ESG Report (Annual) • Satisfaction Survey (Annual) • Audits/Meetings (Ad hoc) • Exhibitions/Events (Ad hoc)	2.4 2.6 2.7 3.2	• ISO 9001, 14001, 45001 certified • Customer satisfaction survey average score: 97 • Zero customer complaints on cybersecurity • Participated in 5 domestic and international industry exhibitions • Received TSMC 2024 Excellent Contractor Award • Recognized as CSUN Chisheng Outstanding Supplier
Employees	• Compensation and Benefits • Occupational Health and Safety • Human Resource Development and Talent Training • Human Rights and Friendly Workplace	• Complaint Mailbox (Regular) • Mailbox and Communication Groups (Regular) • Internal Bulletin/Facebook (Real-time Updates) • Satisfaction Survey (Annual) • Labor-Management/Occupational Safety and Health Committee (Quarterly) • Performance Review Interviews (Ad hoc) • Departmental Communication/Work Meetings (Ad hoc)	4.1 4.2 4.3 4.4	• 4 labor-management meetings (Jan, Apr, Jul, Oct) • 4 Occupational Safety and Health Committee meetings (Apr, Jul, Oct, Jan 2025) • 1 grievance case handled (not substantiated) • Employee satisfaction average score: 3.2/5
Suppliers	• Business Performance • Supplier Management • Risk Management • (GHG) Management	• Dedicated Contact (Regular) • Company Website (Real-time Updates) • ESG Report (Annual) • Supplier Evaluations (Semi-annual) • Supplier Meetings (Ad hoc) • Supplier Code of Conduct Commitment (Ad hoc)	2.1 2.3 2.5 3.2	• 100% supplier integrity commitment signing rate. • All supplier evaluation results rated B (≥80) or above.
Investors	• Business Performance • Integrity Management • Corporate Governance • Risk Management • R&D Innovation	• Dedicated Contact (Regular) • Company Website (Real-time Updates) • Market Observation Post System (Real-time Updates) • Investor Conferences (Semi-annual) • Annual Shareholders' Meeting (Annual) • Annual Report/ESG Report (Annual) • Financial Statements (Quarterly)	2.1 2.2 2.3 2.7 4.1	• 29 material information announcements released in real time. • 2 investor conferences held (May 21, Dec 20). • 1 annual shareholders' meeting held (Jun 7). • Submitted 2024 bilingual sustainability report, annual report, and quarterly financial statements within regulatory timelines and disclosed on the company website.
Peers/ Competitors	• R&D Innovation • Social Engagement	• Company Website (Real-time Updates) • Exhibitions/Events (Ad hoc) • Organizational Exchanges (Ad hoc)	2.7 4.5	• Joined Taiwan Science Park Industrial Association and Tainan General Industrial Association. • Participated in 5 domestic and international industry exchange events.
Financial Institutions	• Corporate Governance • Regulatory Compliance • Risk Management • Environmental Accounting • Social Engagement	• Dedicated Contact (Regular) • Market Observation Post System (Real-time Updates) • Annual Report/ESG Report (Annual) • Financial Statements (Quarterly) • Surveys (Ad hoc)	2.2 2.3 3.3 4.5	• Zero major financial violations • Responded to 4 sustainability-related surveys

2. Corporate Governance

About this report | Letter from Management | Sustainability Management | **Corporate Governance** | Environmental Protection | Social Inclusion | Appendix

HTC 2024 ESG report

2.1 Business Overview

Company Overview

Highlight Tech Corp. (HTC), founded in 1997 and TPEx-listed since December 2002, is headquartered in Tainan with sites in Hsinchu, Taichung, Shanghai, and Kumamoto.
HTC specializes in vacuum technology equipment, offering design, manufacturing, sales, and maintenance of vacuum pumps, components, chambers, and coating systems.Its products serve semiconductors, optoelectronics, touch panels, and solar industries, supported by large-scale OEM/ODM capacity and customized high-precision solutions.

Industry **Electronic Components**

Stock Code **6208**

Capital **$946 million**

Employees **495**

Global Locations and Key Customers

- Agents
- Main Customers
- HTC Vacuum Location

Tainan Headquarters
No. 8, Huoshui Rd., Xinshi District, Tainan City

Hsinchu Operations Center
No. 32, Guangfu Rd., Hukou Township, Hsinchu County

Taichung Office
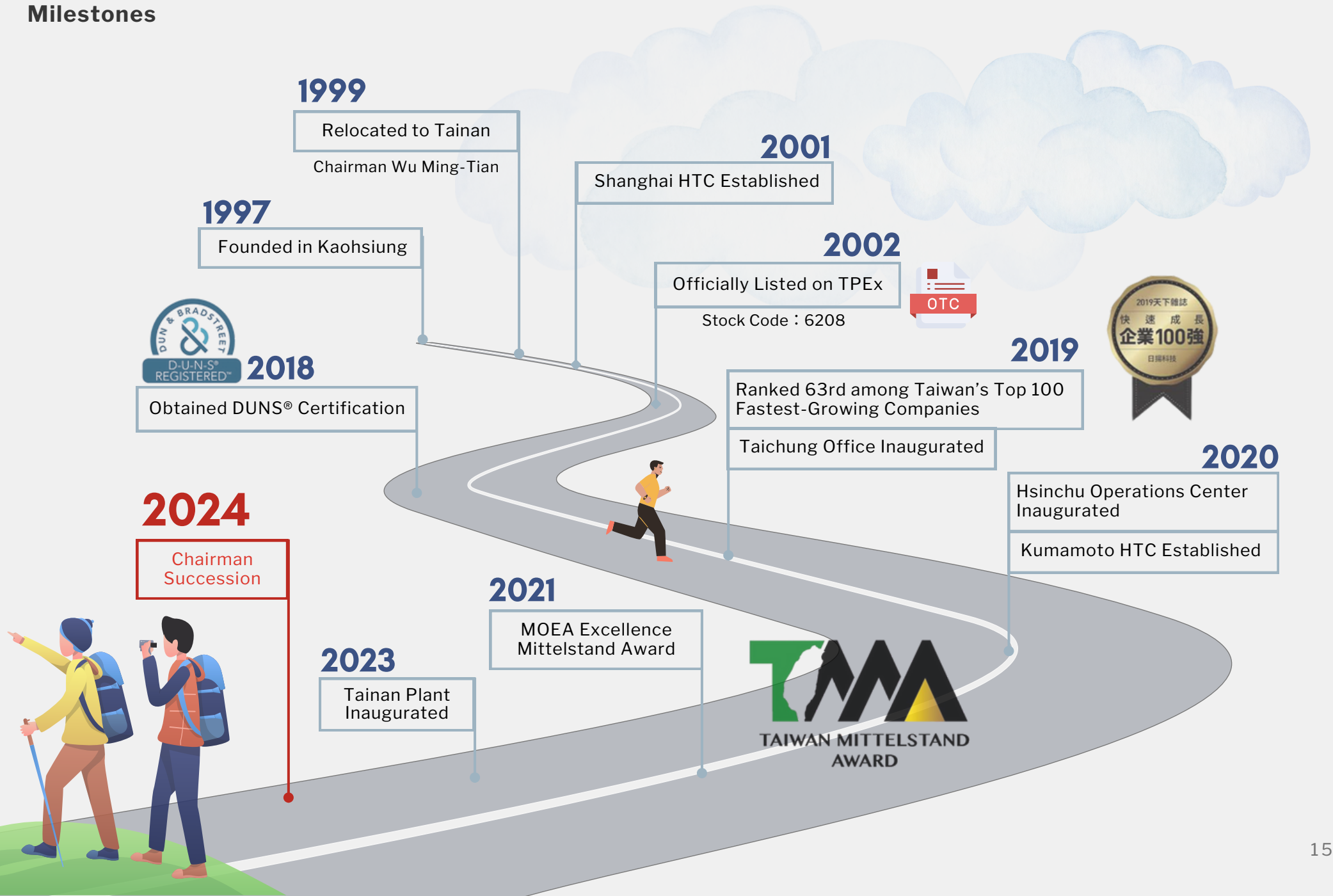No. 958, Zhongke Rd., Daya District, Taichung City

Shanghai HTC
No. 51, Chengyin Rd., Baoshan Urban Industrial Park, Shanghai

Kumamoto HTC
1842-3, Jinnai, Ozu-machi, Kikuchi-gun, Kumamoto Prefecture

Milestones

1999
Relocated to Tainan
Chairman Wu Ming-Tian

2001
Shanghai HTC Established

1997
Founded in Kaohsiung

2002
Officially Listed on TPEx
Stock Code：6208

OTC

2018
Obtained DUNS® Certification

2019
Ranked 63rd among Taiwan's Top 100 Fastest-Growing Companies
Taichung Office Inaugurated

2020
Hsinchu Operations Center Inaugurated
Kumamoto HTC Established

2024
Chairman Succession

2021
MOEA Excellence Mittelstand Award

2023
Tainan Plant Inaugurated

Products and Services

HTC designs, manufactures, and sells vacuum components and valves, offering products and solutions such as Micro-bubble Wet Scrubbers, vacuum pumps, CIP pipeline engineering, WEH coating, and ESG heater jackets.Its expertise covers component development, surface treatment, microwave applications, power source maintenance, and exhaust scrubbing monitoring and analysis. HTC serves semiconductors, optoelectronics, biotechnology, healthcare, food, research institutions, and high-tech equipment manufacturers, delivering customized solutions focused on particle control and emission optimization to enhance yield and support energy-saving and carbon reduction goals.
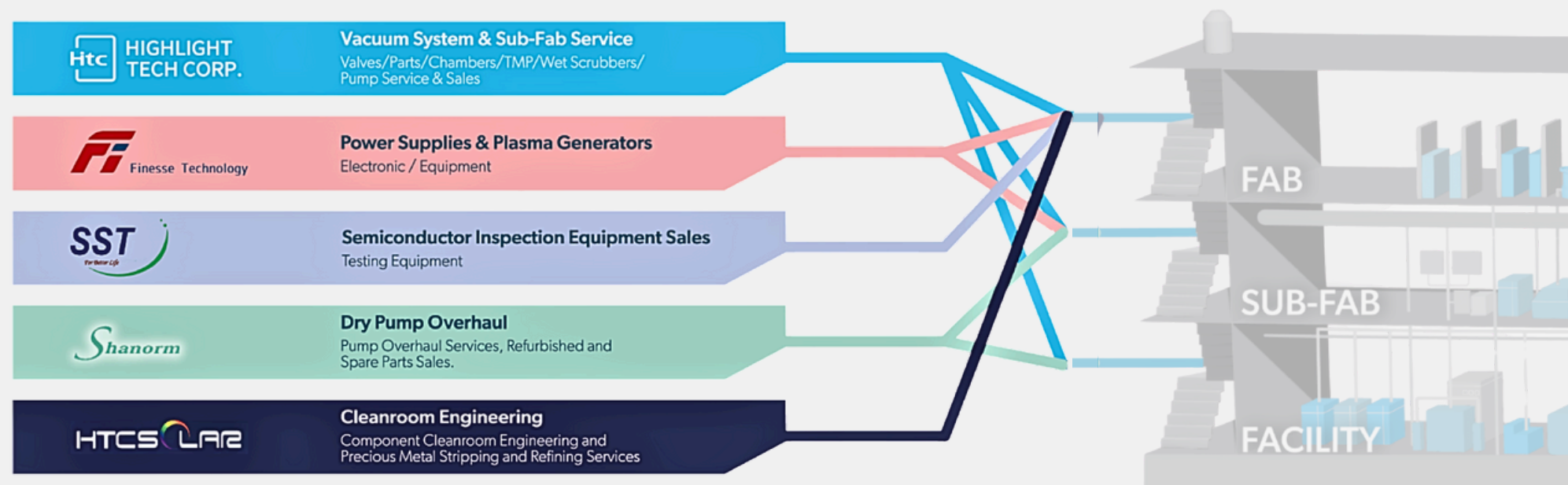
Production Volume and Revenue of Major Products in the Past Three Years

Unit: NT$ thousands

Product	2022			2023			2024		
	Production Volume	Revenue	Proportion	Production Volume	Revenue	Proportion	Production Volume	Revenue	Proportion
Vacuum Pumps and Parts Sales	3,502,313	1,939,412	50%	1,717,549	2,382,295	57%	1,976,771	2,530,585	65%
Maintenance Services	21,710	1,587,863	40%	24,944	1,349,316	32%	11,697	1,396,195	35%
Others	63,249	380,367	10%	41,321	473,825	11%	4	7,487	0%
Total	3,587,272	3,907,642	100%	1,783,814	4,205,436	100%	1,988,472	3,934,267	100%

Note: Product categories were redefined in 2024; other items are commission income. Data for the previous two years have been adjusted accordingly.

Financial Performance

In 2024, geopolitical tensions and regional economic weakness impacted performance. Consolidated revenue was NT$3,934,267 thousand, down 6% year over year; gross profit was NT$1,359,804 thousand with a 35% margin, down 5%; net income after tax was NT$385,874 thousand, down 8%. Basic EPS was NT$3.01 (2023: NT$3.02).

Financial Performance for the Past Five Years

(NT$ thousands)

Item	2020	2021	2022	2023	2024
Operating Revenue	2,565,758	3,307,714	3,907,642	4,205,436	3,934,267
Operating Income	277,936	471,013	629,782	550,775	454,276
Net Income After Tax	344,749	424,967	566,754	418,227	385,874
Earnings Per Share	2.80	3.32	4.19	3.02	3.01
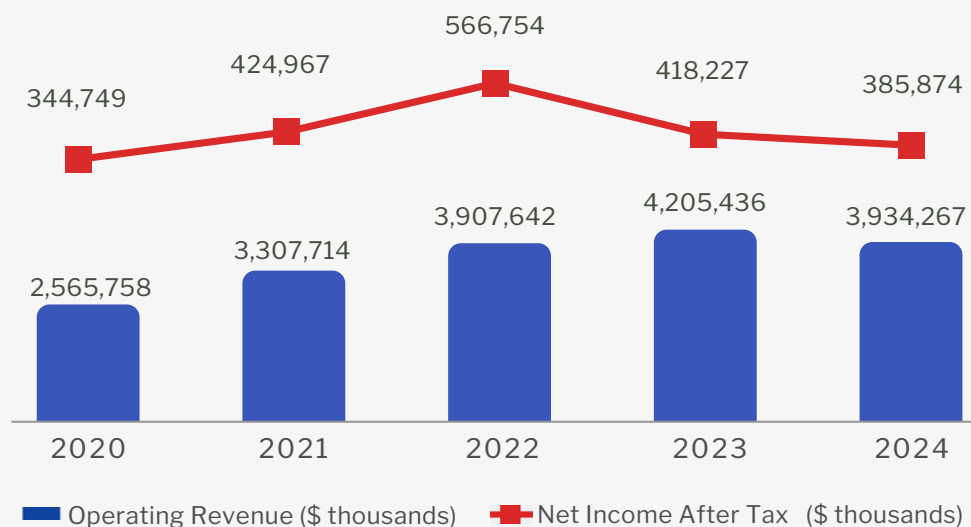
Tax Information for the Past Three Years

(NT$ thousands)

Item	2022	2023	2024
Profit Before Tax	703,435	523,636	448,892
Income Tax Expense	136,681	105,409	63,018
Effective Tax Rate	19%	20%	14%
Income Tax Paid	103,924	180,904	52,826
Cash Tax Rate	15%	35%	12%

Note: For related information, please refer to HTC's 2024 Consolidated Financial Statements.

Net Income After Tax line: 344,749 (2020), 424,967 (2021), 566,754 (2022), 418,227 (2023), 385,874 (2024)
Operating Revenue bars: 2,565,758 (2020), 3,307,714 (2021), 3,907,642 (2022), 4,205,436 (2023), 3,934,267 (2024)

■ Operating Revenue ($ thousands)   ■ Net Income After Tax ($ thousands)

2.2 Corporate Governance

Corporate Governance Structure

Entrusted by shareholders, the Board of Directors is the Company's highest governance body. Its appointment process, exercise of authority, and performance evaluation are conducted in accordance with national laws and the Company's Articles of Incorporation. The governance structure is as follows:

```
Audit Committee
Remuneration Committee
Sustainability Development Committee
Risk Management Committee

Shareholders' Meeting
Board of Directors Chairman
    Audit Office Chief Internal Auditor
    Operations Integration Office CGO
Strategy Execution Office CEO
Management Team
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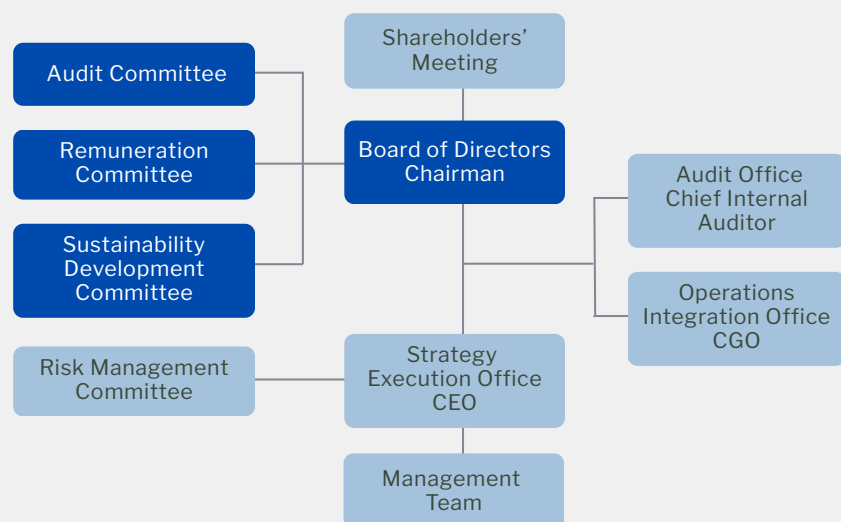
HTC complies with regulatory requirements to uphold sound corporate governance and has established the Audit Committee, Remuneration Committee, and Sustainability Development Committee to support the Board of Directors in fulfilling its governance duties. Risk management is overseen by the Audit Committee, while the Chief Executive Officer and management team have formed a Risk Management Committee to enhance risk oversight.

In response to operational and developmental needs, HTC has formulated its organizational and personnel structure based on the following principles:

1. The composition of the Board of Directors shall consider diversity and independence. (Corporate Governance Best Practice Principles §20)
2. Functional committees shall be established in accordance with regulatory requirements and developmental needs to enhance supervisory and managerial functions. (Corporate Governance Best Practice Principles §27)
3. A management succession plan shall be established, which the Board of Directors shall periodically evaluate to ensure sustainable operations. (Corporate Governance Best Practice Principles §37-1)
4. Organizational and personnel structures for business management shall take into consideration the business model, market stage, and functional design.

Board of Directors

- Regulations: Rules of Procedure for Board of Directors Meetings
- Members: 11 seats (8 Directors and 3 Independent Directors)
- Responsibilities: Guide corporate strategy, oversee management, remain accountable to the Company and shareholders, and exercise duties in accordance with laws and the Articles of Incorporation.

Audit Committee

- Regulations: Audit Committee Charter
- Members: 3 Independent Directors
- Responsibilities: Support the Board of Directors in overseeing accounting, auditing, financial reporting, financial controls, and risk management.

Remuneration Committee

- Regulations: Remuneration Committee Charter
- Members: 3 Independent Directors
- Responsibilities: Support the Board of Directors in reviewing compensation policies, mechanisms, and performance evaluations for Directors and managers.

Sustainability Development Committee

- Regulations: Sustainability Development Committee Charter
- Members: 4 members (Chairperson and 3 Independent Directors)
- Responsibilities: Support the Board of Directors in developing sustainability policies and strategies, reviewing the Sustainability Report, and monitoring ESG project implementation.

Board of Directors

The Board, chaired by the Chairperson, is the Company's highest governance body. Directors are elected under a candidate nomination system per the "Director Election Procedures," considering overall board composition and diversity. The current (11th) Board comprises 11 directors, including 3 independent directors, elected at the June 7, 2024 shareholders' meeting, after which Mr. Wu Sheng-Hsien was unanimously elected as Chairperson.

Handover of the 10th and 11th Chairpersons

‹ Left: 10th Chairperson – Wu Ming-Tien

‹ Right: 11th Chairperson – Wu Sheng-Hsien

Board Purpose	Ensure transparency and compliance, promote ethical business conduct, drive ESG initiatives, manage risks, and create corporate value.
Sustainability Vision	Strengthen governance, enhance ESG disclosures, align with global trends, and fulfill corporate citizenship to achieve sustainable development.
ESG Strategy and Policy	Identify stakeholder concerns and monitor international ESG trends to guide the Company in formulating ESG policies, supervise the implementation of relevant strategies, and ensure the effective operation of associated mechanisms.

Board Composition

The 11th Board of Directors consists of a Chairperson experienced in R&D, business, and administrative management, two Directors with public company leadership and management expertise, and three Independent Directors with legal, accounting, and financial backgrounds. Other Directors have extensive board experience, supporting effective governance and the Company's stable development.

▲ **11th Board of Directors**

From left: Director Huang Chun-Yu, Independent Director Hsieh Ming-Hung, Director Ma Chien-Yung, Director Shen Pin-Hsiu, Director Lai Cheng-Shih, Chairperson Wu Sheng-Hsien, Director Wu Ming-Tien, Independent Director Huang Yung-Chang, Director Wu Chi-Hsiang, Independent Director Lai Ching-Yi, Director Lo Chun-Hsuan.

Board Diversity

HTC's "Corporate Governance Best Practice Principles" set forth a Board diversity policy in Article 20. Directors are nominated and elected under the candidate nomination system in accordance with the Articles of Incorporation and related regulations to ensure diversity and independence. The 11th Board comprises 11 members, with diversity shown in the table below.

Title	Name	Gender	Concurrent HTC Employee	Age			Independent Director Tenure		Specialty	Professional Expertise and Skills						
				≤60	61~70	≥71	4~6y	7~9y		Manufacturing	Finance & Accounting	Fuel & Energy	IT	Legal	Healthcare	Construction
Chairman	Shenda Industrial Co., Ltd. Representative: Wu Sheng-Hsien	male	●	●						●						
Director	Shenda Industrial Co., Ltd. Representative: Wu Ming-Tien	male				●				●						
Director	Huihong Co., Ltd. Representative: Lai Cheng-Shih	male				●						●				
Director	Shen Pin-Hsiu	female			●											●
Director	Lo Chun-Hsuan	male		●					Physician					●	●	
Director	Kaiyang Capital Co., Ltd. Representative: Huang Chun-Yu	male			●						●					
Director	Wu Chi-Hsiang	male			●						●					
Director	Ma Chien-Yung	male			●					●		●				
Independent Director	Huang Yung-Chang	male				●	●				●					
Independent Director	Hsieh Ming-Hung	male		●				●	Lawyer					●		
Independent Director	Lai Ching-Yi	male		●				●	Accountant		●		●			

Board Independence

- HTC has three Independent Directors, representing 27% of the Board, with no member serving more than two terms (two serving 7–9 years and one serving 4–6 years).
- There are no circumstances specified under Article 26-3(3) of the Securities and Exchange Act. One second-degree kinship exists between Wu Ming-Tien and Wu Sheng-Hsien, representing 18% of the Board, below half of all seats, thereby ensuring overall Board independence.

Board Operations

In 2024, the Board of Directors convened six meetings with an overall attendance rate of 95%. For details on Board operations, please refer to pages 17–20 of HTC's 2024 Annual Report; for resolutions, please refer to pages 37–39

Processes to Avoid and Mitigate Conflicts of Interest

- Directors seeking to lift the non-competition restriction must, in accordance with the Company Act, obtain shareholders' meeting approval. The "Rules of Procedure for Board of Directors Meetings" set out recusal requirements for directors with personal interests.
- The Audit Committee and Remuneration Committee, composed entirely of Independent Directors, provide objective recommendations, and the Board fully considers their opinions to ensure conflict-of-interest avoidance and protect the Company's interests.

Information Disclosure

- For details on directors' recusals from conflict-of-interest proposals, please refer to pages 17–18 of HTC's 2024 Annual Report.
- For directors' concurrent board positions and shareholdings, please refer to pages 6–7 of HTC's 2024 Annual Report.
- For information on controlling shareholders (top ten shareholders by shareholding) who are related parties or spouses/relatives within the second degree of kinship, please refer to page 42 of HTC's 2024 Annual Report.
- Related party transactions are reported and disclosed on the Market Observation Post System in accordance with regulations.

Director Training

- In compliance with the relevant regulations governing continuing education for Directors, each Director is mandated to complete a minimum of 6 hours annually. For 2024, the Board of Directors completed an aggregate of 90 hours of training (an average of 8.2 hours per person), with 30% of the total time focused on ESG-related training. The status of this professional development is detailed below:

Type	Date	Course / Seminar Title	Hours	No. of Participants	Total Hours
Forum / Seminar	2024/7/3	Cathay 2024 Sustainable Finance and Climate Change Summit	6	1	6
Physical Course	2024/7/30	How the Board of Directors (Sustainability Committee) Reviews the Sustainability Report	3	1	3
Physical Course	2024/8/12	Global and Taiwan Tax System Reform and Corporate Tax Governance: Trends in ESG and Changes in the International Political and Economic Environment	6	1	6
Physical Course	2024/9/25	New Perspectives on Corporate Governance	3	3	9
Forum / Seminar	2024/10/16	The 20th (2024) International Corporate Governance Summit – Focusing on the Core of Governance and Maximizing Talent Advantages	3	1	3

Operations of Functional Committees

Committee	Establishment Date	2024 Meeting Overview		2024 Operations
		Number of Meetings	Attendance Rate	
Audit Committee	June 2018	6	100%	• Please refer to pages 19–20 of HTC's 2024 Annual Report.
Remuneration Committe	October 2011	5	100%	• Please refer to page 26 of HTC's 2024 Annual Report.
Sustainability Development Committee	June 2024	2	100%	• Report on sustainability-related regulations. • Discussion of the 2023 Sustainability Report.

Board and Functional Committee Performance Evaluation

- HTC established the "Board Performance Evaluation Regulations" on March 26, 2015 (amended January 12, 2023) to require annual performance evaluations. Results are reported to the Board and used as a reference for director remuneration and re-nomination.
- Internal evaluations of the Board, individual directors, and functional committees are conducted annually.An external professional institution or expert team conducts an evaluation at least once every three years.

External

The most recent on-site evaluation was conducted on December 26, 2022, by the Corporate Governance Association and reported on January 3, 2023. Results were disclosed on HTC's website. The next evaluation is scheduled for December 2025.

Internal

The 2024 Board performance evaluation was conducted through an internal questionnaire planned by the Remuneration Committee and reported to the Board on January 7, 2025, with results presented on March 4, 2025.

社團法人中華公司治理協會
董事會績效評估報告

TCGA
TAIWAN CORPORATE GOVERNANCE ASSOCIATION

受評公司：日揚科技股份有限公司
報告日期：中華民國112年01月03日

Evaluation Criteria	Board Performance Evaluation	Individual Director Performance Evaluation	Functional Committee Performance Evaluation		
			Audit Committee	Remuneration Committee	Sustainability Development Committee
Score (out of 5)	4.92	4.81	4.82	4.88	4.88

▲ Scores ranged between 5 ("Strongly Agree") and 4 ("Agree"), with directors largely strongly agreeing with the assessment criteria and providing positive feedback. The Board and all functional committees were evaluated as operating effectively, demonstrating sound corporate governance.

Remuneration Policy

Policy, Standards, and Structure of Compensation

HTC established the "Compensation Rules for Directors and Managerial Officers" on August 9, 2024. Directors' compensation includes remuneration, profit sharing, and business execution expenses:

- Remuneration: In accordance with Article 18 of the Articles of Incorporation, remuneration for the Chairperson and Directors is determined based on their involvement in operations, contributions to the Company, and prevailing industry standards.
- Profit Sharing: In accordance with Article 31 of the Articles of Incorporation, up to 2% of annual profits, if any, may be allocated as directors' profit sharing, as resolved by the Board of Directors.
- Business Execution Expenses: Include travel allowances and various subsidies.

Compensation for managerial officers and employees is provided in accordance with the "Salary Management Rules." Managerial compensation, as stipulated in Article 29 of the Articles of Incorporation and the Company Act, is reviewed and determined by the Remuneration Committee and approved by the Board of Directors.The compensation structure includes fixed salaries and performance-based incentives. Performance-based incentives consist of quarterly performance bonuses (based on operational targets), annual bonuses (based on profit targets), and employee profit sharing. In accordance with Article 31 of the Articles of Incorporation, when the Company records profits, 10–15% is allocated for employee profit sharing, distributed as stock or cash as resolved by the Board of Directors.

Procedures for Determining Compensation

Directors' and managerial officers' compensation is determined in accordance with the Articles of Incorporation and reviewed by the Remuneration Committee and the Board of Directors. Director performance is regularly evaluated under the "Board Performance Evaluation Regulations," and individual results serve as a basis for compensation decisions.
 The 2024 director evaluation, approved by the Remuneration Committee, assessed six dimensions—understanding corporate goals, awareness of duties, participation in operations, communication and relationship management, professional expertise and development, and internal controls—through ten specific indicators. The evaluation results, reported to the Board on March 4, 2025, rated all directors as excellent, with profit sharing equally allocated.

 HTC conducts annual performance evaluations of managerial officers, covering financial performance, market performance, and non-quantitative indicators such as strategic planning, new market development, product R&D, and talent cultivation. Results are reported annually to the Remuneration Committee and the Board of Directors for review and approval before implementation.

Business Ethics Policy

- HTC established an Business Ethics Management Policy, referencing ethical management best practice principles and conduct guidelines, to promote integrity, transparency, and accountability, strengthen governance and risk control, and support sustainable operations.
- A dedicated unit under the Risk Management Committee oversees policy implementation, develops preventive measures, and reports to the Board at least annually.

Business Ethics System

Common Compliance Rules

- Ethical Corporate Management Best Practice Principles: Regulate directors, managerial officers, and others with substantial control, prohibiting dishonest conduct, bribery, acceptance of bribes, illegal political contributions, and other unethical behavior in the course of business activities.
- Corporate Governance and Sustainability Best Practice Principles: Follow the "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies," the "Ethical Corporate Management Best Practice Principles," and the "Guidelines for the Adoption of Codes of Ethical Conduct," to establish an effective governance framework and ethical standards, thereby strengthening corporate governance.
- Risk Management Best Practice Principles: Regularly review integrity-related risk issues to prevent or mitigate the impact of integrity risk events on operations.

Whistleblower System

- HTC has established the "Procedures for Ethical Management and Guidelines for Conduct" and the "Whistleblower Policy," which clearly define reporting processes and strictly protect whistleblower identity and confidentiality. The Company is committed to ensuring that whistleblowers are not subject to improper treatment for reporting misconduct. Confirmed violations are handled in accordance with Company regulations.
- A whistleblowing channel is provided on HTC's website for both internal and external use.

Conflict of Interest Prevention

- Regulations include the "Insider Trading Prevention Guidelines" and "Code of Ethical Conduct."
- Significant donations to related or unrelated parties require prior Board review.
- Charters and policies specify conflict-of-interest avoidance for directors, committee members, and integrity unit personnel.
- Employment contracts prohibit employees from accepting gifts or entertainment.

Please contact us to report any integrity violations.

- Audit Committee Mailbox: hueh7155@ms27.hinet.net
- Whistleblower Mailbox: shine@high-light.com.tw
- Whistleblower Hotline: (03) 597-3325 ext. 3188
- Mailing Address: No. 32, Guangfu Rd., Hukou Township, Hsinchu County
- Responsible Unit: Administrative Management Center

About this report | Letter from Management | Sustainability Management | **Corporate Governance** | Environmental Protection | Social Inclusion | Appendix

HTC 2024 ESG report

Business Ethics Training

Topic		Promotion Unit	Time	Participants
Education and Advocacy	• Employee Rights and Obligations • Trade Secrets	Legal Department	March–August 2024 (2 hours)	• Company Personnel (256)
Thematic Course	• Corporate Control Disputes and Case Studies	Chinese Corporate Governance Association	August 9, 2024 (3 hours)	• Directors (9) • Managerial Officers as Insiders (3)
Document Awareness	• Common Violations of Securities and Exchange Act in Insider Shareholding Change Reporting	TPEx 2024 Advocacy Letter	January, April, July 2024	• Directors (11) • Managerial Officers as Insiders (9)

Signing of Business Ethics Commitment Statement

Statement Content	Time	Participants
• Director (including Independent Director) Statement • No Integrity Violation Statement	2024/6/7	Directors (11)
• Managerial Officer Statement	2024/1/1	New Managerial Officer as Insider (1)
	2024/9/1	New Managerial Officer as Insider (1)

2024 Event Statistics

0 Complaint Cases

0 Corruption and Fraud

0 Customer Privacy Violation & Lost Customer Data Complaint

0 Whistleblower Mailbox

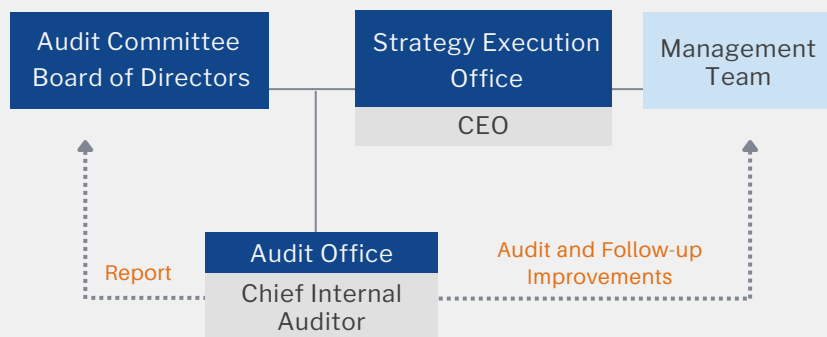**0** Confidential Data Breach

▲ 2024 Workplace Legal Training

Internal Control

HTC has established its internal control system in accordance with the "Regulations Governing the Establishment of Internal Control Systems by Public Companies," approved by the Audit Committee and the Board of Directors, to achieve three major control objectives. Annual self-assessments review the system's design and effectiveness, with results verified by the Audit Office. Findings and improvements serve as the basis for the Audit Committee and the Board to issue the Internal Control System Statement.

Annual Self-Assessment

- Annual internal control self-assessment is conducted in accordance with established procedures.

Audit Office Review

- Audit Office Review of Self-Assessment Results
- Compilation of Audit Findings and Follow-up on Improvements

Issuance of Statement

- Report to the Audit Committee and Board of Directors
- Issue the Internal Control System Statement and Disclose in the Annual Report

Internal Audit

Audit Committee Board of Directors — Strategy Execution Office / CEO — Management Team

Audit Office / Chief Internal Auditor

Report

Audit and Follow-up Improvements

The Audit Office, an independent unit under the Board of Directors, is staffed with an audit supervisor and personnel to assist the Board and management in reviewing internal control deficiencies and assessing operational effectiveness and efficiency, providing timely recommendations to ensure effective implementation of the internal control system.

Based on risk assessment and regulatory compliance, the Audit Office prepares an annual audit plan, issues audit reports, and conducts quarterly follow-ups until deficiencies are corrected. The audit supervisor may report deficiencies or potential risks directly to the Chairperson, CEO, and Independent Directors at any time and communicates with the Audit Committee quarterly, also attending Board meetings to report on internal audit activities.

2.3 Risk Management

Risk Management Policy and Procedures

HTC implements risk management procedures to effectively identify, assess, monitor, and control various risks, keeping them within acceptable levels to achieve risk management objectives.

Risk Identification → Risk Analysis → Risk Assessment → Risk Response → Monitoring and Review

Risk Management Organizational Structure

The Board of Directors is the highest governance body for risk management, with the Audit Committee overseeing risk management. Considering company size, business characteristics, risk nature, and operational activities, HTC has established a Risk Management Committee and designated appropriate units to promote and execute risk management tasks.
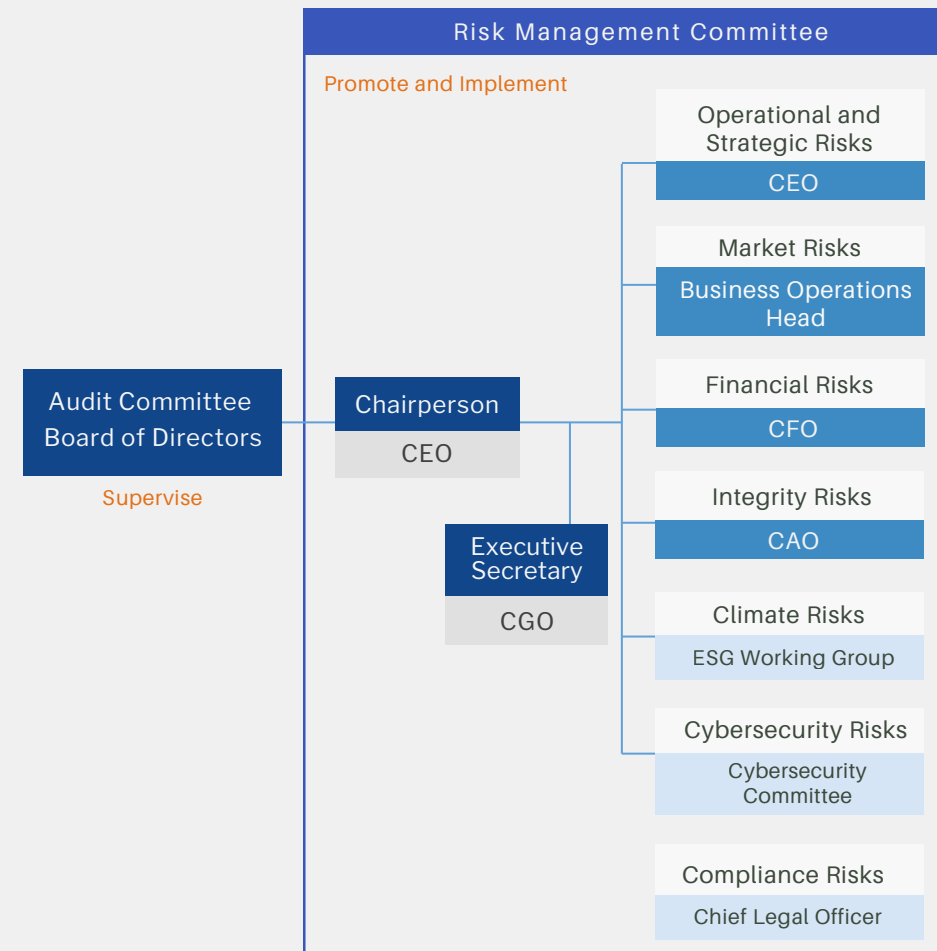
Committee Composition

Audit Committee

- Composed of three Independent Directors responsible for overseeing risk management.
- Regularly reports risk management operations to the Board of Directors.

Risk Management Committee

Composed of senior executives responsible for implementing risk management operations and reporting annually to the Audit Committee and the Board of Directors.

- The Committee consists of at least five members, with the CEO serving as Chairperson, and the CFO, Chief Administrator, and heads of production, sales, technology, and research serving as members.
- A designated Executive Secretary, appointed by the Chairperson, manages committee affairs under the Chairperson's direction.
- Working groups may be formed as needed, with leaders appointed by the Chairperson to promote related initiatives.

Risk Management Committee

Promote and Implement

Audit Committee Board of Directors	
Supervise	
Chairperson — CEO	
Executive Secretary — CGO	

- Operational and Strategic Risks — CEO
- Market Risks — Business Operations Head
- Financial Risks — CFO
- Integrity Risks — CAO
- Climate Risks — ESG Working Group
- Cybersecurity Risks — Cybersecurity Committee
- Compliance Risks — Chief Legal Officer

Risk Management Operations

Meetings are held at least twice a year and may be convened as needed.

Meeting	Date	Execution Status	
		Key Discussion	Follow-up Actions
2024 1st Risk Management Committee Meeting	2024/7/26	Organizational Adjustment (BU → Functional)	• Report to the Board (2024/8/9) • Department Head Communication Meeting (2024/8/11) • All-Employee Communication Meetings (2024/8/26 Hsinchu; 2024/8/27 Tainan) • Business Professional Training (2024/8/29–8/30)
2024 2nd Risk Management Committee Meeting	2024/9/26	2024 Operations Review 2025 Budget Strategy	• Monthly Tracking and Review of Rolling Forecast • Product Development and Strategy Planning (2024 Q4) • Management Team Presentation to the Board (2025/1/7)

Operational and Strategic Risk Control

• The management team reports key operational developments to the Board annually.
• Risk management operations are reported to the Audit Committee and the Board at least once a year.
• Major financial, business, and internal audit reports are presented to the Board quarterly.
• Monthly management meetings are held to monitor risk issues and critical matters in real time.

Market Risk Control

Before Reorganization:
• Each BU held monthly meetings to assess market conditions, evaluate impacts on sales and orders, and review countermeasures.

After Reorganization:
• Biweekly production, sales, technology, and R&D meetings for coordination on orders, delivery schedules, WIP, inventory, quality, and key projects.
• Daily management of the sales pipeline, business information, and production-technology countermeasures to respond to market dynamics in real time.
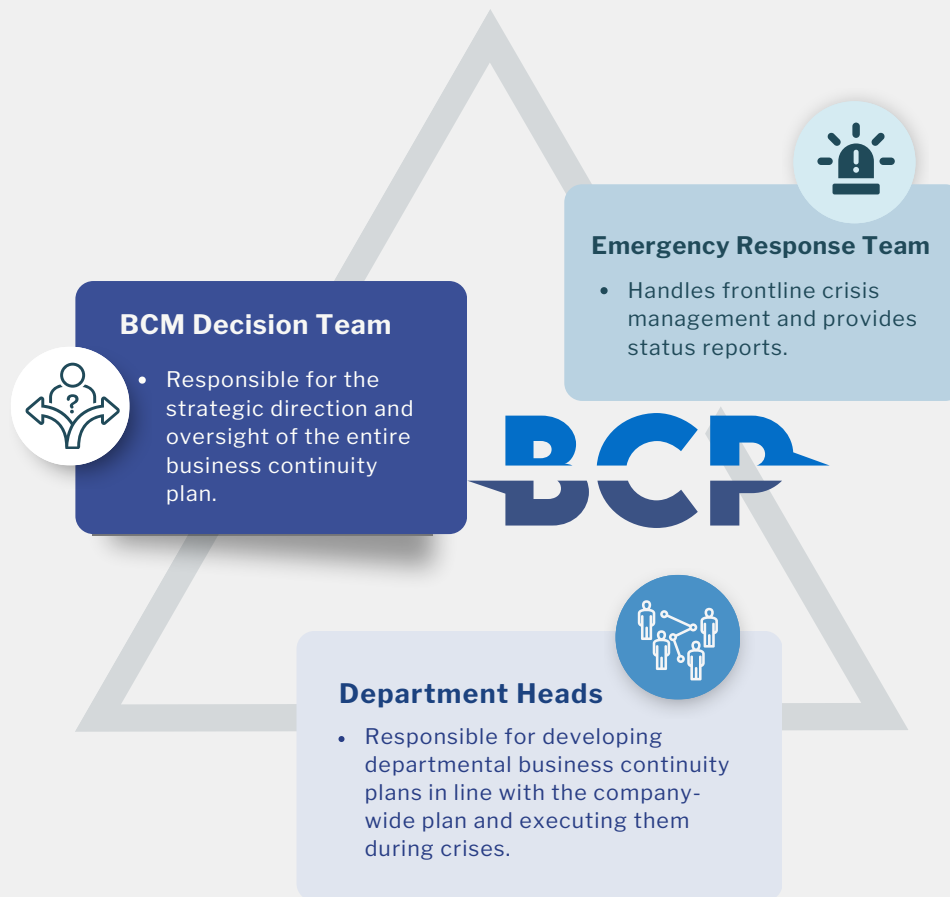

▲ Organizational Adjustment Communication and Business Professional Training (2024/8/29~30)

▲Operations Development Seminar (2024/1/11)

Business Continuity Management

HTC established the "Business Continuity Management Procedures" on July 31, 2023, to ensure continuous operations and mitigate the impact of disasters, accidents, and other events. Through the implementation of Business Continuity Management and the Business Continuity Plan (BCP), combining preventive and recovery controls, business disruptions are reduced to an acceptable level.

Emergency Response Team

- Handles frontline crisis management and provides status reports.

BCM Decision Team

- Responsible for the strategic direction and oversight of the entire business continuity plan.

Department Heads

- Responsible for developing departmental business continuity plans in line with the company-wide plan and executing them during crises.

Business Impact Analysis

- Review business processes related to company services and identify critical operations based on business impact analysis results.
- Assess the impact on critical business processes when resources, assets, or operations are interrupted, considering their effect and maximum tolerable downtime.
- Implement emergency response measures and recovery procedures to maintain daily operations and minimize business disruptions caused by force majeure or human factors.

Business Continuity Plan

- ✓ Plan Activation Conditions
- ✓ Roles and Responsibilities
- ✓ Emergency Procedures
- ✓ Backup Procedures
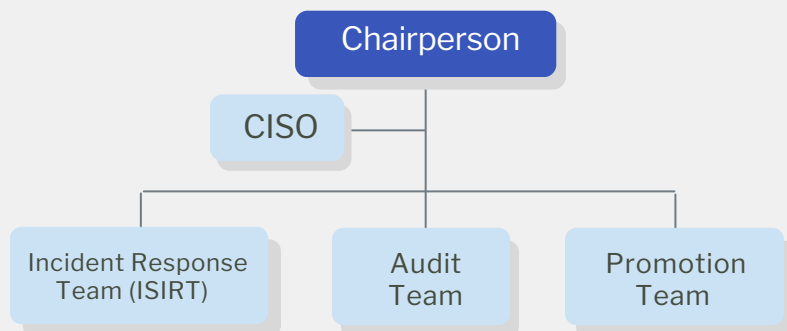- ✓ Recovery Procedures
- ✓ Documentation Procedures

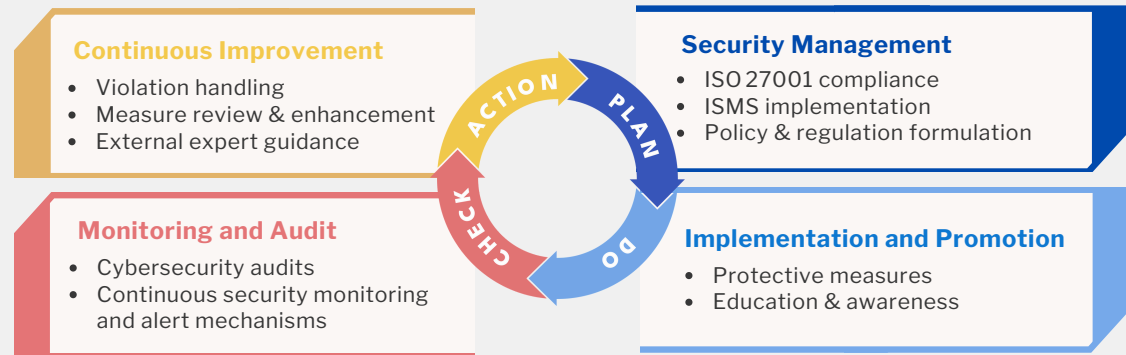# 2.4 Cybersecurity Management

Cybersecurity Policy

In 2022, the Company established the "Cybersecurity Policy Management Guidelines" to strengthen cybersecurity, protect personal data, ensure the confidentiality, integrity, and availability of information assets, maintain business continuity, comply with regulations, and mitigate internal and external threats.

- Strengthen cybersecurity management to prevent unauthorized modification of operational information.
- Promote cybersecurity training to enhance employees' awareness and sense of responsibility.
- Implement risk assessment mechanisms to improve the effectiveness and timeliness of information security management.
- Enforce internal audit systems to ensure the effective implementation of information security management.
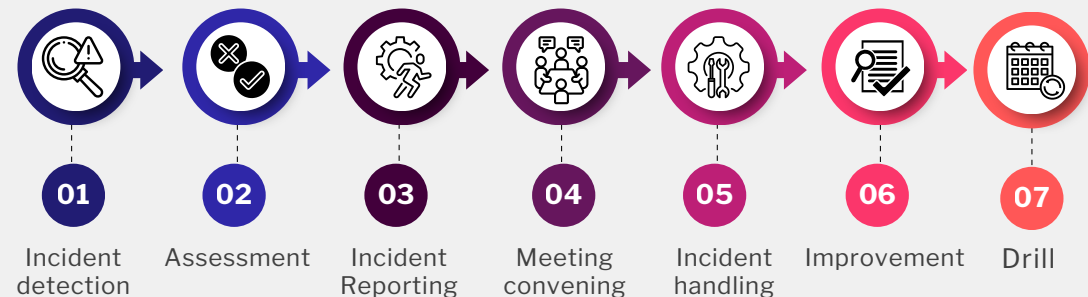- Establish business continuity plans to ensure uninterrupted company operations and services.

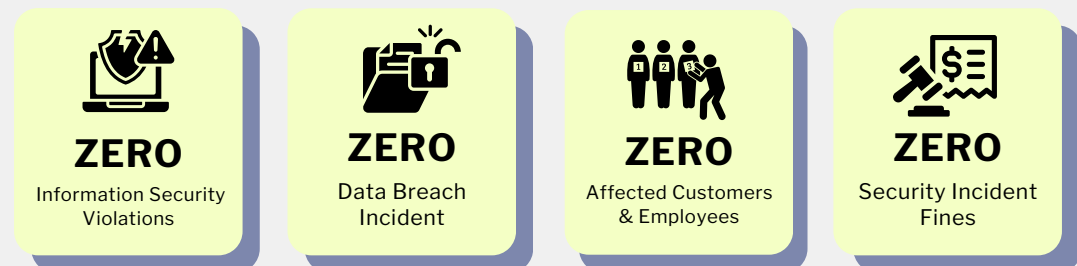### Cybersecurity Management Organizational Structure

```
                  Chairperson
                      |
        CISO ─────────┤
                      |
   ┌──────────────────┼──────────────────┐
Incident Response   Audit            Promotion
Team (ISIRT)        Team             Team
```

Cybersecurity Risk Management

Continuous Improvement
- Violation handling
- Measure review & enhancement
- External expert guidance

Security Management
- ISO 27001 compliance
- ISMS implementation
- Policy & regulation formulation

Monitoring and Audit
- Cybersecurity audits
- Continuous security monitoring and alert mechanisms

Implementation and Promotion
- Protective measures
- Education & awareness

ACTION | PLAN | CHECK | DO

Cybersecurity incident reporting and handling procedure

01 Incident detection → 02 Assessment → 03 Incident Reporting → 04 Meeting convening → 05 Incident handling → 06 Improvement → 07 Drill

2024 Major cybersecurity incidents statistics

ZERO Information Security Violations

ZERO Data Breach Incident

ZERO Affected Customers & Employees

ZERO Security Incident Fines

Cybersecurity Management Program and Implementation

To strengthen Cybersecurity, ensure system confidentiality, integrity, and availability, and raise user awareness, the Company has implemented various management measures.

Item	Description	2024 Implementation Status
Organization	• Regular meetings to supervise and review cybersecurity operations • Continuous improvement through internal and external audits • Joined the TWCERT Information Security Alliance in 2022	• Regular security team meetings to set policies and implementation plans (2024/1/24, 2024/4/17, 2024/7/3, 2024/8/6) • ISMS (ISO 27001) implementation with related procedures established and executed
Education and Training	• Cybersecurity orientation for new employees • Ongoing awareness training for all employees to enhance security consciousness • Professional training for cybersecurity management personnel	• 100% participation in 2024 new employee cybersecurity orientation • Regular cybersecurity awareness promotion via the internal website • Professional training for cybersecurity management personnel, including: • Smart cybersecurity Analysis – Methods, Processes & Tools • Third-Party Outsourcing and Supply Chain Security Management • Information Risk Assessment and Risk Treatment • NSPA Network Security Packet Analysis • CompTIA Security+ International Cybersecurity Certification
Asset and Environmental Security Management	• Access control for data center security areas, limited to authorized personnel • Annual inventory of information assets • Maintenance and warranty agreements for critical assets • Local, offsite, or cloud backup mechanisms for critical systems and data	• Annual asset inventory conducted on 4 Dec 2024 • Upgraded and expanded storage and backup hardware/software for core systems to ensure complete and available backup policies
Network Security	• No unauthorized external or personal network devices connected to the company network • Enterprise wireless network requires integrated authentication for connection • Email security management	• Enhanced email filtering and authentication (DKIM, SPF, DMARC) • SSL encryption and public certificate key for website transmission • MDR threat detection and response services implemented • Vulnerability scans for servers and websites, with network gateway patching and updates
System Acquisition, Development, and Maintenance	• In-house or outsourced system development incorporates cybersecurity to mitigate risks • System access rights based on job roles, with annual reviews for necessity	• Cybersecurity implementation reviewed by the security committee • Outsourced system development complies with third-party and supply chain security management
Information Security Incident Management	• Follow ISMS cybersecurity intelligence, incident reporting, and response procedures	• Monitor threat intelligence, major external incidents, and Common Vulnerabilities and Exposures (CVE) • No major information security incidents in 2024
Business Continuity Management	• Annual recovery drills under the Business Continuity Plan (BCP) to ensure uninterrupted information systems	• BCP drill conducted on 25 Nov 2024, completing system recovery and operations as planned

2.5 Responsible Supply Chain

Supply Chain Policy

The Company has established a Supplier Management Policy, publicly commits to avoiding hazardous substances and conflict minerals, and requires suppliers to follow the RBA Code of Conduct. In 2023, the Supplier CSR Code of Conduct was revised and an ESG self-assessment launched to ensure compliance with RBA, RoHS, ISO 14001, and environmental regulations.
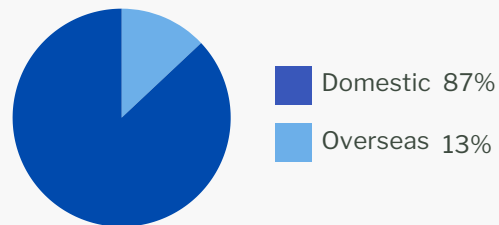
Conflict Minerals Declaration

Most of our products do not contain major conflict minerals—gold (Au), tantalum (Ta), tin (Sn), and tungsten (W) (collectively referred to as 3TG)—and no 3TG metal processing is conducted in-house. However, as a member of the global community, we support international efforts to oppose conflict minerals and endorse the U.S. Dodd-Frank Wall Street Reform and Consumer Protection Act (H.R. 4173). We are committed to avoiding the use of illegally mined metals in our raw materials and production processes and actively require our supply chain partners to uphold the same commitment.

Supply Chain Overview

HTC's products and services cover vacuum valve components, pump maintenance, and equipment. Suppliers are classified into direct production materials, indirect materials, and others, with direct materials accounting for 95% of procurement in 2024. Direct material suppliers include raw material/component vendors, distributors, and contractors. HTC adopts a localized procurement strategy focused on suppliers near its main production sites in China, Taiwan, and Japan, supporting local industrial chain development. In 2024, HTC partnered with 797 suppliers, including 693 domestic (87%) and 103 overseas (13%).
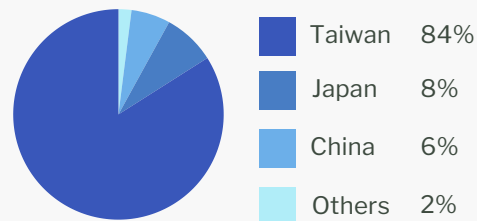
2024 Local Procurement Ratio (by Number of Suppliers)

- Domestic 87%
- Overseas 13%

2024 Procurement Distribution

- Direct Material 95%
- Indirect Material 4%
- Others 1%
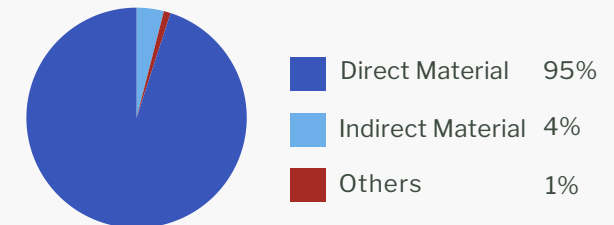
2024 Local Procurement Ratio (by Procurement Value)

- Taiwan 84%
- Japan 8%
- China 6%
- Others 2%

Supply Chain Management

HTC implements supplier and procurement procedures, certified to ISO 9001, ISO 14001, and ISO 45001, with a complete process for supplier selection, evaluation, and guidance.

Management Process

New Supplier Selection
- Document review and on-site inspection on quality, environment, technology, and sustainability
- Qualified suppliers added to AQL list
- Delivery performance reviewed for compliance with quality, regulatory, and safety standards before approval

Supplier Management
- Require suppliers to commit to the Supplier CSR Code of Conduct, sign an Integrity Pledge, and declare conflict-free minerals before contracts
- Hold periodic meetings and awareness programs to ensure quality compliance
- Review quality issues, implement effective improvements, and enforce procurement specifications

Supplier Evaluation
- Semiannual supplier evaluations and unscheduled on-site audits to ensure compliance
- Tiered management based on service, quality, and delivery; underperforming suppliers receive guidance and corrective deadlines
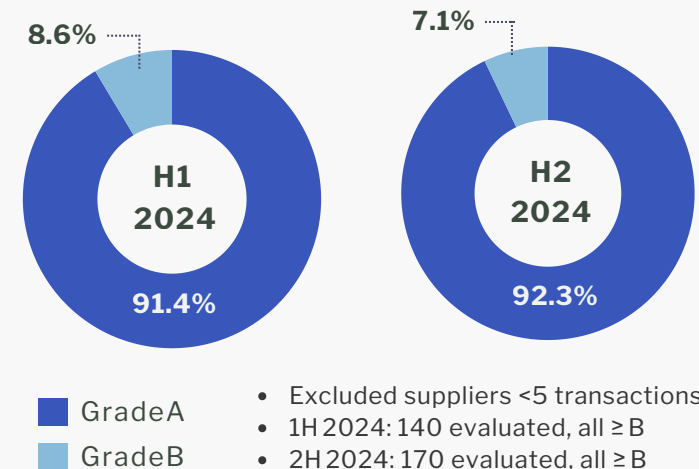
Supplier Guidance
- Provide specification sheets for interactive management to ensure updated and accurate information
- Include ESG self-assessment and guide suppliers to submit annually
- Use evaluation results and improvement performance as criteria for future cooperation

Supplier Evaluation

Suppliers are evaluated semiannually under the "Procurement Control Procedures," graded A–D, with follow-up plans and results reported at management review meetings.

Level	Management
Grade A (Excellent) 90–100 points	Active cooperation → potential 20% increase in procurement volume
Grade B (Good) 80–89 points	Maintain current trading relationship
Grade C (Fair) 70–79 points	Reduced procurement and guidance plan; suspended after two consecutive C grades, disqualified after three
Grade D (Poor) below 70 points	Suspended trading; disqualified after two consecutive D grades

2024 Evaluation Results

H1 2024: 8.6% / 91.4%
H2 2024: 7.1% / 92.3%

- GradeA
- GradeB

- Excluded suppliers <5 transactions
- 1H 2024: 140 evaluated, all ≥B
- 2H 2024: 170 evaluated, all ≥B

2.6 Customer Relationships
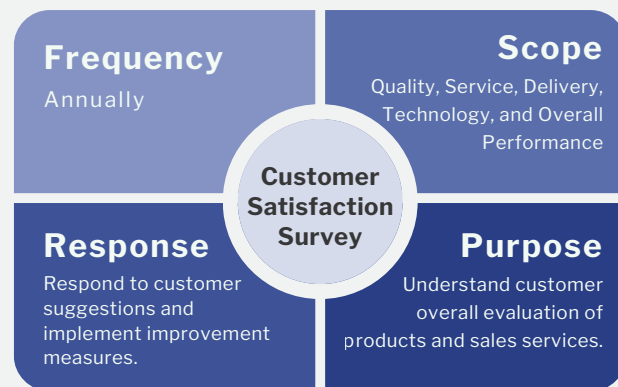
Quality Management

HTC was established in 1997 with the corporate mission of becoming a valuable partner to its customers. The Company has been certified by the TUV NORD ISO 9001 Quality Management System and leverages the effective application of this system to continuously improve processes, ensure compliance with customer requirements and applicable regulations, and enhance customer satisfaction.
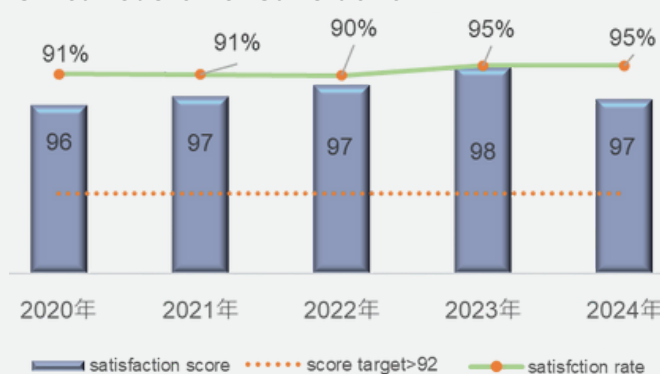
Customer Privacy Protection

HTC values customer privacy and the protection of confidential information. The collection and use of customer data comply with the Personal Data Protection Act and relevant regulations. A privacy statement is disclosed on the Company website, and non-disclosure agreements are signed with customers to ensure that no customer information is disclosed or transferred. All employees are required to sign confidentiality and non-compete agreements upon hiring and strictly adhere to confidentiality obligations. In 2024, there were no complaints related to customer privacy violations or data loss.

Customer Satisfaction

Customers are key stakeholders of HTC. To understand product and service quality, capture customer needs, and drive continuous improvement, the Company regularly conducts customer satisfaction surveys as a basis for issue analysis and improvement measures. Business heads set the satisfaction targets for the following year during the management review meeting in the second half of each year, and survey principles and items are refined based on customer feedback to produce the survey questionnaire. In 2024, HTC achieved an overall average customer satisfaction score of 97 and received the "Outstanding Contractor Award" from TSMC and the "Outstanding Supplier" recognition from CSUN

Customer Satisfaction Survey

Frequency — Annually

Scope — Quality, Service, Delivery, Technology, and Overall Performance

Response — Respond to customer suggestions and implement improvement measures.

Purpose — Understand customer overall evaluation of products and sales services.

5-Year Customer Satisfaction

Year	satisfaction score	satisfaction rate
2020年	96	91%
2021年	97	91%
2022年	97	90%
2023年	98	95%
2024年	97	95%

satisfaction score ..... score target>92 — satisfction rate

▲ 2024 Outstanding Contractor Award from Key Customer -TSMC
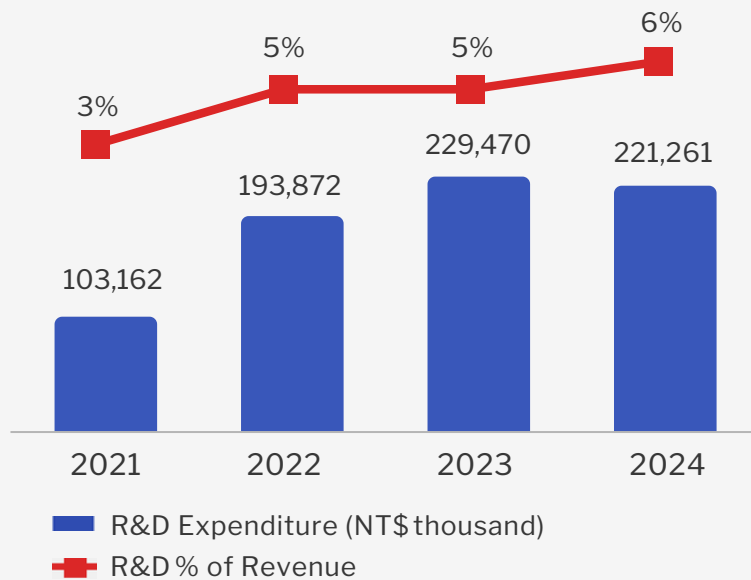
2.7 Innovative Value

Intellectual Property Management System

HTC, in compliance with relevant regulations and governance guidelines, has established the "Procedures for Acquisition or Disposal of Assets," which define intangible assets such as patents, copyrights, trademarks, and licenses as the basis for intellectual property (IP) management. Through internal control mechanisms, HTC has implemented control procedures within the R&D cycle, covering basic research, product design, technology development, prototyping and testing, R&D documentation retention, and the acquisition, maintenance, and utilization of intellectual property rights, ensuring that the IP management system is both actionable and traceable.
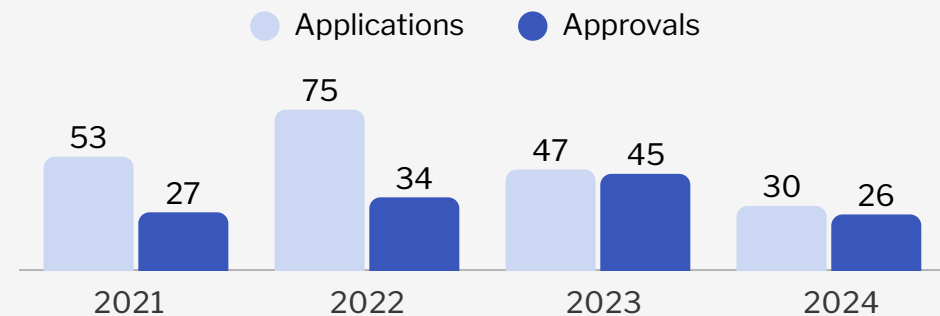
R&D Deployment

HTC established the Innovation R&D Center in January 2021 to integrate resources and align IP, R&D, and business strategies, enhancing R&D capacity and overall performance. A multi-country patent deployment strategy protects innovations, increasing market value and competitiveness.
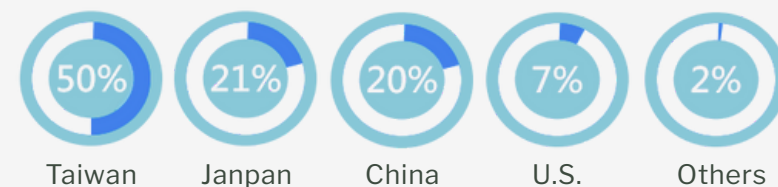
4-Year R&D Expenditure

- 2021: 103,162 — 3%
- 2022: 193,872 — 5%
- 2023: 229,470 — 5%
- 2024: 221,261 — 6%

■ R&D Expenditure (NT$ thousand)
■ R&D % of Revenue

4-Year Patents Granted

○ Applications ● Approvals

- 2021: Applications 53, Approvals 27
- 2022: Applications 75, Approvals 34
- 2023: Applications 47, Approvals 45
- 2024: Applications 30, Approvals 26

Global Patent Distribution

- Taiwan: 50%
- Janpan: 21%
- China: 20%
- U.S.: 7%
- Others: 2%

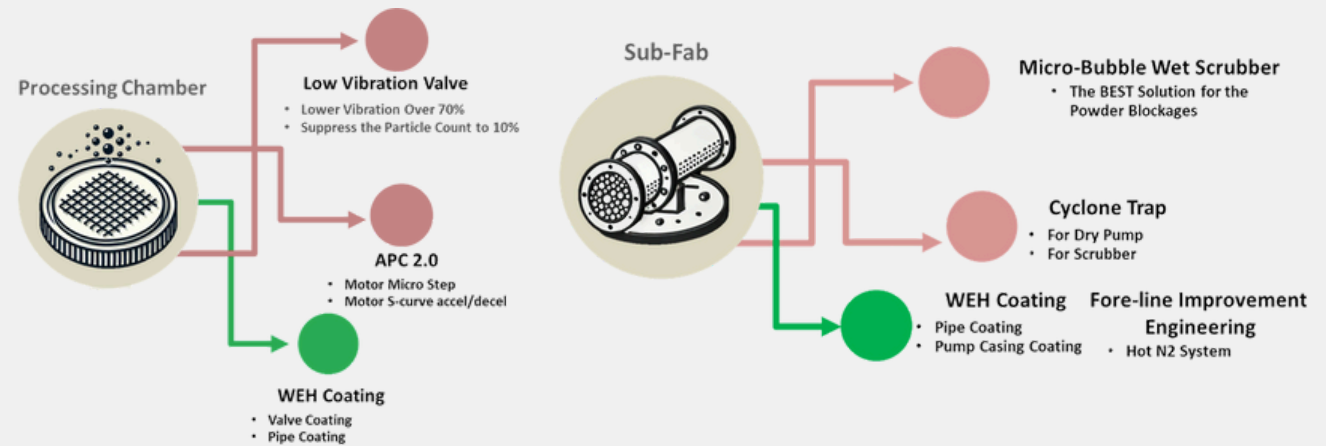## Green Product Development

HTC specializes in key semiconductor equipment components, focusing on particle control—a critical technology for advanced process yields. To reduce particle generation and enhance efficiency, HTC developed multiple innovative solutions for chambers, valves, pumps, piping, and exhaust systems, integrating them into the "Particle Control Total Solution" with advanced designs and special treatments. With 83 green manufacturing patents covering exhaust treatment, wafer fabrication, and composite cleaning systems, HTC reduces semiconductor process environmental impact and demonstrates its long-term commitment to sustainability.

Processing Chamber

Low Vibration Valve
- Lower Vibration Over 70%
- Suppress the Particle Count to 10%

APC 2.0
- Motor Micro Step
- Motor S-curve accel/decel

WEH Coating
- Valve Coating
- Pipe Coating

Sub-Fab

Micro-Bubble Wet Scrubber
- The BEST Solution for the Powder Blockages

Cyclone Trap
- For Dry Pump
- For Scrubber

WEH Coating
- Pipe Coating
- Pump Casing Coating

Fore-line Improvement Engineering
- Hot N2 System

Semiconductor Cleaning Equipment

Patent Technology
Composite Cleaning System TWM660744

Includes laser reactive cleaning steps for target areas using laser cleaning devices and gas/liquid reactive cleaning steps using gas–liquid cleaning devices, which complement each other to enhance overall cleaning effectiveness.

Environmental Benefit

Utilizes ozone high-activity free radicals to oxidize organics, reducing or replacing RCA clean chemicals, and combines with laser cleaning devices to minimize wastewater generation during the cleaning process.

Intelligent Semiconductor Process Exhaust Treatment System

Patent Technology:
Wet Treatment Device TWI690361

A jet pipe is installed in the processing tank to inject cleaning liquid that adsorbs gas. After mixing, the cleaning liquid enters the tank, forming multiple microbubbles to dissolve the gas and capture solid particles in it.

Environmental Benefit

Captures dust and PM2.5 using microbubble scrubber technology to reduce process air pollution emissions.

SiC Wafer Wire Electrical Discharge Machining (EDM)

Patent Technology
**Hard Material Processing Device and System TWI813999**

Uses a heating element to raise the workpiece temperature, temporarily reducing its hardness. During heating, processing elements simultaneously machine the softened workpiece, improving processing efficiency.

Environmental Benefit

Non-contact processing reduces residual stress, while using deionized water lowers process costs and eliminates chemical slurry pollution.
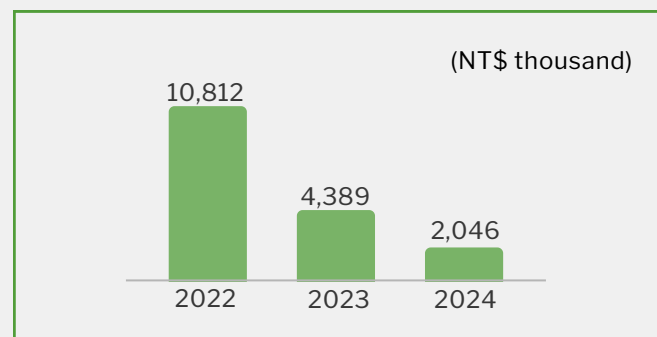
3. Environmental Protection
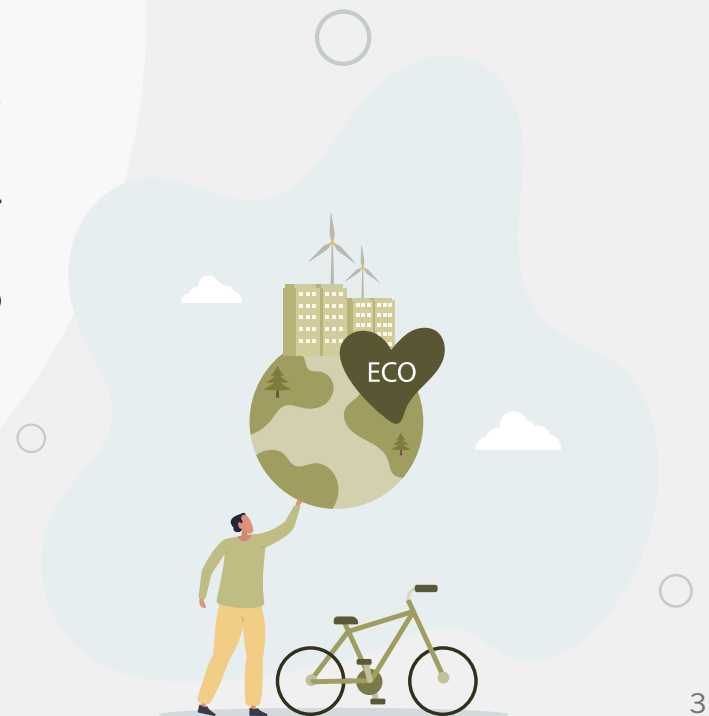
3.1 Environmental Management

To fulfill its commitment to environmental sustainability, HTC has implemented environmental management systems and obtained ISO14001 certification. Through semiannual internal audits and annual external verifications, HTC effectively monitors and manages operational performance. Using 2024 as the base year, HTC has set long-term reduction targets for energy management, greenhouse gas emissions, water resources, and waste management, and has launched various reduction initiatives to minimize the environmental impact of its operations and production.

2024
Base Year

2027
- Carbon Emission Intensity: 10% reduction vs. 2024
- Water/Waste Intensity: 3% reduction vs. 2024
- Renewable Energy Share: 10%

2030
- Carbon Emission Intensity: 20% reduction vs. 2024
- Water/Waste Intensity: 5% reduction vs. 2024

2050
Net Zero

Environmental Expenditures in the Past 3 Years

(NT$ thousand)

Year	Amount
2022	10,812
2023	4,389
2024	2,046

2024 Environmental Expenditure Items

2,046 thousand

- Facility Landscaping 4%
- Testing & Maintenance 4%
- Smart Monitoring 5%
- Environmental Management 21%
- Pollution Prevention 66%

- Pollution Prevention: Waste disposal and treatment costs ($1,349 K)
- Environmental Management: System operations and environmental permit application costs ($435 K)
- Smart Monitoring: Installation of energy-saving smart systems ($107 K)
- Facility Landscaping: Greening and maintenance costs ($78 K)
- Testing & Maintenance: Environmental monitoring costs ($77 K)

* 2022 high due to Tainan Plant build (EV chargers, smart meters, landscaping); 2023+ mainly maintenance & minor additions

Environmental Violations in the Past Two Years

Date	Issue	Fine	Corrective Action
2023/11/21	Violation of Article 27, Paragraph 1 of the Waste Disposal Act: Rental vehicle driver improperly discarded cigarette butts.	$1,200	Driver training on environmental regulations.
2024/11/19	Failure to comply with Article 7, Paragraph 2 of the Toxic and Concerned Chemical Substances Registration and Permit Management Regulations: Change of responsible person not reported within 60 days.	$30,000	Monthly review of permits & reporting in audits.

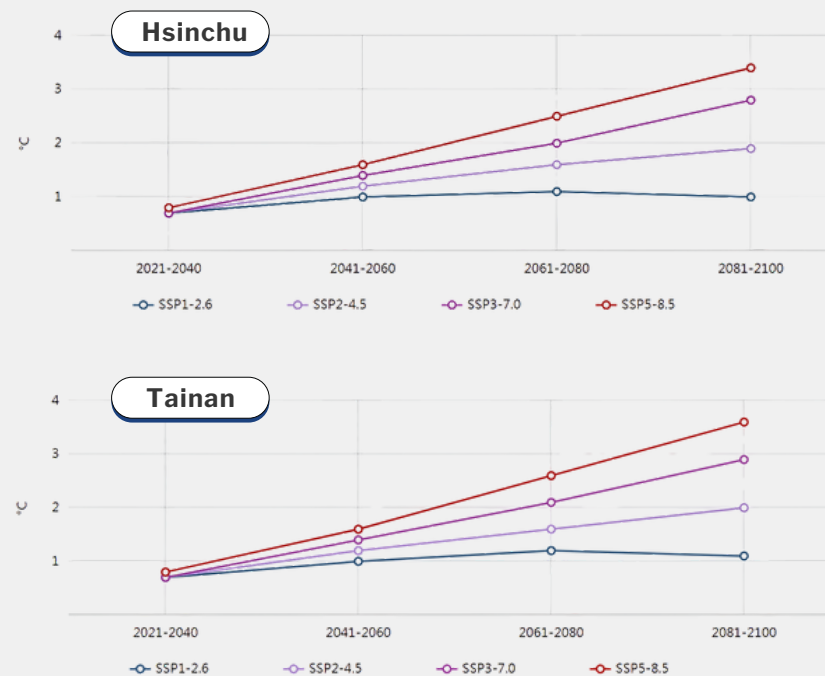# 3.2 Climate Action

Adaptation and Resilience

HTC recognizes the importance of climate risk management and has actively taken action. In 2024, following the framework of the Task Force on Climate-related Financial Disclosures (TCFD), HTC identified potential climate risks and opportunities, developed corresponding response measures, and published its first TCFD report, disclosed on the corporate website. These actions demonstrate HTC's accountability in addressing climate change and responding to stakeholders.

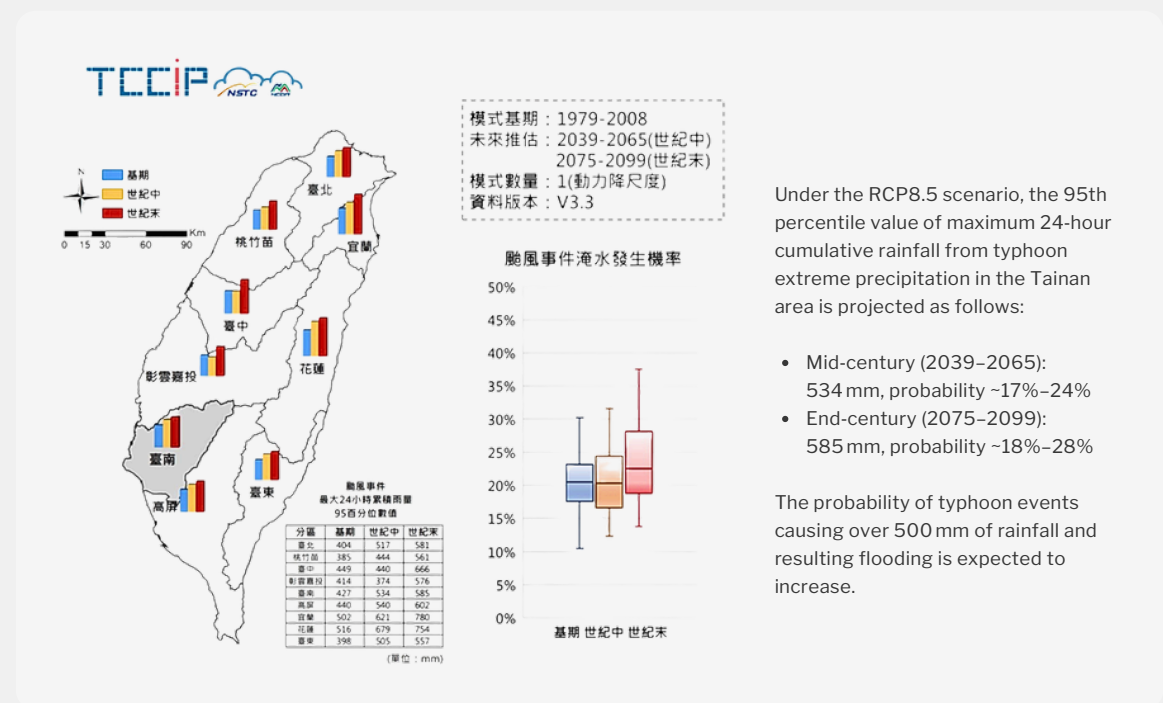| TCFD Framework	Strategy and Actions
Governance	• Board of Directors: Oversees and regularly monitors the performance of climate change-related goals. • Sustainability Committee: The highest-level body for climate risk management, regularly monitoring operations and reporting to the Board. • ESG Task Force: Led by the CEO as Chairperson, responsible for formulating strategies and monitoring progress; comprised of responsible executives by initiative to plan and implement actions. • Environmental Protection Team: Collects and evaluates climate change information, formulates response plans, conducts regular reviews and improvements, and implements energy-saving and carbon-reduction initiatives.
Strategy	• Scenario Analysis: Based on climate simulation scenarios, external trends, and internal business strategies, potential climate risks faced by HTC are identified. • Risk and Opportunity Identification: Risks and opportunities are prioritized by likelihood and impact to determine HTC's short-, medium-, and long-term key risks and opportunities. • Assessment of Potential Financial Impacts: Evaluates how measures addressing key risks and opportunities may affect operations and financial performance.
Risk Management	• HTC identifies climate risks and opportunities under the TCFD framework and regularly reports results, monitoring performance, and management operations to the Sustainability Committee. Based on these findings, relevant departments are convened to develop response measures and control mechanisms for strategic management.
Metrics & Targets	• Set Reduction Targets: Using 2024 as the base year, HTC aims for 10% carbon reduction by 2027, 20% by 2030, and net zero by 2050. • GHG Inventory and Verification: Since 2023, HTC has disclosed Scope 1 and Scope 2 inventories in its sustainability report annually and plans to obtain ISO 14064-1 verification by 2026. • Carbon Reduction Projects: Actively planning energy-saving initiatives and renewable energy investments (assessed in 2024, targeted for launch in 2025) to achieve reduction goals.

Climate Risk and Opportunity Identification

Following the TCFD framework, HTC collected climate-related risks and opportunities, covering both transition and physical risks. Using data from the Taiwan Climate Change Projection and Information Platform (TCCIP) and the National Science and Technology Center for Disaster Reduction (NCDR), climate simulations based on the IPCC Sixth Assessment Report (AR6) were conducted. Climate data for HTC's main operational sites—Tainan and Hsinchu—were analyzed under SSP1-2.6, SSP2-4.5, SSP3-7.0, and SSP5-8.5 scenarios to estimate temperature rise and heavy rainfall flooding potential, identifying potential future operational or financial impacts.

Carbon Emission Impact Temperature Rise Simulation

Typhoon-Induced Flooding Probability Estimation

Under the RCP8.5 scenario, the 95th percentile value of maximum 24-hour cumulative rainfall from typhoon extreme precipitation in the Tainan area is projected as follows:

- Mid-century (2039–2065): 534 mm, probability ~17%–24%
- End-century (2075–2099): 585 mm, probability ~18%–28%

The probability of typhoon events causing over 500 mm of rainfall and resulting flooding is expected to increase.

Using AR6 climate modeling under the high-emission SSP5-8.5 scenario, temperature in Hsinchu and Tainan may rise by more than 1.5 °C by 2060. According to data from the National Science and Technology Center for Disaster Reduction, the Tainan Plant is located in a zone with 500 mm/24 h flood potential, meaning that with global temperature rise and increasing extreme rainfall, flood risk at the Tainan Plant will increase. In contrast, the Hsinchu facility, situated at a higher elevation, has no flood risk and is not susceptible to flooding from heavy rainfall. Consequently, physical climate risk is greater at the Tainan Plant than at the Hsinchu Operations Center, making climate resilience at the Tainan Plant a top risk management priority.

Climate Risks and Opportunities

Type	Aspect	Key Risk Factors	Risk Level	Time	Potential Financial Impact	Risk Management Measures
Physical Risks	Immediate	• Extreme weather events causing production disruptions • Flood damage to facilities • Labor shortages / supply chain disruptions • Global warming causing sea level rise	High	Medium-term	Production Disruption Impact on Revenue	• Enhance Facility Resilience: Assess disaster prevention equipment and establish emergency response teams. • Mitigate Shipping and Workforce Risks: Store spare parts across plants and evaluate workforce redeployment mechanisms. • Strengthen Supplier Stability: Integrate climate adaptation (resilience) into key supplier evaluations and assess supply disruption risks.
	long-term	• Global Warming Leading to Sea Level Rise	High	Long-term	Production Disruptions Impact Revenue	• Monitor climate events and track scenario simulation changes; hold regular meetings to review effectiveness and adjust risk management strategies. • Incorporate the actual or projected financial impacts of climate risks into budgeting and financial reporting for disclosure and monitoring; estimate risk costs and provide information to support informed decision-making.
Transition Risks	Policies / Regulations	• Increased Disclosure Obligations • Related Regulations on Carbon Fee Collection	High	Short-term	Increased Costs	• Set Carbon Reduction Targets, Implement Inventories, and Execute Emission Reduction Measures. • Monitor Regulatory and Market Trends, and Hold Regular ESG Task Force Meetings to Track and Manage Performance.
	Policies / Regulations	• Energy Transition Leading to Increased Electricity Costs	Medium	Short-term	Increased Costs	• Evaluate Investments in Green Power Facilities and Energy Storage Systems • Improve Plant Energy Efficiency and Reduce Energy Consumption • Adopt Green Transportation
	Reputation	• Stakeholder Attention to Sustainability Efforts Influences Partnerships and Investment Decisions	Medium	Medium-term	Decline in Operating Revenue	• Integrate Climate Issues into the Key Agenda of Functional Committees • Implement Assurance Mechanisms to Enhance the Credibility of the ESG Report • Leverage Opportunities from Financial Institutions for Sustainability-Linked Financing and Preferential Loan Rates
	Technology	• Early Retirement of Energy-Intensive Products	Low	Medium-term	Increased Costs	• List assets requiring early retirement or new procurement due to changes in environmental regulations, and provide financial assessments of operating costs. • Implement green procurement to extend product lifespan.
	Market	• Market Changes Impact Existing Products • Rising Raw Material Costs Affect Profit Margins	Low	Medium-term	Decline in Operating Revenue	• Link Low-Carbon Product Promotion with Carbon Reduction Marketing • Improve Production and Distribution Processes to Reduce Packaging, Transportation, and Production Costs • Establish a Green Supply Chain Aligned with Customers' Low-Carbon Procurement Needs and Adjust Pricing Accordingly • Recycle and Reuse Raw Materials and Components
Climate Opportunities	Products & Services	• Increasing Demand for Carbon Reduction and Energy-Efficient Products	Medium	Short-term	Increased Revenue from New Market Development	• Develop Low-Carbon Service Offerings to Reduce Value Chain (i.e., Customer) End-Product Emissions as a Marketing Highlight • Set Phased Targets for the Revenue Share of Sustainable Products and Continuously Develop Related Technologies Based on Customer and Market Demand, Creating Performance Linkages Across R&D, Sales, and Operations Strategies
	Market	• Emergence of Carbon-Pricing Markets • Financial Markets' Focus on Sustainability Actions	Medium	Medium-term	Reduced Operating Costs	• Evaluate Investments in Green Power Facilities and Energy Storage Systems to Offset Rising Electricity Costs, with Surplus Capacity and Emission Allowances Entering Carbon Trading Markets as Diversified Non-Operating Income Sources.

• Note 1: A low risk level refers to an acceptable risk range; a medium risk level requires ongoing monitoring; and a high risk level requires proactive management planning and performance tracking.
• Note 2: A short-term horizon refers to potential risks before 2027, medium-term before 2030, and long-term before 2050.

Greenhouse gas (GHG) inventory

We recognizes that greenhouse gas (GHG) management is one of the key issues of concern to stakeholders. In response to regulatory requirements ahead of schedule, we initiated trial inventories in 2022. Following ISO 14064 and the guidelines issued by the Climate Change Administration of the Ministry of Environment, we established GHG inventory manuals and related operating procedures, conducted annual emission inventories, and planned verification schedules. We aim to obtain third-party verification of inventory data by 2026 to provide stakeholders with more credible carbon management information.

Greenhouse Gas Inventory Progress

2022	2023	2024	2025	2026
Trial inventory conducted, with boundaries covering the former 2021 Tainan Plant, Tainan Plant II, and the Hsinchu Operations Center.	Relocated to the Tainan Plant; from 2023, Scope 1 and 2 emissions cover the Tainan Plant and Hsinchu Operations Center.	Expanded Scope 3 inventory to include Category 3 employee commuting and Category 4 purchased goods and waste disposal.	Ongoing inventory covering Scope 1 to 3 emissions at the Tainan Plant and Hsinchu Operations Center.	Obtain ISO 14064-1 Verification (for 2025 inventory data)

2024 Inventory Results

(tCO2e)

Total 4,951 tCO2e

Scope 2 80% 453 tCO2e
Scope 3 11% 3,979 tCO2e
Scope 1 9% 519 tCO2e
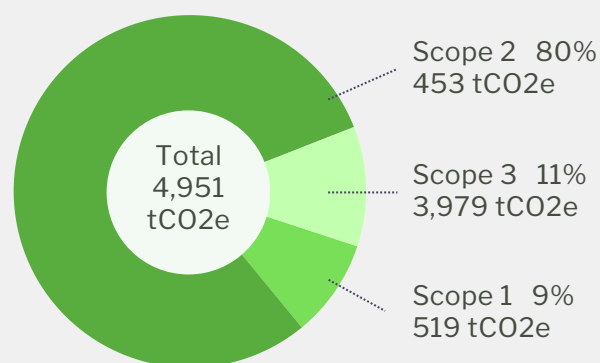
Category	Tainan Plant		Hsinchu Operations Center		Total	
	2023	2024	2023	2024	2023	2024
Scope 1	137	283	74	170	212	453
Scope 2	2,965	3,086	821	891	3,786	3,979
Scope 3	—	429	—	90	—	519
Total	3,102	3,798	895	1,151	3,998	4,951

- Note 1: In 2023, operations were relocated to the Tainan Plant, with the former Tainan Main Plant and Plant II decommissioned. Data from the Tainan Plant after commissioning is used as the inventory boundary.
- Note 2: The Taichung office is a leased facility without production activities and with fewer than 20 employees. Its impact on total carbon emissions is minimal; therefore, it is excluded from this inventory boundary.

Calculation Methodology
- Scope 1: Direct emissions from processes, facilities, and vehicles, including septic tanks, fire extinguishers, oxy-acetylene cutters, emergency generators (diesel), fire pumps (diesel), company vehicles (diesel/gasoline), refrigerants, and anaerobic wastewater treatment.
- Scope 2: Indirect emissions from purchased electricity supplied by Taipower, based on Taipower utility bills.
- Scope 3: Other indirect emissions outside the company, including employee commuting, purchased products, and waste disposal.

3.3 Energy Management

HTC promotes energy-saving measures through routine awareness programs and electricity consumption monitoring. Abnormal usage is promptly analyzed and corrected to prevent waste. Equipment is regularly maintained to sustain efficiency, and new or replacement systems prioritize energy-efficient products. Aiming for 10% renewable energy by 2027, HTC began renewable energy planning in 2024 and will launch related projects in 2025, reinforcing its energy management policy and environmental performance.

Energy Consumption Over the Past Two Years

Item	Unit	Tainan Plant		Hsinchu Operations Center		Total	
		2023	2024	2023	2024	2023	2024
Electricity Consumption	GJ	21,565	22,487	5,970	6,492	27,535	28,979
GHG Emissions	t	2,965	3,089	821	892	3,786	3,981

2024 Electricity Consumption Breakdown by Percentage

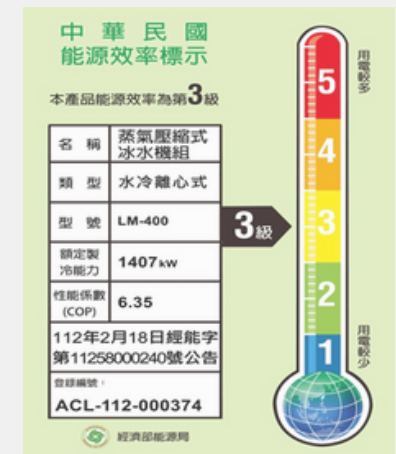Hsinchu Operations Center
22.4 %
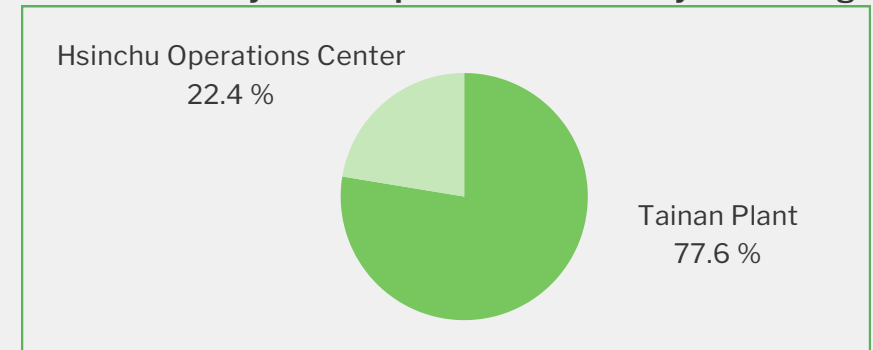
Tainan Plant
77.6 %

- Note 1: In 2023, HTC relocated to the Tainan Plant, decommissioning the former Tainan Main Plant and Plant II; data thereafter reflects the Tainan Plant operations.
- Note 2: The leased Taichung Office, with no manufacturing and fewer than 20 employees, is excluded due to minimal electricity use.
- Note 3: The Tainan Plant and Hsinchu Hukou Plant source 100% of their energy from Taiwan Power Company, based on monthly electricity bills.
- Note 4: Minor fossil fuel use for emergency diesel generators at both plants is negligible and not included in the energy statistics.

Major Energy-Efficient Equipment Investments Over the Past Four Years

The newly built Tainan Plant invested in a magnetic levitation chiller totaling NT$15,907,500 (NT$1,732,500 in 2024). With Tier 3 energy efficiency, it is expected to cut electricity use by 50% compared with traditional screw chillers (around 50,000 kWh per month).

	Energy-Saving Projects	Investment Cost (NT$)
Magnetic Levitation Chiller	400 USRT Magnetic Levitation Centrifugal Chiller	$14,332,500
	Multi-Unit Operation Efficiency Optimization Monitoring System for Magnetic Levitation Chillers	$1,575,000
	Total	$15,907,500

中 華 民 國
能源效率標示

本產品能源效率為第3級

名 稱	蒸氣壓縮式冰水機組
類 型	水冷離心式
型 號	LM-400
額定製冷能力	1407kW
性能係數 (COP)	6.35

112年2月18日經能字第11258000240號公告

登錄編號: ACL-112-000374

經濟部能源局

3.4 Water Resource Management

Water Resource Risk

According to the 2024 World Resources Institute (WRI) Aqueduct Water Risk Atlas, all HTC facilities are located in areas of low to medium water stress risk. WRI modeling indicates that even under pessimistic scenarios, water stress will remain at a low to medium risk level through 2030 and 2080.

	Tainan Plant	Hsinchu Operations Center
Primary Water Sources	Zengwen Reservoir Nanhua Reservoir	Baoshan Reservoir
Water Stress	Low to Medium Risk (10%–20%)	Low to Medium Risk (10%–20%)

Water Management

Although HTC facilities are in low-to-medium water risk areas, water conservation and reuse remain priorities. Tap water from the Taiwan Water Corporation accounts for about 70% production and 30% domestic use. Condensate and rainwater are reclaimed for toilet flushing and irrigation to reduce withdrawals. In 2024, total water consumption was 23,872 m^3, all in compliance with water regulations.

Item	Unit	Tainan Plant		Hsinchu Operations Center		Total	
		2023	2024	2023	2024	2023	2024
Water Withdrawal	m^3	27,313	30,953	5,109	7,131	32,422	38,084
Water Discharge	m^3	5,536	8,541	4,036	5,671	9,572	14,212
Water Consumption	m^3	21,777	22,412	1,073	1,460	22,850	23,872

Water Use in 2024

Water Consumption 23,872 m^3

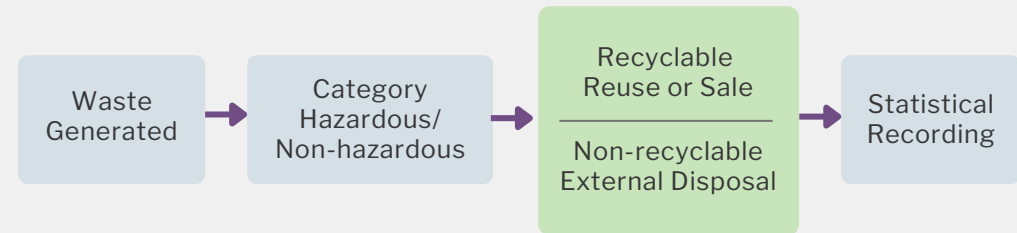Water Discharge 14,212 m^3

Water Withdrawal 38,084 m^3
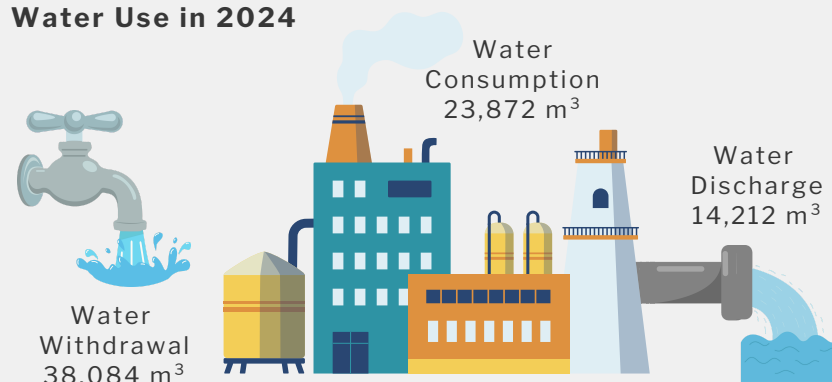
- Note 1: In 2023, HTC moved to the Tainan Plant, retiring the former Tainan Main Plant and Plant II; data reflects the new site.
- Note 2: The leased Taichung Office, with fewer than 20 employees and no manufacturing, is excluded.
- Note 3: 2023 data differences are due to shifting from billing periods to calendar year reporting, with no material impact.
- Note 4: Withdrawal data are from Taiwan Water Corporation bills.
- Note 5: Discharge data come from Shugu Industrial Park and Hsinchu Industrial Park wastewater systems.
- Note 6: Total Water Consumption = Total Water Withdrawal – Total Water Discharge

3.5 Waste Management

Waste Management

HTC complies with environmental regulations by classifying, reporting, recycling, and contracting qualified waste handlers. Periodic audits ensure proper disposal and records. Source management promotes safer materials and process improvements toward zero pollution. In 2024, all contractors complied with agreements, with no violations.

Waste Generated → Category Hazardous/ Non-hazardous → Recyclable Reuse or Sale / Non-recyclable External Disposal → Statistical Recording

Waste Generated

Employee domestic waste is excluded from statistics. In 2024, total process waste reached 80.1 metric tons, all classified as non-hazardous, marking a significant increase due to the inclusion of recyclable "R" category waste (e.g., R-1301 waste iron, R-1304 waste aluminum, R-1306 waste iron containers). HTC's direct hazardous waste mainly consists of fluoride-based waste liquids. With the commissioning of the Tainan Plant wastewater treatment facility in 2024, these liquids underwent chemical precipitation, biological treatment, and membrane filtration, meeting the Tainan Plant wastewater discharge standards before entering the park's treatment system. A small amount of arsenic-containing waste, generated indirectly from specific pump maintenance, tested below hazardous thresholds; therefore, no hazardous waste was generated in 2024.

Business Waste Generation Over the Past Two Years

● hazardous ● Hazardous
(Unit : t)

- 2023: 23.5 | 5.6
- 2024: 80.1
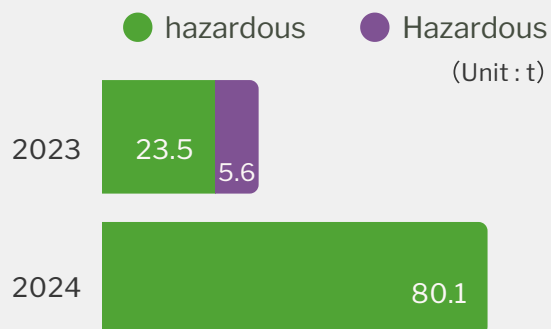
Total Non-hazardous Waste in 2024

Waste (Code)	Weight (t)	Treatment
(D) Waste Oil Mixture	21.3	Physical
(D) Inorganic Sludge	2.6	Thermal
(D) Waste Sand	2.8	Solidification
(D) Waste Wood Mixture	5.3	Incineration / Landfill
(R) Waste Iron	46.7	Recycling and Reuse
(R) Waste Aluminum	1.2	Recycling and Reuse
(R) Waste Iron Containers	0.2	Recycling and Reuse

- Note 1: Waste codes follow the Environmental Protection Administration's Industrial Waste Reporting and Management Information System.
- Note 2: Data include the Tainan Plant and Hsinchu Operations Center; the Taichung Office, with no manufacturing and minimal domestic waste, is excluded.

Treatment
- Recycling and Reuse 60.1%
- Physical 26.6%
- Incineration / Landfill 6.6%
- Solidification 3.5%
- Thermal 3.2%
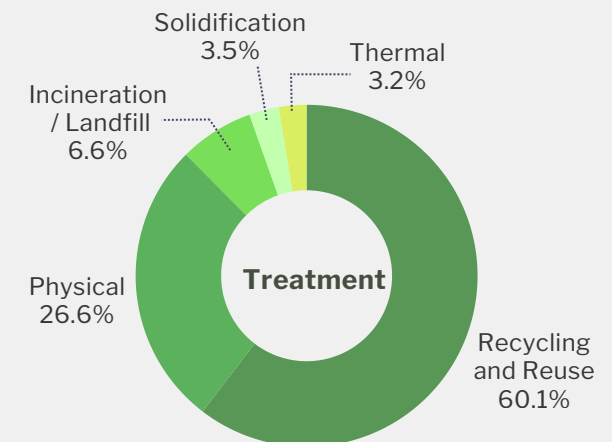
4. Social Inclusion
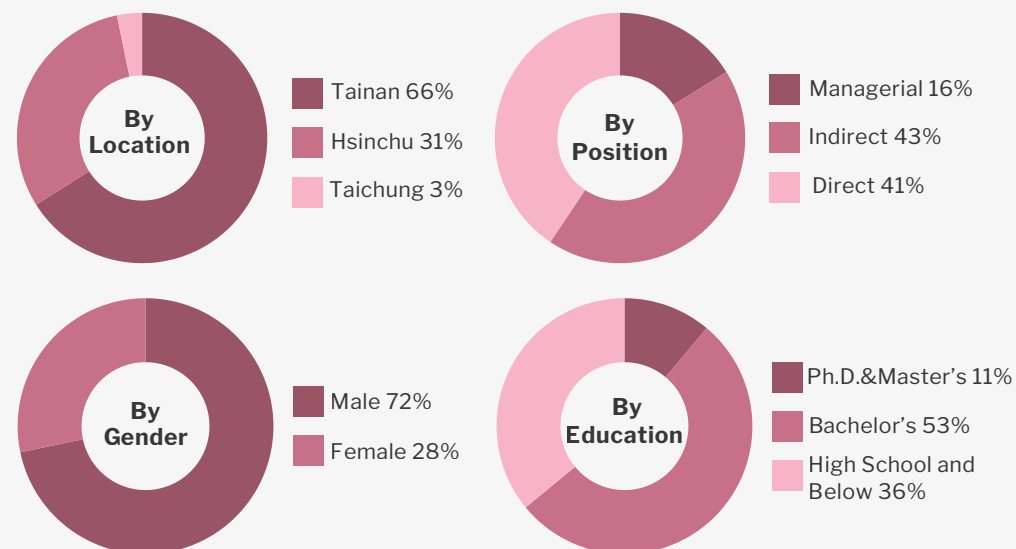
4.1 Talent Attraction and Retention

Workforce Structure

In 2024, HTC employed 495 people. Due to the physical nature of manufacturing and maintenance work, men accounted for 72% (355 employees), while women made up 28% (140 employees), primarily in management, R&D, and administrative roles, where their representation was higher among indirect staff. The workforce is relatively young, with 89% (441 employees) under the age of 50, and 11% (55 employees) holding master's or doctoral degrees. HTC fosters a diverse and inclusive workplace, exceeding legal requirements by employing four people with disabilities (three with severe and one with mild disabilities) and providing support to help them integrate and achieve stable employment.

Item	Category	Male	Female	Total	Percentage
Position	Managerial	67	13	80	16%
	Indirect	99	115	214	43%
	Direct	189	12	201	41%
Age	≤30	82	28	110	22%
	31–50	230	101	331	67%
	≥51	43	11	54	11%
Education	Ph.D.	5	-	5	1%
	Master's	41	9	50	10%
	Bachelor's	175	87	262	53%
	High School and Below	134	44	178	36%
Contract Type	Regular	352	137	489	99%
	Non-regular	3	3	6	1%
Work Location	Tainan	232	95	327	66%
	Taichung	14	2	16	3%
	Hsinchu	109	43	152	31%
Total		355	140	495	100%

- Note 1: Managerial positions include staff management and leadership duties.
- Note 2: Regular employees are full-time; non-regular employees include part-time, contract, interns, and R&D alternative service staff.

Employee Composition in 2024

By Location: Tainan 66%, Hsinchu 31%, Taichung 3%

By Position: Managerial 16%, Indirect 43%, Direct 41%

By Gender: Male 72%, Female 28%

By Education: Ph.D.&Master's 11%, Bachelor's 53%, High School and Below 36%

Localization of Senior Management

Nationality	Senior Management	Percentage	Non-Senior Management	Percentage
Taiwan	8	2%	445	90%
Vietnam	0	0%	42	8%
Total	8	2%	487	98%

- Note 1: Senior management refers to executives who report directly to the Board of Directors or the CEO.

HTC 2024 ESG report

Talent Recruitment and Mobility

HTC recruits through diverse channels, prioritizing local talent, and offers internal mobility to expand skills. The company also engages in government and industry-academia programs to support youth employment and broaden talent sources.

Recruitment Channels	Internal	Group Internal Transfers and Department Reassignments
	External	Online Job Platforms, Employee Referrals, Campus Recruitment, and Employment Service Stations

New Hires in 2024

Age	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
≤30	27	31%	9	10%	36	41%
31–50	41	46%	10	11%	51	57%
≥51	2	2%	0	0%	2	2%
Total	70	79%	19	21%	89	100%

By Gender — Male 79%, Female 21%

By Age — ≤30 41%, 31~50 57%, ≥51 2%
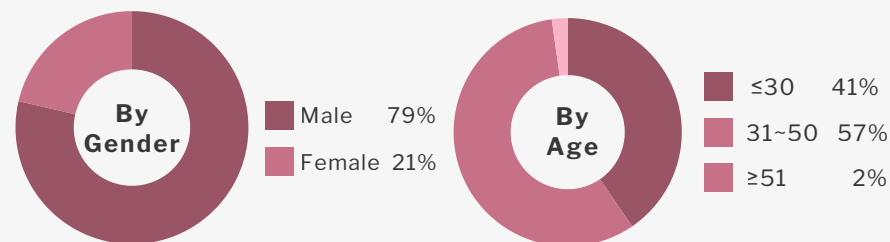
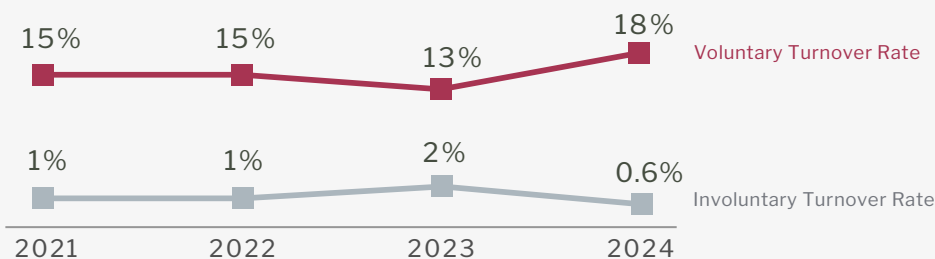- Note: Percentages are calculated based on the total number of new hires in 2024.

To strengthen human capital management, HTC conducts exit interviews with all departing employees to understand their motivations and work experiences. Feedback from both employees and supervisors is analyzed to categorize reasons for resignation. This systematic analysis helps identify areas for organizational improvement and supports strategies to optimize the work environment, enhance employee satisfaction, and improve retention.

Employee Turnover in 2024

Age	Male		Female		Total	
	Number	Percentage	Number	Percentage	Number	Percentage
≤30	13	15%	13	15%	26	30%
31–50	41	47%	13	15%	54	61%
≥51	8	9%	0	0%	8	9%
Total	62	70%	26	30%	88	100%

- Note: Percentages are calculated based on the total number of employees who left the company in 2024.

Employee Turnover Rate Over the Past Four Years

Voluntary Turnover Rate: 2021 15%, 2022 15%, 2023 13%, 2024 18%

Involuntary Turnover Rate: 2021 1%, 2022 1%, 2023 2%, 2024 0.6%

- Note 1: Turnover rate = (Total departures ÷ Average employees) × 100
- Note 2: Involuntary turnover (dismissals and layoffs) = (Total involuntary departures ÷ Average employees) × 100

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Compensation and Benefits

HTC establishes work rules and salary management measures in compliance with the Labor Standards Act, clearly defining pay, bonuses, working hours, leave, and benefits to safeguard employee rights. Salary standards are based on job content, professional expertise, and responsibilities, free from gender or other discriminatory factors. Competitive incentives and benefits, including performance-based year-end bonuses, employee profit sharing, stock trusts, and salary adjustment mechanisms, are also provided to create a positive work environment.

Salary of Full-time Employees in Non-supervisory Positions

Item	2023	2024	Variance Percentage
Total Employee Salary (thousands)	414,459	403,507	-2.6%
Average Number of Employees (persons)	435	450	+3.4%
Average Annual Salary (thousands/person)	953	897	-5.9%
Median Annual Salary (thousands/person)	784	755	-3.7%

Incentive and Reward Programs

| Item	Specific Measures
Performance Bonus	Based on company quarterly goal achievement and individual performance evaluations.
Employee Profit Sharing	In accordance with the Articles of Incorporation, 10–15% of annual earnings is allocated as employee compensation, linked to company performance, team results, and individual performance.
Year-end Bonus	Allocated from after-tax net income and approved by the Board, tied to company performance, team results, and individual performance.
Improvement Proposal Bonus	Encourages employees to submit actionable improvement suggestions covering process optimization, energy saving and carbon reduction, safety and environmental protection, and administrative operations.
Referral Bonus	Incentivizes employee participation in talent recruitment to improve hiring efficiency and workforce quality; amounts vary by job level and position.
Salary Adjustment Mechanism	Conducted annually based on company performance, employee performance, and market salary benchmarks to retain and motivate talent.
Sales Allowance	Designed to motivate sales teams and project staff responsible for specific business targets, enhancing market competitiveness.
Employee Stock Trust	Provides long-term rewards to strengthen benefits, encourage employee retention, and promote shared growth.
Skill Certification Bonus	Rewards employees who continuously enhance their professional skills through certified training and qualifications.

Benefits

Work-Life Balance
- Childcare Leave: Five paid days annually for children aged 12 or under.
- Flexible Hours: Reduced commuting stress and better work-life balance.
- Remote Work: Flexible remote options based on needs.
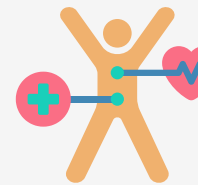
Health and Safety Care
- Helmet Subsidy: Support for full-face helmets.
- Paid Typhoon Leave: Leave during typhoons for safety.
- Illness & Hospitalization Allowance: Financial support for major health events.
- Annual Health Check: Free yearly examinations.

Festive and Emergency Care
- Travel Subsidy: Support for employee trips to foster interaction.
- Family Day: Activities with families to strengthen bonds.
- Team Meal Subsidy: Semiannual meals to enhance teamwork.

Employee Engagement and Cohesion
- Travel Subsidy: Support for employee trips to foster interaction.
- Family Day: Activities with families to strengthen bonds.
- Team Meal Subsidy: Semiannual meals to enhance teamwork.

Retirement and Insurance Plans

HTC provides statutory labor, health, and occupational accident insurance and contributes 6% of monthly wages to individual retirement accounts. Additional benefits include group insurance, life insurance, cancer insurance, and major illness coverage, with extended discounts for family members. Through the employee stock trust, HTC supports talent retention and offers financial security during emergencies and retirement.
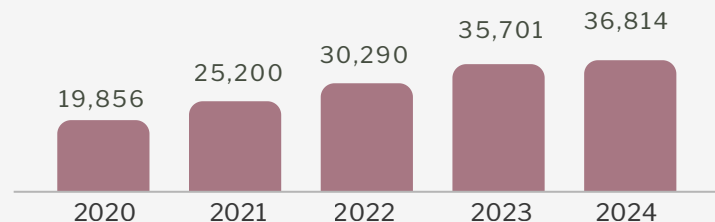
Statutory Benefits	Labor Insurance, National Health Insurance, Occupational Accident Insurance, Labor Pension
Enhanced Protection	Group Insurance, Life Insurance, Cancer Insurance, Major Illness Insurance, Employee Stock Trust

Employee Insurance Investment Over the Past Five Years

(thousands)

2020	2021	2022	2023	2024
19,856	25,200	30,290	35,701	36,814

Employee Stock Trust Contributions Over the Past Five Years

Number of Participants in Employee Stock Trust (persons)

2020	2021	2022	2023	2024
234	246	279	330	369

Company Contribution (thousands)

2020	2021	2022	2023	2024
6,272	7,386	8,424	10,652	12,137
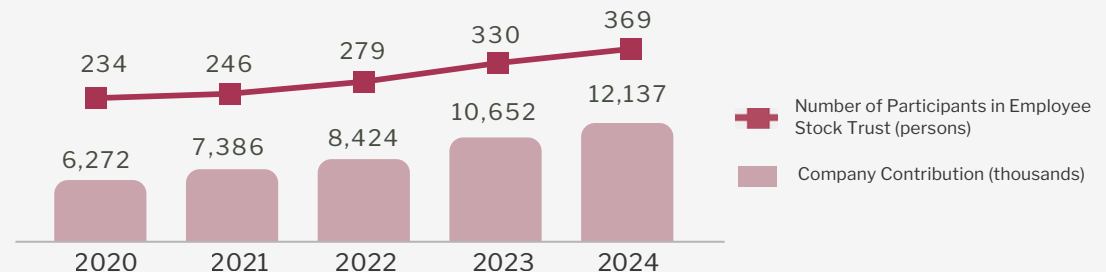
4.2 Talent Development

Training and Development

HTC values human capital development and has established four key training frameworks: onboarding, managerial competencies, professional skills, and personal growth. Annual training plans are developed based on company strategy and departmental needs, offering diverse learning resources.According to internal training regulations, each employee must complete at least 6 training hours per quarter. Training hours and participation records are included in annual performance evaluations to enhance learning outcomes and practical application.In 2024, all 495 employees participated in internal and external training, totaling 17,378 hours—an average of 35 hours per employee. The total training expenditure was NT$6,082,055, averaging NT$12,287 per employee.

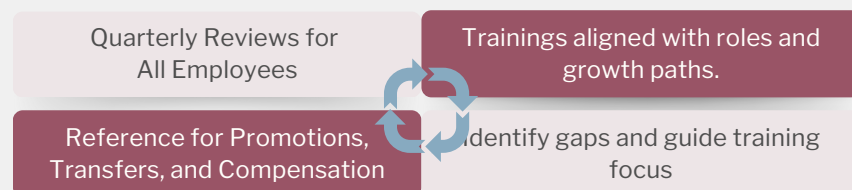| Training Type		
	Internal	Delivered by qualified internal instructors with professional expertise.
	External	External providers are selected based on competency needs, with supervisors monitoring outcomes.

Employee Training Expenses Over the Past Three Years

Item	2024	2023	2022
Employees	495	483	497
Training Hours	17,378	17,299	14,132
Training Expenses	6,082,055	6,054,755	4,946,130
Average Training Hours per Employee	35	36	28
Average Training Cost per Employee	12,287	12,536	9,952

Employee Training Hours in 2024

Category	Item	Male	Female	Total
Managerial	Headcount	67	13	80
	Training Hours	2,378	458	2,836
	Average Training Hours per Employee	35	35	35
Indirect	Headcount	99	115	214
	Training Hours	3,211	3,842	7,053
	Average Training Hours per Employee	32	33	33
Direct	Headcount	189	12	201
	Training Hours	7,091	398	7,489
	Average Training Hours per Employee	38	33	37

Performance Evaluation

Quarterly Reviews for All Employees

Trainings aligned with roles and growth paths.

Reference for Promotions, Transfers, and Compensation

Identify gaps and guide training focus

HTC conducts quarterly evaluations for all employees to support rewards, promotions, development, and training. By the end of 2024, 100% of eligible employees completed evaluations, with results used to strengthen skills and align growth with company goals.

4.3 Friendly Workplace

Human Rights Policy

HTC respects the rights of all workers, including full-time, contract, interns, and temporary staff. In 2019, we adopted a Human Rights Policy based on the UN and ILO principles.We prohibit forced labor, child labor, discrimination, and harassment, and provide grievance and protection mechanisms. Human rights practices are embedded in daily operations and supply chain management, with regular reviews to ensure compliance.

Human Rights Risks and Mitigation Measures

Human Rights Issue	Risk Description	Relevant Internal Regulations	Risk Level	Management Measures and Implementation Status
Prohibition of Forced Labor	No forced labor is employed; all workers are free to resign with reasonable notice.	Work Rules	Low	• No violations of the Labor Standards Act, forced labor, or child labor in 2024. • Committed to RBA principles and conflict-free sourcing; requirements extended to the supply chain. • 100% identity and age verification to ensure legal employment. • Employment contracts provided in native languages for foreign workers.
Prohibition of Child Labor	No child labor under the age of 18 is allowed, in line with humanitarian principles.			
Humane Treatment	Measures are in place to prevent sexual harassment, corporal punishment, humiliation, and psychological abuse, ensuring a respectful and healthy workplace.	Sexual Harassment Prevention and Grievance Procedures	Low	• Grievance Mechanism: One sexual harassment complaint was filed in 2024; investigation found it unsubstantiated. • Training: Conducted workplace bullying, sexual harassment, and stalking prevention training in 2024; 256 participants, totaling 512 training hours. • Fair Compensation: No discrimination; salaries are based on job responsibilities and performance. In 2024, 100% of employees completed performance evaluations.
Anti-discrimination and Anti-harassment	Discrimination and harassment based on gender, race, religion, or other factors are strictly prohibited to promote a diverse, equal, and inclusive work environment.			
Freedom of Association	Freedom of association is respected, and employee participation in labor communication and decision-making is supported.	Work Rules	Low	• The Company supports the right to freedom of association. Although no employee union or collective bargaining agreements existed by the end of 2024, communication is maintained via quarterly Labor-Management Meetings. The resolutions from these meetings apply universally to all employees. • A total of 4 Labor-Management Meetings were convened in 2024 (1/29, 4/8, 7/11, 10/21). • Annual Satisfaction Survey: Anonymous survey conducted at year-end to ensure employee participation and feedback rights.
Safe and Healthy Working Environment	Reasonable working hours and rest periods are guaranteed, with no forced or excessive work arrangements; a safe and healthy work environment is provided.	Work Rules	Low	• Certified with ISO 14001 and ISO 45001 management systems. • Annual Health Checkups: Provide health programs exceeding legal requirements to safeguard employee well-being. • Work Schedule Management: Promote healthy working hours and scheduling to reduce overwork risks.
Personal Data Protection	Personal data privacy is protected, with strict implementation of information security practices.	Information Security Policy	Low	• Personal Data Protection Mechanism: No data breaches reported in 2024. • Information Security: Policies and training are regularly reviewed and updated to strengthen awareness.

Diversity and Inclusion

Foreign employees make up 8.4% of HTC's workforce, primarily of Vietnamese nationality. They receive equal pay, promotion, and management opportunities as local employees, with no discrimination based on nationality or ethnicity. In line with RBA principles, HTC strictly enforces zero recruitment fees and no document retention, ensuring freedom of employment.

INCLUSIVE SUPPORT MEASURES

- Native-language support, regular check-ins, and communication channels.
- Audits of recruitment agencies to ensure fair and legal hiring.
- Safe housing nearby and commuting assistance.
- Medical transport subsidies, mental health support, and health education.
- Extra travel subsidies to promote participation and inclusion of foreign employees.

Communication Channels

Channels	Frequency	Status
Satisfaction Survey	Once a Year	• Survey Period: January 3–9, 2025 • Employee Satisfaction Score in 2024: 3.2 out of 5
Foreign Employee Forum	Twice a Year	• Held in February (H1) and August (H2).
Labor-Management Meeting	Once a Quarter	• Meeting Dates in 2024: January 29, April 8, July 11, October 21.
Grievance Mailbox	Ad Hoc	• One sexual harassment complaint was filed in 2024; the investigation found it unsubstantiated.
AI Bot Employee Platform	Ad Hoc	• Launched an AI response tool in Nov. 2024 for real-time HR and admin support. • Offers multilingual translation to support foreign employees.
Intranet Announcements	Ad Hoc	• Regularly updates policies and emails announcements to all staff.

Parental Support in the Workplace

HTC supports gender equality and parental leave in line with the law. In 2024, 7 of 22 eligible employees applied (55% women), with a 57% return-to-work rate and 80% one-year retention, reflecting a family-friendly and inclusive workplace.

▲ Provides a private and safe lactation room, along with flexible breastfeeding time, creating a supportive environment for nursing employees.

Parental Leave Statistics in 2024:

Item	Male	Female	Total
(A) Eligible for Parental Leave	11	11	22
(B) Applied for Parental Leave	1	6	7
(C) Expected to Return (This Year)	1	6	7
(D) Returned to Work (This Year)	0	4	4
(E) Returned to Work (Last Year)	0	5	5
(F) Retained After 1 Year	0	4	4
Application Rate (B)/(A)	9%	55%	32%
Return Rate (D)/(C)	—	67%	57%
Retention Rate (F)/(E)	—	80%	80%

4.4 Occupational Safety and Health

Occupational Health and Safety Management

HTC upholds a "Zero Accidents" policy through its ISO 45001-certified OHS Management System, led by the EHS Office using the PDCA cycle for continual improvement. Since joining the RBA in 2023, HTC has enhanced safety through engineering and management measures aligned with international standards. As a core member of the Tainan Safety Alliance, HTC also drives safety performance among suppliers and contractors.

INJURY PREVENTION
- Supplier EHS Audits
- Contractor Safety

TRAINING AND AWARENESS
- New Hire &On-the-job Training

HEALTH PROMOTION
- Annual Health Checkups & Follow-up Care
- Regular Workplace Environment Monitoring

INTERNAL AUDITS
- Regular Inspections
- Ad Hoc Checks for Major Incidents

Zero Accidents Safe Workplace

HAZARD IDENTIFICATION
- Scheduled Risk Assessment & Hazard Evaluation

EMERGENCY RESPONSE
- Emergency Management Procedures
- Regular Drills and Exercises

COMMUNICATION & PARTICIPATION
- Occupational Safety and Health Committee
- Diverse Internal Communication Channels

CONTRACTOR SAFETY MANAGEMENT
- Regular Risk Identification & PPE Allocation
- Periodic PPE Inspection & Maintenance

Occupational Safety and Health Committee

HTC's Occupational Safety and Health Committee, chaired by a management representative and comprising 42 members (36% employee reps), holds quarterly meetings to review safety policies, workplace conditions, health management, and training. In 2024, meetings were held as scheduled.

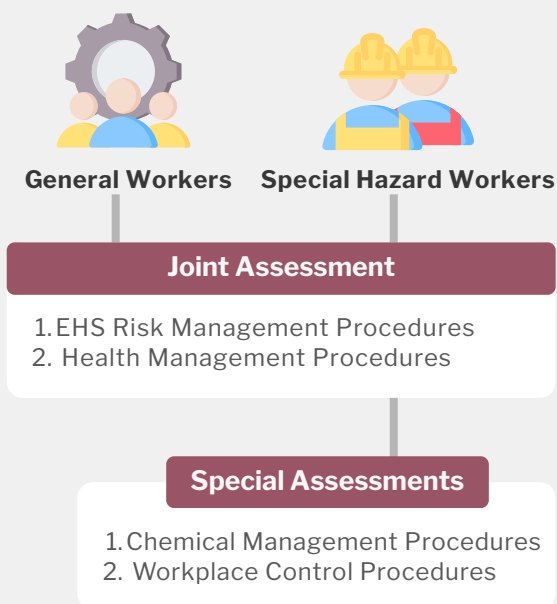| Meeting | Date | Attendees | | | Attendance Rate |
		Committee Members	Employee Representatives	EHS Personnel	
Q1 OSH Meeting	2024/4/19	23	15	4	100%
Q2 OSH Meeting	2024/7/19	23	15	4	100%
Q3 OSH Meeting	2024/10/18	22	15	4	98%
Q4 OSH Meeting	2025/1/10	21	15	4	95%

Contractor Safety Management

HTC enforces contractor safety by reviewing qualifications, requiring compliance with site regulations, and conducting safety training and coordination meetings to ensure awareness of potential hazards and prevent workplace accidents.

Pre-Entry				On-Site Operations	Exit
Application	Review Qualifications	Certification of Site Workers	Approval of Work Permit	On-site Entry Inspection	Exit Log
• Contractor Coordination Organization Application Form • EHS Compliance Guarantee Statement • EHS Commitment Letter	Requirements: • Proof of completion of 6-hour EHS training • Proof of labor insurance or group insurance coverage of at least NT$3 million	• Before entry, all personnel must complete a 1-hour safety training and pass the assessment.	Construction Inspection Checklist: • Special work permit review • On-site hazard notification • Equipment safety inspection • Verification of operator license validity	• Review construction approval form • Sign hazard notification • Supervise construction safety	• Register actual departure time

Hazard Identification and Mitigation Measures

In line with ISO 45001 standards, HTC conducts annual hazard identification and risk assessments. Evaluations are also reviewed following incidents or operational changes. Based on the findings, preventive and corrective actions are implemented to reduce risk levels and ensure workplace safety.

General Workers **Special Hazard Workers**

Joint Assessment
1. EHS Risk Management Procedures
2. Health Management Procedures

Special Assessments
1. Chemical Management Procedures
2. Workplace Control Procedures

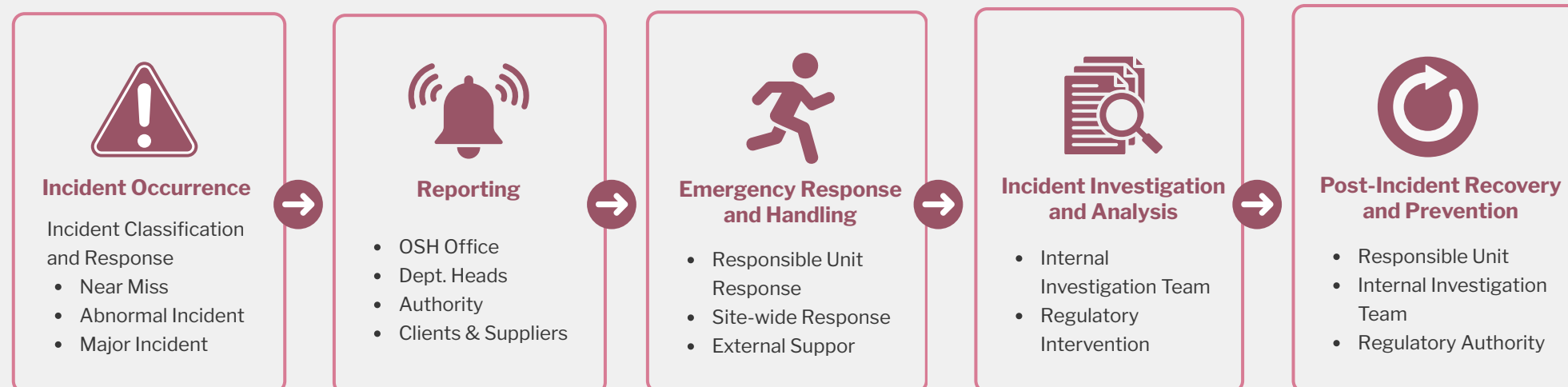| Potential Risk	Response Policy	Monitoring & Implementation
Physical occupational injuries • Musculoskeletal • Hearing	• Ergonomic Hazard Prevention Work Instruction • Hearing Protection Program • Personal Protective Equipment Management Instruction • Training Management Instruction • Safety Observation and Interview Work Instruction	• Workplace Hazard Labeling • On-site Placement of Operating SOPs • 2024 Safety Training Completion Rate: 100% • Regular Health Checkups and Wellness Interviews
Chemical occupational injuries • Respiratory diseases • Skin diseases	• Respiratory Protection Work Instruction • Personal Protective Equipment Management Instruction • Training Management Instruction • Safety Observation and Interview Work Instruction	• Hazard labeling in the workplace • On-site placement of standard operating procedures (SOPs) • Provision and proper use of personal protective equipment (PPE) for workers • 2024 safety training completion rate: 100% • Regular health checkups and wellness consultations
Other occupational diseases	• Occupational Disease Prevention & Management Guidelines • Ergonomic Hazard Prevention Guidelines • Overwork-Related Illness Prevention Guidelines • Workplace Violence Prevention Guidelines • Maternity & Under-18 Worker Health Protection Guidelines	• 100% on-site occupational physician consultation rate in 2024 • Regular health consultations and follow-ups by occupational health nurses

Emergency Response Mechanism

To address risks such as natural disasters, fires, chemical spills, and injuries, HTC has established an emergency response mechanism based on the "Emergency Response Management Procedure." The Company allocates necessary resources and equipment to respond swiftly and prevent further impact on the Tainan Plant, personnel, and the environment. Regular drills are conducted to ensure timely and organized responses. Emergency drills and training conducted in 2024 are as follows:

Plant	Drill Date	Participants
Tainan Plant	2024/06/06	262
	2024/11/20	324
Hsinchu Operations Center	2024/04/24	83
	2024/11/22	126

Incident Reporting Procedure

To ensure timely reporting and response in the event of an incident, HTC has established the "Incident Reporting and Investigation Procedure." This enables each unit to promptly initiate appropriate emergency measures and notify relevant parties, minimizing harm to personnel, assets, and the environment.

Incident Occurrence

Incident Classification and Response
- Near Miss
- Abnormal Incident
- Major Incident

→

Reporting

- OSH Office
- Dept. Heads
- Authority
- Clients & Suppliers

→

Emergency Response and Handling

- Responsible Unit Response
- Site-wide Response
- External Suppor

→

Incident Investigation and Analysis

- Internal Investigation Team
- Regulatory Intervention

→

Post-Incident Recovery and Prevention

- Responsible Unit
- Internal Investigation Team
- Regulatory Authority

Occupational Injury Management

In 2024, HTC reported no work-related fatalities or major injuries among employees and contractors, with 15 commuting accidents and one on-site injury (crush injury). No occupational health and safety-related penalties or fire incidents occurred.

Year	Category	Persons	Total Working Days	Total Working Hours	Occupational Injuries	Lost Days	Occupational Diseases	Absence Days	Disabling Injury Frequency Rate (FR)	Disabling Injury Severity Rate (SR)	Total Injury Index	Work-related Fatalities	Absenteeism Rate	Occupational Disease Rate
2023	HTC	442	111,826	894,608	3	22	0	0	3.41	25	0.57	0	0	0
	Contractors	20	195	3,120	0	0	0	0	0	0	0	0	0	0
2024	HTC	482	119,574	956,592	1	11	0	0	1.04	11	0.1	0	0	0
	Contractors	3	822	6,576	0	0	0	0	0	0	0	0	0	0

CALCULATION

- HTC Headcount: Average monthly number of employees = Total employees ÷ 12 months.
- Contractor Headcount: Average monthly number of long-term on-site contractors = Total long-term on-site contractors ÷ 12 months.
- Disabling Injury Frequency Rate (FR) = (Total lost-time injury cases × 10^6) ÷ Total working hours.
- Disabling Injury Severity Rate (SR) = (Total lost workdays × 10^6) ÷ Total working hours.
- Total Injury Index = $\sqrt{FR \times SR}$ ÷ 1,000.
- Occupational Disease Rate = (Number of occupational disease cases ÷ Total working hours) × 1,000,000.
- Absenteeism Rate (AR) = (Total absence days ÷ Total working days) × 100%.
- Total working days include all leave days related to illness or injury (e.g., occupational injury leave, sick leave, menstrual leave).

CORRECTIVE AND PREVENTIVE ACTIONS (CAPA)

- On-site Occupational Injury – One crush injury caused by non-compliance with lifting SOP; addressed through targeted training, incident review, and Company-wide preventive measures.
- Commuting Accidents – Fifteen cases; preventive actions included road safety training, defensive driving promotion, flexible working hours, and helmet subsidies.
- Risk Management – Annual risk assessments, safety training, and reviews of major accident cases to strengthen occupational safety awareness and prevention.

2024 Occupational Safety Training for Employees in Service:

- Road Safety Training **96** participants
- Chemical Handling and Spill Response **33** participants
- PPE Usage Training **152** participants
- Firefighting and Emergency Equipment **27** participants
- Emergency Response Training **322** participants
- Safe Operations and Injury Prevention **147** participants

Employee Health Promotion

HTC provides annual health examinations exceeding legal requirements, along with maternity protection and workload-related illness prevention programs. Medical professionals assess potential occupational diseases and offer health consultations. Workplace environment measurements are conducted semi-annually, and in 2024 all results met regulatory standards with no abnormalities.

Item	Effectiveness	Actions
Pre-employment Physical Examination	Attendances: 105 (100%)	Submit pre-employment medical report; OSH nurse reviews, classifies, and provides health guidance as needed.
Employee Health Examination	Examinees: 16 new + 420 current (98%)	Provide annual health check-ups; 8 employees (<65, within legal criteria) did not participate due to leave or personal reasons.
Special Hazard Health Examination	Examinees: 38 new + 67 current (100%)	Based on semi-annual workplace monitoring, arrange health checks for noise and dust-exposed workers; OSH nurse confirmed no results above Level 3.
Abnormal Workload-induced Illness Prevention	Med/High-Risk Control: 16 (100%)	Identify medium/high-risk employees via questionnaire; arrange occupational physician consultations and provide health education.
Maternity Health Protection	Managed Cases: 5 (100%)	Arrange occupational physician consultations and health education for listed managed cases.
Ergonomic Hazard Assessment	Managed Cases: 6 (100%)	Identify medium/high-risk employees via questionnaire; arrange occupational physician consultations and provide health education.

HTC has installed AED equipment on-site and conducts CPR training to ensure timely first aid. Various health seminars and activities are organized to promote healthy lifestyles and self-health management. Health education and disease prevention measures are also provided in response to outbreaks. Health promotion activities in 2024 are as follows:

Type	Activity	Description	Participants
Courses	Understanding Stroke	Health education for employees with abnormal metabolic syndrome indicators from annual health checks	53
	revention of Musculoskeletal Disorders and Ergonomic Hazards	Workplace and office hazard awareness and prevention methods	91
	AED and CPR Skills Training	Hands-on drills to improve operational proficiency	40
	Home Wound Identification and Care	Health education on basic first aid skills	69
	Designing Your Own Exercise Prescription	After-work health activities to promote work–life balance	66
Activity	Healthy Walking Activity	Participation in health events to promote work–life balance	49
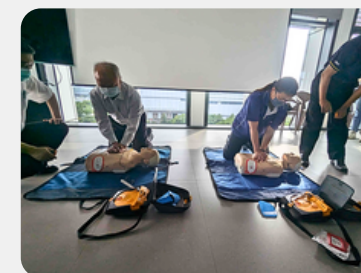
4.5 Social Engagement

External Engagements

HTC actively participates in external organizations, associations, and industry exchanges to gain insights into market trends, understand stakeholder priorities on sustainability issues, and enhance governance capabilities for sustainable operations. Since 2023, HTC has been a member of the Responsible Business Alliance (RBA), adhering to the RBA Code of Conduct through concrete actions. By conducting the Self-Assessment Questionnaire (SAQ) across five areas—labor, health and safety, environment, ethics, and management systems—HTC evaluates its performance in supply chain sustainability and social responsibility, safeguarding the rights of all employees and supply chain personnel.

Key External Organizations Participated in 2024

| Organization		Main Activities
semi	Semiconductor Equipment and Materials International (SEMI)	Industry Exchange
teeia	TaiwanElectronics Equipment Industrial Association （TEEIA）	Industry Exchange
台灣科學工業園區 科學工業同業公會	Taiwan Science Park Manufacturers Association	Industry Exchange
億載會 YI TSAI CLUB	Tainan Yizai Association	Industry Exchange
臺南	Tainan City Industrial Association	Industry Exchange
CEMA	Chinese Excellence Management Association (CEMA)	Business Management
TCDA	Taiwan Corporate Directors Association (TCDA)	Business Management
NAIA INC.	North American Importers Association (NAIA)	Import and Export Development
TAITRA	Taiwan External Trade Development Council (TAITRA)	Import and Export Development

Public Welfare Initiatives

HTC engages with the Tainan and Hsinchu communities, promoting local prosperity and environmental conservation while pursuing business growth. Initiatives focus on social care, environmental protection, cultural and educational support, and talent cultivation, aligned with eight UN Sustainable Development Goals (SDGs) to give back to the community.

Total Contribution 218,961 NTD

Volunteers 37 Participants

Volunteer Hours 77 hour

2024 Total Contribution 218,961
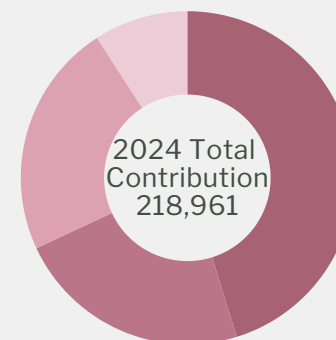
- Charitable Procurement $98,961 (45.2%)
- Material Donations $50,044 (22.9%)
- Education & Culture Support $49,956 (22.8%)
- Emergency Assistance $20,000 (9.1%)

Social Engagement Actions in 2024:

SDGs	Focus Area	Action Plan	Area of Impact	Partner Organization	Resources Invested	Social / Environmental Benefits
13 CLIMATE ACTION / 14 LIFE BELOW WATER	Environmental Protection	Promote Environmental Education	Tainan	Schools in Tainan	5 volunteer hours	Promoted environmental awareness to five local schools under the Ministry of Environment's program, with 1,165 attendances.
		Participate in Beach Cleanups	Tainan	Environmental Protection Bureau, Tainan City Government	72 volunteer hours	Joined beach cleanup activities to reduce land-based waste pollution to the ocean.
		Support Earth Hour	Nationwide	World Wide Fund for Nature (WWF)	—	Participated in Earth Hour, reducing an estimated 112.6 kg of carbon emissions by switching off non-essential power.

SDGs	Focus Area	Action Plan	Area of Impact	Partner Organization	Resources Invested	Social / Environmental Benefits
3 GOOD HEALTH AND WELL-BEING	Healthcare	Blood Donation	Nationwide	Taiwan Blood Services Foundation	—	Collected 76 bags of blood to support community healthcare needs.
1 NO POVERTY / 2 ZERO HUNGER	Underprivileged Care	Material Donations	Tainan	Longqi Education and Care Institute	$30,034	Donated food, daily necessities, and other supplies to local social welfare organizations to support the underprivileged.
		Material Donations	Hsinchu	Delan Children's Placement Center	$20,010	Provided 15 sets of new clothing, 9 pairs of new shoes, and other supplies to children and youth in foster care or under protection during Christmas.
		Emergency Assistance	Nationwide	TPE 1919 Food Bank	$20,000	Contributed to the TPEx 1919 Food Bank emergency relief fund with other listed companies to assist disadvantaged families.
		Charitable Procurement	Nationwide	Child Care Associatio Happy Angel Workshop	$98,961	Purchased 250 charity Mid-Autumn Festival gift boxes to support employment opportunities for disadvantaged groups.

About this report | Letter from Management | Sustainability Management | Corporate Governance | Environmental Protection | **Social Inclusion** | Appendix

HTC 2024 ESG report

SDGs	Focus Area	Action Plan	Area of Impact	Partner Organization	Resources Invested	Social / Environmental Benefits
SDG 4 QUALITY EDUCATION / SDG 10 REDUCED INEQUALITIES / SDG 11 SUSTAINABLE CITIES AND COMMUNITIES	Education &Culture Support	Support for Education Development in Rural Areas	Hsinchu	• Jianshi Junior High School, Hsinchu County • NCCU Education Research Club	$20,000	Funded NCCU Education Research Club's science camp for 10 rural students in Hsinchu, promoting STEM learning and cybersecurity awareness.
			Nationwide	• Yu-Hsiu Museum of Art Foundation	$20,000	Sponsored art education for rural students through museum courses to enhance aesthetic and sensory experiences. Funding allocated in late 2024; results in next report.
		Promotion of Sustainability Education	Nationwide	• Eslite Cultural & Creative Foundation	$9,956	Supported Eslite Foundation's SDGs book donation, distributing books to "Reading Sharing Program" recipients.
SDG 4 QUALITY EDUCATION	Talent Cultivation	ndustry–Academia Collaboration and Corporate Visits	Nationwide	• TSMC × National Chung Hsing University • Metal Industries Research & Development Centre × Universities • Institute of Applied Mechanics, National Taiwan University • Southern Taiwan University of Science and Technology • Providence University EMBA	—	Partnered with supply chain to offer corporate visits, connecting students with industries and bridging the school–work gap.

5. Appendix

5.1 GRI Content Index

Statement of use	The HTC 2024 Sustainability Report has been prepared in accordance with the GRI Standards, covering the period from 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Foundation 2021
Application of GRI Sector Standards	No applicable GRI Sector Standards.

GRI Standard	Disclosure		Corresponding Section	Page	GRI Standard	Disclosure		Corresponding Section	Page
GRI 2: General Disclosures 2021	GRI 2-1	Organizational details	2.1 Business Overview	14	GRI 2: General Disclosures 2021	GRI 2-13	Delegation of responsibility for managing impacts	1.2 Sustainability Development Committee	7
	GRI 2-2	Entities included in the organization's sustainability reporting	About this report	3		GRI 2-14	Role of the highest governance body in sustainability reporting	1.2 Sustainability Development Committee	7
	GRI 2-3	Reporting period, frequency and contact point	About this report	3		GRI 2-15	Conflicts of interest	2.2 Corporate Governance	18
	GRI 2-4	Restatements of information	About this report	3		GRI 2-16	Communication of critical concerns	2.2 Corporate Governance	18
	GRI 2-5	External assurance	5.5 Independent Limited Assurance Report	70		GRI 2-17	Collective knowledge of the highest governance body	2.2 Corporate Governance	18
	GRI 2-6	Activities, value chain and other business relationships	2.1 Business Overview 2.5 Responsible Supply Chain	14 32		GRI 2-18	Evaluation of the performance of the highest governance body	2.2 Corporate Governance	18
	GRI 2-7	Employees	4.1 Talent Attraction and Retention	47		GRI 2-19	Remuneration policies	2.2 Corporate Governance	18
	GRI 2-8	Workers who are not employees	4.1 Talent Attraction and Retention 4.4 Occupational Safety and Health	47 54		GRI 2-20	Process for determining remuneratio	2.2 Corporate Governance	18
	GRI 2-9	Governance structure and compositio	2.2 Corporate Governance	18		GRI 2-21	Annual total compensation ratio	4.1 Talent Attraction and Retention *Compensation data (highest-paid employee and median employee) is withheld due to its confidential nature	47
	GRI 2-10	Nomination and selection of the highest governance body	2.2 Corporate Governance	18					
	GRI 2-11	Chair of the highest governance body	2.2 Corporate Governance	18		GRI 2-22	Statement on sustainable development strategy	Letter from Chairman and CEO 1.2 Sustainability Development Committee	4 7
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Corporate Governance	18					

5.1 GRI Content Index

GRI Standard	Disclosure		Corresponding Section	Page
GRI 2: General Disclosures 2021	GRI 2-23	Policy commitments	2.5 Responsible Supply Chain 4.3 Friendly Workplace	32 52
	GRI 2-24	Embedding policy commitments	2.3 Risk Management 2.5 Responsible Supply Chain 4.3 Friendly Workplace	27 32 52
	GRI 2-25	Processes to remediate negative impacts	2.2 Corporate Governance 4.3 Friendly Workplace	18 52
	GRI 2-26	Mechanisms for seeking advice and raising concerns	2.2 Corporate Governance 4.3 Friendly Workplace	18 52
	GRI 2-27	Compliance with laws and regulations	2.2 Corporate Governance *No significant incidents of non-compliance were identified in 2024	18
	GRI 2-28	Membership associations	4.5 Social Engagement	59
	GRI 2-29	Approach to stakeholder engagement	1.4 Stakeholder Communication	12
	GRI 2-30	Collective bargaining agreements	4.3 Friendly Workplace	52

GRI Standard	Disclosure		Corresponding Section	Page
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	1.3 Materiality Analysis	9
	GRI 3-2	List of material topics	1.3 Materiality Analysis	9
	GRI 3-3	Management of material topics	1.3 Materiality Analysis	9

Topic-specific Disclosure: Economic

GRI Standard	Disclosure		Corresponding Section	Page
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	2.1 Business Overview	14
	GRI 201-2	Financial implications and other risks and opportunities due to climate change	3.2 Climate Action	39
	GRI 201-3	Defined benefit plan obligations and other retirement plans	4.1 Talent Attraction and Retention	47
GRI 202: Market Presence 2016	GRI 202-2	Proportion of senior management hired from the local community	4.1 Talent Attraction and Retention	47
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers	2.5 Responsible Supply Chain	32
GRI 205: Anti-corruption 2016	GRI 205-2	Communication and training about anti-corruption policies and procedures	2.2 Corporate Governance	18
GRI 206: Anti-competitive Behavior 2016	GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.2 Corporate Governance	18
GRI 207: Tax 2019	GRI 207-2	Approach to tax, control, and risk management	2.1 Business Overview	14

5.1 GRI Content Index

Topic-specific Disclosure : Environmental

GRI Standard	Disclosure		Corresponding Section	Page
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	3.3 Energy Management	43
GRI 303: Water and Effluents 2018	GRI 303-3	Water withdrawal	3.4 Water Resource Management	44
	GRI 303-4	Water discharge	3.4 Water Resource Management	44
	GRI 303-5	Water consumption	3.4 Water Resource Management	44
GRI 305: Emissions 2016	GRI 305-1	Direct (Scope 1) GHG emissions	3.2 Climate Action	39
	GRI 305-2	Energy indirect (Scope 2) GHG emissions	3.2 Climate Action	39
GRI 306: Waste 2020	GRI 306-3	Waste generated	3.5 Waste Management	45
	GRI 306-4	Waste diverted from disposal	3.5 Waste Management	45
	GRI 306-5	Waste directed to disposal	3.5 Waste Management	45
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	New suppliers that were screened using environmental criteria	2.5 Responsible Supply Chain	32

Topic-specific Disclosure : Social

GRI Standard	Disclosure		Corresponding Section	Page
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	4.1 Talent Attraction and Retention	47
	GRI 401-2	Benefits provided to full-time employees	4.1 Talent Attraction and Retention	47
	GRI 401-3	Parental leave	4.3 Friendly Workplace	52
GRI 404: Training and Education 2016	GRI 404-1	Average hours of training per year per employee	4.2 Talent Development	51
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	4.2 Talent Development	51
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	2.2 Corporate Governance 4.1 Talent Attraction and Retention	18 47
GRI 406: Non-discrimination 2016	GRI 406-1	Incidents of discrimination and corrective actions taken	4.3 Friendly Workplace	52
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	2.5 Responsible Supply Chain	32

5.2 SASB Standards Index

SASB Industry | Industrial Machinery & Goods

Topic	Code	Metric	Type	Description	Page
Energy Management	RT-IG-130a.1	• Total Energy Consumption (GJ) • Percentage of Grid Electricity (%) • Percentage of Renewable Energy (%)	Quantitative	3.3 Energy Management	43
Labor Health and Safety	RT-IG-320a.1	• Total Recordable Incident Rate (TRIR) (%) • Occupational Injury Fatality Rate (%) • Near Miss Frequency Rate (NMFR) (%)	Quantitative	4.4 Occupational Safety and Health	54
Fuel Economy and Use-phase Emissions	RT-IG-410a.1	Sales-weighted Fuel Efficiency for Medium- and Heavy-duty Vehicles (L/100 t·km)	Quantitative	Not Applicable to the Company's Products and Services	—
	RT-IG-410a.2	Sales-weighted Fuel Efficiency for Non-road Equipment (L/h)	Quantitative		—
	RT-IG-410a.3	Sales-weighted Fuel Efficiency for Stationary Generators (kJ/L)	Quantitative		—
	RT-IG-410a.4	Sales-weighted NOx and PM Emissions for Marine Diesel Engines, Railway Locomotive Diesel Engines, On-road Medium/Heavy-duty Engines, and Other Non-road Diesel Engines (g/kJ)	Quantitative		—
Materials Sourcing	RT-IG-440a.1	Description of Risk Management Related to Critical Materials	Discussion and Analysis	2.5 Responsible Supply Chain	32
Remanufacturing Design and Services	RT-IG-440b.1	Revenue from Remanufactured Products and Services (NTD)	Quantitative	Not Applicable to the Company's Products and Services	—
Activity Metrics	RT-IG-000.A	Production Volume by Product Category (units/sets)	Quantitative	2.1 Business Overview	14
	RT-IG-000.B	Total Number of Employees (persons)	Quantitative	4.1 Talent Attraction and Retention	47

5.3 Sustainability Disclosure Indicators

Industry Sector | Electronic Components

Indicator	Type	Unit	Description	Page
Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Gigajoules (GJ) Percentage (%)	3.3 Energy Management	43
Total water withdrawal and total water consumption	Quantitative	Thousand Cubic Meters (1,000 m³)	3.4 Water Resource Management	44
Weight of hazardous waste generated and recycling rate	Quantitative	Metric Tons (t) Percentage (%)	3.5 Waste Management	45
Types, number, and rate of occupational injuries	Quantitative	Quantity Percentage (%)	4.4 Occupational Safety and Health	54
Product life cycle management disclosure, including weight of discarded products and e-waste, and percentage recycled	Quantitative	Metric Tons (t) Percentage (%)	3.5 Waste Management	45
Description of risk management related to critical material use	Qualitative	Not Applicable	2.5 Responsible Supply Chain	32
Total monetary losses from legal proceedings related to anti-competitive practices	Quantitative	NTD	2.2 Corporate Governance No legal cases related to anti-competitive practices in 2024.	18
Production volume of main products by product category	Quantitative	Units / Sets	2.1 Business Overview	14

5.4 Climate-related Information of TPEx-listed Companies

Item	Description	Page
Describe board and management oversight and governance of climate-related risks and opportunities.	Board of Directors serves as the highest oversight body; the Sustainability Development Committee reviews policies and strategies, supervises execution, and reports ESG performance regularly. An ESG Task Force, chaired by the CEO, assigns supervisors for key initiatives. (See 1.2 Sustainability Development Committee)	7
Explain how identified climate risks and opportunities affect the company's business, strategy, and financials (short-, medium-, and long-term).	Established climate risk management procedures in line with TCFD guidelines; the Environmental Team collects information and assesses short-, medium-, and long-term climate risks and opportunities to ensure alignment with the company's risk appetite. (See 3.2 Climate Action)	39
Describe the financial impacts of extreme weather events and transition actions.	Potential financial impacts and management plans for risks and opportunities are detailed in 3.2 Climate Action – Climate Risks and Opportunities.	41
Explain how the processes for identifying, assessing, and managing climate risks are integrated into overall risk management.	ESG Task Force collaborates with relevant units to develop countermeasures and control mechanisms, regularly reviewing effectiveness to ensure compliance with regulations and external trends. (See 3.2 Climate Action)	39
If scenario analysis is used to assess resilience to climate change risks, describe the scenarios, parameters, assumptions, analytical factors, and key financial impacts.	Conducted carbon warming simulations based on IPCC AR6 and U.S. Climate Center models to assess long-term physical risks, including sea-level rise; RCP8.5 was used to model flood probability changes and identify immediate risks. (See 3.2 Climate Action – Identification of Climate Risks and Opportunities)	40
If transition plans to manage climate-related risks exist, describe their content and the metrics and targets used to identify and manage physical and transition risks.	Potential financial impacts and management plans are detailed in 3.2 Climate Action – Climate Risks and Opportunities.	41
If internal carbon pricing is used as a planning tool, explain the basis for price setting.	No internal carbon pricing mechanism is currently applied.	—
If climate-related targets are set, describe the activities covered, GHG emission scopes, timeframes, and annual progress; if carbon offsets or renewable energy certificates (RECs) are used, specify the source and quantity of offsets or RECs.	Reduction plans for short-, medium-, and long-term targets were developed in reference to Taiwan's NDCs. (See 3.1 Environmental Management)	38
Disclose GHG inventory and assurance status, and outline reduction targets, strategies, and specific action plans.	GHG inventory data and related plans are provided in 3.2 Climate Action – GHG Inventory.	42

5.5 Independent Limited Assurance Report

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Building a better working world

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會計師有限確信報告

日揚科技股份有限公司　公鑒

確信範圍

本會計師接受日揚科技股份有限公司(以下簡稱日揚公司)之委任，對2024年度永續報告書中所選定之永續績效資訊 (以下稱「標的資訊」)，執行財團法人中華民國會計研究發展基金會所發布之確信準則所定義之「有限確信案件」並出具報告。

標的資訊及其適用基準

有關日揚公司之標的資訊及其適用基準詳列於附件一。

管理階層之責任

日揚公司管理階層之責任係依據財團法人中華民國證券櫃檯買賣中心「上櫃公司編製與申報永續報告書作業辦法」之規定，以及參考適當之基準編製標的資訊，包括參考全球永續性報告協會(Global Reporting Initiatives, GRI)所發布之2021年GRI 準則(GRI Standards)，依照永續會計準則委員會(Sustainability Accounting Standards Board, 簡稱SASB)針對工業機械與物品(Industrial Machinery & Goods)產業發布的揭露標準，及 貴公司針對依行業特性所選定之標的資訊，採用自行制定之其他基準，日揚公司管理階層應選擇所適用之基準，並對標的資訊在所有重大方面是否依據該適用基準報導負責，此責任包括建立與維持與標的資訊編製有關之內部控制、維持適當之記錄並作成相關之估計，以確保標的資訊未存有導因於舞弊或錯誤之重大不實表達。

本會計師之責任

本會計師之責任係依據所取得之證據對標的資訊作成結論。

本會計師依照財團法人中華民國會計研究發展基金會所發布之確信準則3000號「非屬歷史性財務資訊查核或核閱之確信案件」之要求規劃並執行確信工作，以發現標的資訊在所有重大方面是否有未依適用基準編製而須作修正之情事，並出具有限確信報告。本會計師依據專業判斷，包括對導因於舞弊或錯誤之重大不實表達風險之評估，以決定確信程序之性質、時間及範圍。

本會計師相信已取得足夠及適切之證據，以作為表示有限確信結論之基礎。

會計師之獨立性及品質管理

本會計師及所隸屬組織遵循會計師職業道德規範中有關獨立性及其他道德規範之規定，該規範之基本原則為正直、公正客觀、專業能力及專業上應有之注意、保密及專業行為。

本事務所遵循品質管理準則1號「會計師事務所之品質管理」，該品質管理準則規定組織設計、付諸實行及執行品質管理制度，包含與遵循職業道德規範、專業準則及適用之法令規範相關之政策或程序。

所執行程序之說明

有限確信案件中執行程序之性質及時間與適用於合理確信案件不同，其範圍亦較小，因此，有限確信案件中取得之確信程度明顯低於合理確信案件中取得者。本會計師所設計之程序係為取得有限確信並據此作成結論，並不提供合理確信必要之所有證據。

儘管本會計師於決定確信程序之性質及範圍時曾考量日揚公司內部控制之有效性，惟本確信案件並非對日揚公司內部控制之有效性表示意見。本會計師所執行之程序不包括測試控制或執行與檢查資訊科技(IT)系統內資料之彙總或計算相關之程序。

有限確信案件包括進行查詢，主要係對負責編製標的資訊及相關資訊之人員進行查詢，並應用分析及其他適當程序。

本會計師所執行之程序包括：

● 與日揚公司人員進行訪談，以瞭解日揚公司之業務與履行永續發展之整體情況，以及永續報導流程；

● 透過訪談、檢查相關文件，以瞭解日揚公司之主要利害關係人及利害關係人之期望與需求、雙方具體之溝通管道，以及日揚公司如何回應該等期望與需求；

● 與日揚公司攸關人員進行訪談，以瞭解用以蒐集、整理及報導標的資訊之相關流程；

● 檢查計算標準是否已依據適用基準中概述的方法正確應用；

● 針對報告中所選定之永續績效資訊進行分析性程序；蒐集並評估其他支持證據資料及所取得之管理階層聲明；如必要時，則抽選樣本進行測試；

● 辨認及測試支持計算的假設；

● 針對來源資訊之相關文件，抽選樣本進行測試以檢查其正確性；

● 閱讀日揚公司之永續報告書，確認其與本會計師取得關於永續發展整體履行情況之瞭解一致；

5.5 Independent Limited Assurance Report

先天限制

因永續報告中所包含之非財務資訊受到衡量不確定性之影響，選擇不同的衡量方式，可能導致績效衡量上之重大差異，且由於確信工作係採抽樣方式進行，任何內部控制均受有先天限制，故未必能查出所有業已存在之重大不實表達，無論是導因於舞弊或錯誤。

結論

依據所執行之程序及所取得之證據，本會計師未發現標的資訊有未依照適用基準編製而須作重大修正之情事。

安永聯合會計師事務所

會計師：洪國森

民國一一四年七月四日

附件一：

編號	頁次	內文標題	標的資訊	適用基準	其他說明
1	43	3.3 能源管理	2024 年度外購電力消耗總量、能源消耗總量及外購電力百分比。	日揚公司依據智慧電錶、電費單及費用報銷單等憑證，統計各廠區消耗能源數據。	「上櫃公司編製與申報永續報告書作業辦法」附表一之十二：永續揭露指標 - 消耗能源總量、外購電力百分比及再生能源使用率。
2	44	3.4 水資源管理	2024 年度台灣水資源數據之自來水總取水量、總耗水量及廢(污)水排放量。	日揚公司依據智慧水錶及水費單等資訊，彙總各廠區取水量及排水量等數據。	「上櫃公司編製與申報永續報告書作業辦法」附表一之十二：永續揭露指標 - 總取水量及總耗水量。
3	45	3.5 廢棄物管理	2024 年度產品生產過程所製造之一般事業廢棄物及有害廢棄物總量及回收百分比。	日揚公司依第三方清運公司記錄所彙總之事業廢棄物總量及其處置方式。	「上櫃公司編製與申報永續報告書作業辦法」附表一之十二：永續揭露指標 - 依法規要求或自願揭露之產品生產過程所製造之有害廢棄物總量及回收百分比。
4	54	4.4 健康安全職場	2024 年度職業災害人數及工傷比率。	日揚公司依勞動部職業安全衛生署相關規定所統計及申報職業災害統計彙總表統計之工傷人數及工傷率。	「上櫃公司編製與申報永續報告書作業辦法」附表一之十二：永續揭露指標 - 說明職業災害類別、人數及比率。

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