

2024 永續報告書

SUSTAINABILITY REPORT

TYC

Lights. Intelligence. Safety.



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About the Report

This report is issued by TYC Brother Industrial Co., Ltd. (hereinafter referred to as TYC). It is structured around six main chapters: Stakeholder Engagement and Material Topic Identification, Sustainable Management and Ethical Governance, Climate Change and Sustainable Environment, Supply Chain Management, Friendly and Healthy Workplace, and Local Care and Social Inclusion. The report details the current sustainability status in the areas of governance, environment, and society (ESG). Stakeholders can gain a clearer understanding of TYC's contributions and achievements in promoting sustainable development through this report.

Report Scopes

This report contains information disclosed between 1 January 2024 and 31 December 2024. If any content spans across different years, it will be clearly indicated in the relevant sections of this report.

The scope of disclosure mainly covers TYC Taiwan Operations (parent company An-ping plant and Tech Park Phase 1~3), excluding overseas subsidiaries and branches in the consolidated financial statements. Please refer to the TYC 2024 Annual Report for information on affiliated companies. Any instances of the other report scopes will be noted in the text.

Compliance in Disclosure

This report is prepared in accordance with the latest version of the GRI Standards (2021 version) issued by the Global Reporting Initiative (GRI) , and "Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies" by the Taiwan Stock Exchange Corporation, as well as SASB Standards – Auto Parts Sustainability Disclosure Topics & Metrics by Financial Stability Board, and Task Force on Climate-related Financial Disclosures (TCFD) to reveal relevant strategies, goals, and action of TYC's material topics. Content indexes are provided in Appendices I to III. Compared to the 2023 Sustainability Report, any instances of historical data been revised will be explained in the text.

Qualified and Certified Information

The quality of the information disclosed in this report includes internal review and external certification, where relevant information and data are disclosed after three stages of internal review.

Internal review: In the initial stage, the members of the Sustainability Committee and the Editorial Board collect, compile, review, and revise the information and data of departments, which are reviewed by the members and department heads. In the second stage, the Executive Office of the Sustainability Committee is responsible for the preparation, proofreading and revision to form the final Sustainable Report. In the third stage, the Sustainability Report is certified by an external third party, submitted to the Chair of the Sustainability Committee and the General Supervisor for approval, and presented to the Board of Directors by the Chair of the Sustainability Committee for approval prior to its release to the public.

External certification: This report has been assured by Bureau Veritas, a fair third party certification agency, with AA1000AS v3 of Type 1 Moderate Level on the inclusivity, materiality, responsiveness, and impact of the information disclosed in this report. The assurance statement is available in Appendix 4 of this report.

The financial data is consistent with the disclosures in the Company's separate financial reports, which have been audited and certified by CPAs; the calculation unit is NT\$, and the relevant statistics are calculated based on internationally accepted standard indicators. The certifications with regard to environment, occupational safety and health, and quality are in line with international standards to ensure that the control measures and implementation processes in different aspects are compliant.

System Certifications Passed by TYC's Operating Locations in Taiwan

Category	Certification	Verification Organization
Financial Statements	International Financial Reporting Standards	Ernst & Young
Sustainability Report	AA1000AS v3 (Type 1 Moderate Level)	Bureau Veritas
Climate Change	ISO 14064-1:2018 organization level for reporting of greenhouse gas emissions and removals	
Environmental Management	ISO 14001 : 2015 environmental management system	Bureau Veritas
occupational health and safety management system	ISO/CNS 45001 : 2018 occupational health and safety management system	
Quality Management	IATF 16949 : 2016 quality management system for organizations in the global automotive industry	
	ISO 9001 : 2015 quality management system	TÜV Rheinland
	ISO 26262 : 2018 functional safety management system	
	FORD Q1 quality certification (FORD PREFERRED QUALITY STATUS)	Ford
Import & Export Safety Management	AEO (Quality Enterprise) certification (Authorized Economic Operator)	Administration of Customs and Excise

Release Overview

TYC issued the first sustainability report in 2022 and will continue to issue annually and publish on the website.

Current version: June 2025

Next version: June 2026

Contact Information

If you have any comments or suggestions about the report or sustainability issues, please feel free to share your valuable opinion with us.

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TYC Sustainability
Report



Official Website



Message from the Chairman

The world is changing at an astonishing speed—people are gradually adopting new behavior patterns, and the feats that seemed impossible in the past are being achieved in a rapid manner through innovative technology. Regardless of the evolution of the times, TYC is committed to supporting customers consistently by continuously providing products that are in line with the times. In 2024, we launched 9 new products and technology R&D results, including full smart lighting for four-wheeled and two-wheeled vehicles, research on imaging optics, and validation of the optical effects of laser engraving. Among them, 2 products—Multi-Pixel Full LED Motorcycle Tail Light and Full LED Tail Light—won the Taiwan Excellence Awards.

While refining our R&D capabilities, we have also valued and paid attention to global warming and climate change issues. By conducting GHG inventory and verification, setting short-term, mid-term, and long-term carbon reduction objectives, implementing the energy management system (ISO 50001), and replacing energy-intensive equipment as planned, the energy intensity in 2024 dropped by approximately 72.5 GJ/NT\$100 million of revenue compared to that in 2023, showing a decrease of around 7.5%. The intensity of GHG emissions was 120.2 tCO₂e/NT\$100 million of revenue, a decrease by about 15 tCO₂e/NT\$100 million of revenue, or a decrease by around 11.09%, compared to the result in 2023. In addition, the waste recovery rate was increased to 35%, and 5.4 million liters of in-house water were recycled and reused. In 2024, all packaging cartons were provided by FSC-certified suppliers. Various environmentally friendly actions have been taken to create a sustainable environment.

The shortage of labor and talent has been an important issue in recent years. As employees are fundamental to the sustainable operation of an enterprise, we have not only built a friendly workplace featuring diversity and inclusion, but also been devoted to developing our own talent. In 2024, we invested a total of NT\$3,489,409 in 23,114 hours of education and training, established a digital learning platform to provide employees with mobile learning solutions, and organized special AI application seminars so that our employees could acquire more AI-related knowledge and apply it to their work. We also improved the working environment for employees through ergonomic engineering to reduce occupational injuries; there were no occupational diseases or major occupational safety incidents throughout the year. Attaching great importance to human rights management, TYC has officially formulated the Labor and Business Ethics Policy and adhered to the Code of Conduct of the Responsible Business Alliance (RBA), to ensure the protection of and respect for the rights and interests of our employees. We have also promoted the due diligence and code of conduct for suppliers, thereby building a supply chain system that guarantees co-prosperity and sustainability.

While striving to achieve business targets, we also fulfill our corporate social responsibility by helping the disadvantaged and showing our care for society. The "TYC Tainan City Charity" and "Compassion and Love Foundation" established by the Company have accumulated donations of NT\$27,823,460 over the years. In addition, we participated in an industrial park's streetlight adoption event, taking care of the streetlights for more than 1.54 million hours in total. We have also actively supported fire safety, donating a multi-functional six-axis drone to the Tainan City Government Fire Bureau and investing up to NT\$1.4 million in fire safety resources. Through these actions, TYC contributes to society's safety and common good.

In the continuously changing environment, we promote the level and depth of our services even more proactively, and make optimal resource allocation based on the transformative mindset and our sustainability achievement. Aiming at "creating meaningful impacts to the world," we look forward to leading the world further and brighter.

Chairman Wu, Kuo-Chen



1

Stakeholder Engagement and Material Topic Identification

1.1 Sustainability Promotion and Development

1.2 Stakeholder Engagement

1.3 Analysis of Sustainability and Material Topics

2024 Performance Highlights

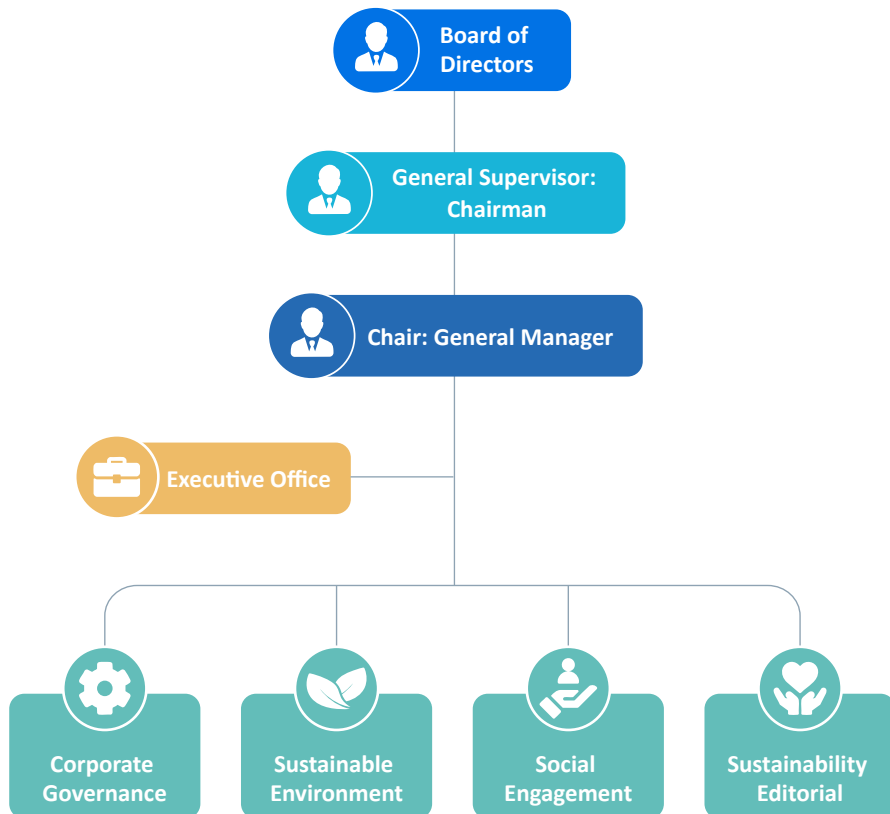
9 Priority Material Topics

In line with the latest version of the GRI Standards (2021 version), a total of nine priority topics have been selected for reporting this year.

1.1 Sustainability Promotion and Development

TYC's Sustainability Committee is the management organization for planning, supervising, and promoting sustainable development strategies. With the "Rules for the Organization of the Sustainability Committee" and the appointment of members approved by the Board of Directors on March 13, 2025, the Sustainability Committee was formally established as a functional committee.

Organizational Chart of the Sustainability Committee



Responsibilities of the Sustainability Committee

Chair

Chair: With the General Manager taking this role

- 1 Formulating, promoting and boosting the Company's policies, annual plans, strategies for sustainable development.
- 2 Reviewing, tracking and adjusting the implementation status and effectiveness of sustainable development.
- 3 Overseeing the disclosure of sustainability information and reviewing the sustainability report.
- 4 Supervising the implementation of the Company's sustainable development principles or other sustainable development-related tasks resolved by the Board of Directors.

Executive Office

Executive Office: With the Administrative Division as the responsible unit

- 1 Developing the operational framework for the sustainable development management system.
- 2 Compiling and implementing the action plans for sustainable development, and perform performance evaluation.
- 3 Fully disclosing relevant and reliable sustainability information according to the sustainability information management policies, relevant regulations and international standards for sustainability information disclosure, in order to enhance the transparency of sustainability information.

Task Force

- 1 Corporate Governance Task Force: Responsible for compliance with corporate governance regulations, development of reasonable remuneration policies and employee performance evaluation system, education and training, and stakeholder communication mechanisms, so that the goal of corporate sustainable development can be achieved.
- 2 Sustainable Environment Task Force: Responsible for the environmental management system, compliance with environmental regulations and international standards, assessment of sustainability transformation, enhancement of resource utilization, response mechanism to climate change, and appointment of a dedicated unit or personnel for environmental management, so that the goal of environmental sustainability can be achieved.
- 3 Social Engagement Task Force: Responsible for human rights management policies and procedures, compliance with human rights-related regulations and international standards, establishment of internal and external communication channels with all members within the organization (i.e. employees, subsidiaries, joint ventures, etc.) and important members of the supply chain, evaluation of relevant risks and management mechanisms, and promotion of community development and cultural development, so that the goal of sustainable management can be achieved.
- 4 Sustainability Editorial Task Force: Responsible for the collection and compilation of sustainability information, compliance with regulations and international standards relevant to the disclosure of sustainability information, and full disclosure of relevant and reliable sustainability information, so that the transparency of sustainability information can be enhanced.

Operation Overview and Meeting Highlights of the Sustainability Committee in 2024

- 1 January 12: Kick-off meeting for the 2023 Sustainability Report and the identification of material topics and TCFD issues:
 - Updates and key points of domestic and international ESG regulations and standards Impact assessment of material topics
 - TCFD identification and assessment, and discussion on short-term, mid-term, and long-term objectives
 - Impact assessment of material topics
- 2 January 17: Group education and training on GRI metrics for the 2023 Sustainability Report:
 - Group-based education and training on GRI metrics and interview on the key results in 2023
- 3 April 1: Discussion meeting on the first draft of the 2023 Sustainability Report:
 - Draft discussion of general disclosures and the issues in the aspects of economy, environment, society, etc.
- 4 April 24 and 25: Verification meeting on the 2023 Sustainability Report:
 - Document review and evaluation by a verification unit

Key Sustainability Issues Reported to the Board of Directors in 2024

- 1 May 9: Progress and planning report of the 2023 Sustainability Report
 - Reporting of the content, verification result and publication schedule of the sustainability report
- 2 August 8: Establishment of the "Rules Governing the Preparation and Filing of Sustainability Reports by TYC Brother Industrial Co., Ltd."
 - The "Rules Governing the Preparation and Filing of Sustainability Reports by TYC Brother Industrial Co., Ltd." approved by the Board of Directors
- 3 November 7: Stakeholder communication report
 - Reporting of the communication with various stakeholders

Sustainable Development Policy

In order to meet the responsibilities and obligations associated with environmental sustainability, social progress, and economic growth, the General Manager and the Chairman have approved the formulation of the Sustainable Development Policy. This policy will enable the effective development and implementation of sustainable development, meet the expectations of stakeholders, and demonstrate the Company's commitment to sustainable development. This policy encompasses the three core areas of sustainability: environment, society, and governance. It is aligned with the United Nations' Sustainable Development Goals (SDGs). We are dedicated to generating sustainable values and collaborating with our stakeholders to foster a virtuous cycle of sustainability.

SDGs - Governance Aspect



Maintain an accountable corporate governance system, strictly adhere to integrity management and business ethics, and comply with laws and regulations.

Actively participate in cultivating talents and sustainable talents. Create company value, enhance balanced communication among stakeholders and protect shareholders' rights and interests.

SDGs - Environmental Aspect



Actively respond to climate change and reduce greenhouse gas emissions. Invest in innovations and green technologies to improve the efficiency of energy consumption. Promote the development of circular economy and continue to engage in the reuse of resources.

Pay attention to water resource management, waste management, and air pollutant management, and take appropriate pollution prevention measures.

SDGs - Social Aspect



Provide employees with a high-quality, safe and healthy working environment, ensure a diversified workforce and protect human rights. Actively participate in public welfare activities to promote social well-being, and encourage employee participations.

Ensure safe working conditions, employee's respect and dignity, environmentally responsible and ethical business operations in the supply chain, building global partnerships for sustainable development.

Important Policies and Regulations

Principles of Corporate Governance Practices

Procedures and Conduct Guidelines for Integrity Management

TYC Supplier's Code of Conduct

Integrity Management Regulations

Principle of Ethical Conduct

Labor and Business Ethics Policy

1.2 Stakeholder Engagement

Identification of Stakeholders

Based on the review of the Sustainability Committee, the major stakeholders in 2024 initially covered government agencies, shareholders/investors, customers, employees, and partners (suppliers/contractors). With the scope of the stakeholders further expanded in consideration of the broadness of the survey, 3 more categories—non-governmental organizations, neighboring communities, and media—were also included. Hence, there were 8 major categories of stakeholders eventually identified: government agencies, non-government agencies, shareholders/investors, customers, employees, partners (suppliers/contractors), neighboring communities, and media.



Stakeholder Communication

Due to the differences in the business of TYC's departments, the major stakeholders don't share the same topics of concern. TYC has communicated and interacted with major stakeholders through diverse channels, regularly or irregularly responded to their topics of concern and feedback in a timely manner, and continuously reviewed and improved the performance of the Company's sustainable development.

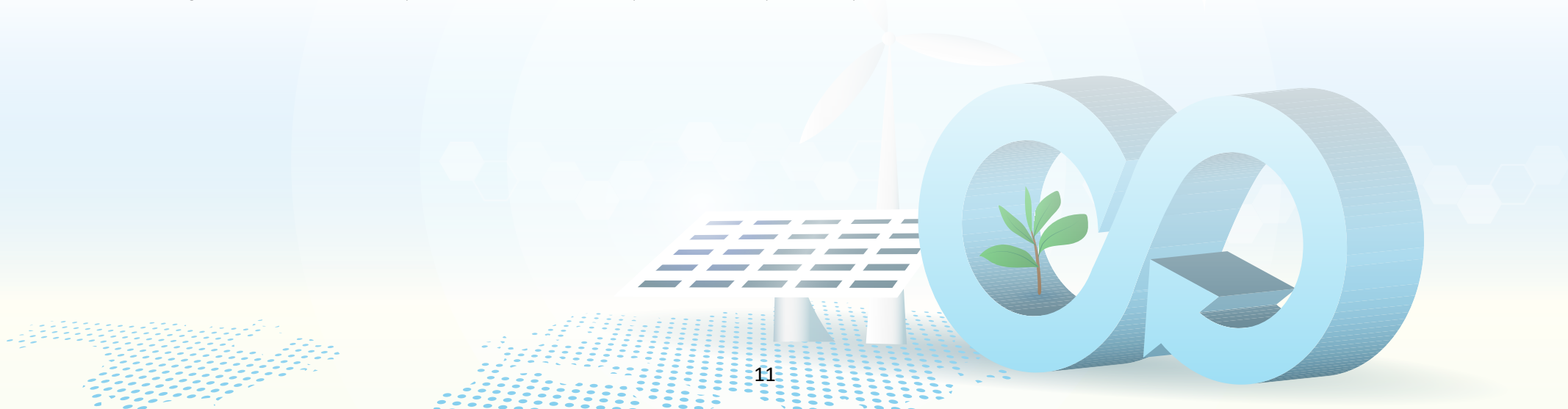
Type	Significance to the Company	Major Topics of Concern in the Industry	Communication Channels / Frequency	Communication Practice(s)	Responsible Department	Corresponding Sections in the Report
 Non-government Agencies	Non-government agencies provide technical advice on various professional fields.	Product Innovation and R&D	Meetings / Irregularly	Meetings of the industry or peer associations / Irregularly	Safe Sanitation Room Coordinator Lin,Chin-Kuo John_Lin@tyc.com.tw 06-3841888#126	2.2 Operation Overview 3.1 Product development and patent management
 Government Agencies	Government agencies supervise and audit the TYC's compliance with different regulations, while TYC pays attention to the latest government regulations and engages in two-way communication for active compliance with policies and regulations.	- Corporate Governance - Greenhouse Gas - Occupational Safety - Legal Compliance	- Dissemination meetings by competent authorities / Irregularly - Official letters from competent authorities / Irregularly - MOPS / Irregularly - Corporate Governance Evaluation / Annually - Telephone and E-mail / Timely - Stakeholder concern questionnaire / Annually	- Participation in 5 labor briefing sessions organized by competent authorities 50 times of correspondence with competent authorities 1 session of Corporate Governance Evaluation in 2024 100 times of communication through telephone and E-mail 1 Stakeholder concern questionnaire survey	Human Resources Development Department Associate Manager Li,Ying-Chuan 06-2658781#170 Nicole_Lee@tyc.com.tw Investment and Financial Management Department Coordinator Yen, Feng-Tzu 06-2658781#121 Amanda_Yen@tyc.com.tw Safe Sanitation Room Coordinator Lin,Chin-Kuo 06-3841888#126 John_Lin@tyc.com.tw	1.1 Sustainability Promotion and Management 2.2 Operation Overview 2.4 Corporate Governance 2.5 Ethics, Integrity and Legal Compliance 3.3 Responses to Risks and Opportunities of Climate Change 3.4 Energy and GHG Management 5.1 Human Rights Management 5.4 Employees' Rights and Benefits 5.7 Occupational Health and Safety 5.8 Fire Safety Management
 Shareholders/Investors	Shareholders/investors play a vital role in supporting and monitoring TYC's robust operation and sustainable development. TYC highly values their interests and aims to create long-term value along with them.	- Economic Performance - Corporate Governance - Risk Management - Legal Compliance	- Shareholders' meeting / Annually - Investor conferences / Irregularly - Investor section on company website / Monthly - MOPS / Irregularly - Annual and financial reports / Annually and quarterly - Stakeholder concern questionnaire / Annually	- Shareholders' meeting attendance rate of 73.79% - Organization of 1 investor conference - Compilation of annual and financial reports for the shareholders' meeting - Publication of 1 sustainability report 1 Stakeholder concern questionnaire survey	Spokesperson Financial Division Deputy General Manager Weng, Yi-Feng 06-2658781#100 tyc2524@tyc.com.tw	1.1 Sustainability Promotion and Management 2.2 Operation Overview 2.4 Corporate Governance 2.5 Ethics, Integrity and Legal Compliance 2.6 Risk Management 3.1 Product Development and Patent Management

Type	Significance to the Company	Major Topics of Concern in the Industry	Communication Channels / Frequency	Communication Practice(s)	Responsible Department	Corresponding Sections in the Report
 Customers	Customers are the key driving force for the sustainable growth of TYC, as well as an important basis for us to continuously deepen our R&D innovation and boost our operational quality.	- Economic Performance - Product Innovation and R&D - Product Liability - Customer Relations - Supplier Management	- Meetings with customers / Weekly - Customer visits / Timely - Telephone and E-mail / Irregularly - Sales Division's mailbox on the Company's website / Irregularly - Exhibition of auto parts in different countries / Annually - New product seminars / Annually - Customer satisfaction survey / Annually - Stakeholder concern questionnaire / Annually	853 meetings with customers 94 customer visits 56,482 times of communication through telephone and E-mail 21 E-mails received through the Sales Division's mailbox on the Company's website - Participation in 3 aftermarket (AM) exhibitions as an exhibitor - Organization of 5 new product seminars for OEM market customers - Recovery rate of customer satisfaction survey reaching 94.5% 1 Stakeholder concern questionnaire survey	Sales Division Director Chao,Yuan-Chun 06 -2658781#358 Jason_Chao@tyc.com.tw	2.2 Operation Overview 2.3 Product image and customer relationship management 2.4 Corporate Governance 2.5 Ethics, Integrity and Legal Compliance 2.7 Information Security Management 3.1 Product Development and Patent Management 3.3 Responses to Risks and Opportunities of Climate Change 4.2 Supply Chain Due Diligence Management
 Employees	Employees are the key force for the sustainable development of TYC. The Company offers a safe and diverse workplace environment with importance attached to employees' physical and mental health and professional growth, realizing a win-win situation between the Company and employees.	- Corporate Governance - Operational Performance - Remuneration and Benefits - Labor Relations - Occupational Health and Safety	- Labor-management meetings / Quarterly - Employee Welfare Committee meetings / Quarterly - Monthly meetings with migrant workers / Monthly - Employee suggestion mailbox / Monthly - Sexual harassment complaint line / Timely - Internal education, training and dissemination / Irregularly - Internal system announcement / Irregularly - Occupational Safety and Health Committee meetings / Quarterly - Safety and environment monthly meetings / Monthly - Safety awareness campaigns / Monthly - Stakeholder concern questionnaire / Annually	6 labor-management meetings (4 regular ones and 2 special ones) 11 Employee Welfare Committee meetings 12 monthly meetings with migrant workers 9 letters collected through the employee suggestion mailbox 921 sessions of education and training in 12 safety and environment monthly meetings and OSH Committee meetings - Safety awareness campaigns reaching 7,809 persons in total 1 Stakeholder concern questionnaire survey	Human Resources Development Department Associate Manager Li,Ying-Chuan 06-2658781#170 Nicole_Lee@tyc.com.tw Safe Sanitation Room Coordinator Lien,Hui-Chin 06-2658781#193 Mavis_Lien@tyc.com.tw	2.2 Operation Overview 2.4 Corporate Governance 3.3 Responses to Risks and Opportunities of Climate Change 5. Friendly and Healthy Workplace
 Suppliers/ Contractors	Only by maintaining long-term and stable partnerships with suppliers can we jointly enhance the value of products and services. Meanwhile, we also exert our influence in the industry to promote the sustainability values such as environmental protection and labor rights together with our suppliers.	- Sustainable Supply Chain (Environmental Protection & Human Rights) - Green Procurement - Local Procurement	- SCM purchase requisitions / Irregularly - Supplier visits / Irregularly - SCM complaint channels / Timely - E-mail and telephone / Timely - Supplier conference / Annually - Supplier evaluation / Annually - Stakeholder concern questionnaire / Annually	37 purchase requisitions - Visits to 20 suppliers 1 supplier conference (77 suppliers involved) - On-site evaluation of 10 suppliers 1 Stakeholder concern questionnaire survey	Purchasing Department Manager Yen, Cheng-Kai 06-384-1888 #265 Ken_Yen@tyc.com.tw	4.1 Local Procurement 4.2 Supply Chain Due Diligence Management

Type	Significance to the Company	Major Topics of Concern in the Industry	Communication Channels / Frequency	Communication Practice(s)	Responsible Department	Corresponding Sections in the Report
 Media	The media is an important carrier of TYC's brand image and sustainability performance, and also represents the public's advice and suggestions to the Company, encouraging the Company to keep improving.	• Economic Performance • Product Innovation and R&D • Social Welfare • Community Care	1 Media interviews / Irregularly 2 Latest news on the Company's website / Irregularly 3 Stakeholder concern questionnaire / Annually	1 2 media interviews 2 8 pieces of latest news on the Company's website 3 1 Stakeholder concern questionnaire survey	Spokesperson Financial Division Deputy General Manager Weng, Yi-Feng 06-2658781#100 tyc2524@tyc.com.tw	2.2 Operation Overview 2.3 Product Image and Customer Relationship Management 3.1 Product Development and Patent Management 6.1 Social Welfare Care 6.2 Community Engagement
 Neighboring Communities	Neighboring communities refer to the neighbors of TYC's operating locations. Maintaining good interaction with them helps promote local inclusion and the Company's image.	• Legal Compliance • Environmental Issues • Social Welfare • Community Care	1 Latest news on the Company's website / Irregularly 2 Visits to local organizations / Irregularly 3 Stakeholder concern questionnaire / Annually	1 8 pieces of latest news on the Company's website 2 3 visits to local organizations for discussion on activities 3 1 Stakeholder concern questionnaire survey	General Administration Section Section Chief Tseng, Tzu-Tung 06-384-1888 #191 Boss_Tzeng@tyc.com.tw	2.5 Ethics, Integrity and Legal Compliance 3.6 Pollution Prevention Management 5.8 Fire Safety Management 6.1 Social Welfare Care 6.2 Community Engagement

1.3 Analysis of Sustainability and Material Topics

To identify material topics to be prioritized for management, TYC built a materiality analysis process by following the disclosure standards of "GRI 3: Material Topics 2021," conducting the double materiality impact assessment, and referring to the Stakeholder concern questionnaire results and the impact assessment by internal supervisors.



Material Topic Identification

Step	Content	Party Engaged
STEP 01 Understanding the corporate context	The relevant standards are as follows: 1 GRI Standards 2 SASB Guidelines - Disclosure topics and metrics for the sustainable development of the Auto Parts Industry 3 Task Force on Climate-related Financial Disclosures (TCFD) 4 United Nations Sustainable Development Goals (SDGs) 5 ESG evaluation agencies (MSCI, DJSI) 6 Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies 7 Topics of concern to stakeholders 8 Industry-related regulations and standards, and topics of the peers 9 Recommendations from sustainability consultants and experts A total of 21 sustainability topics were compiled and included in the questionnaire survey.	
STEP 02 Identifying the actual and potential impacts		
STEP 03 Assessing the significance of impact ("actual," "potential," "positive" and "negative")	Double materiality impact assessment: 1 After the members of the Sustainability Committee and the sustainability consultants discussed various sustainability topics, the impact scenario analysis was conducted. 2 Impact assessment was carried out based on the impact scenarios of each sustainability topic. The "actual," "potential," "positive" and "negative" impacts of the Company's operating activities related to each topic were assessed. Questionnaires on stakeholders' level of concern and on supervisors' rating of impact: 1 Through the distribution of online questionnaires, we investigated stakeholders' level of concern in terms of TYC's sustainability topics, and supervisors' rating of impact that the sustainability topics had on TYC and external stakeholders in the aspects of economy, environment, and society (people). 2 A total of 612 valid questionnaires were recovered this year, including 514 Stakeholder concern questionnaires and 98 impact level questionnaires from supervisors.	1 Sustainability Committee 2 Consultants and experts
STEP 04 Determining the material topics	Ranking of impact: 1 The level of concern and the level of impact of each sustainability topic were analyzed comprehensively, and a material topic distribution map was produced. Then, through internal discussions, the sustainability topics with ratings higher than the average in the aspects of economy, environment, and society (people) were listed as the material topics of the year. 2 For the topics not included in the material topics yet having a certain level of impact, it was decided after comprehensive assessment that they may be listed as supplementary topics or be integrated into other material topics to ensure the balance and completeness of information disclosure in the ESG sustainability report. Determination of material topics: Based on the impact ranking results, the assessment by the Sustainability Committee, and the recommendations from and discussions among the sustainability consultants and experts, 9 material sustainability topics were prioritized for reporting.	
STEP 05 Responding to and managing the topics	Review and approval: The 9 material topics prioritized for reporting were presented to the Chair of the Sustainability Committee (General Manager) and the General Supervisor (Chairman) for approval. Setting of goals and approaches: Responses were made through the Company's management approaches based on the material topics, and short-term, mid-term and long-term goals were set for review and adjustment.	Sustainability Committee

Collection and Compilation of Sustainability Topics

21 Sustainability Topics in 2024



Assessment of the Significance of Impact

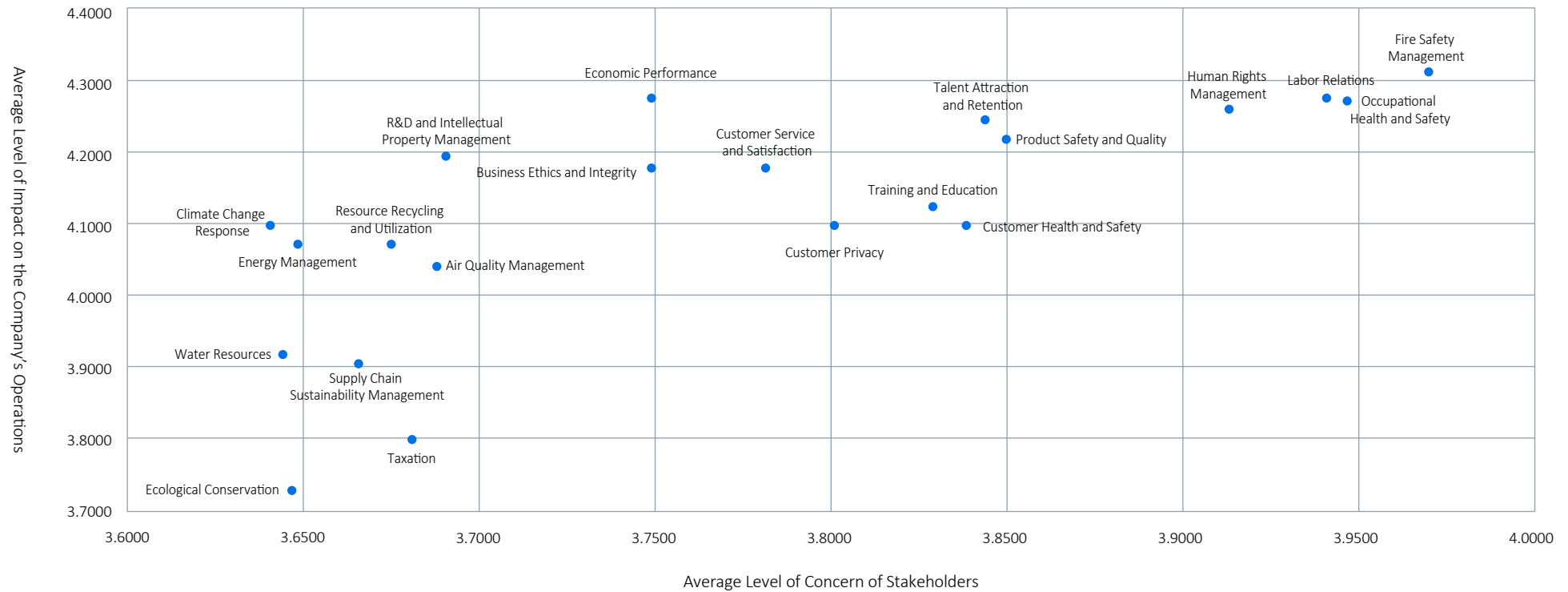
After the members of the Sustainability Committee and the sustainability consultants discussed various sustainability topics, the impact scenario analysis was conducted. Impact assessment was carried out based on the impact scenarios of each sustainability topic. The "actual," "potential," "positive" and "negative" impacts of the Company's operating activities related to each topic were assessed.

Determination of Material Topics

Through the distribution of online questionnaires, TYC investigated stakeholders' level of concern in terms of TYC's sustainability topics, and internal supervisors' rating of impact that the sustainability topics had on TYC and external stakeholders in the aspects of economy, environment, and society (people). A total of 612 valid questionnaires were recovered this year, including 514 stakeholder concern questionnaire from stakeholders and 98 impact level questionnaires from supervisors.

The level of concern and the level of impact of each sustainability topic were analyzed comprehensively, and a material topic distribution map was produced. Then, through internal discussions, the sustainability topics with ratings higher than the average in the aspects of economy, environment, and society (people) were listed as the material topics of the year.

2024 Material Topic Distribution Map



Analysis of Significance of Impact of Material Topics in 2024

ESG Aspect	ESG Aspect	Impact Description	Impact Results
Economy/ Governance	Economic Performance	The revenue and gross profit have been growing positively for 3 consecutive years.	Positive/Actual
	Business Ethics and Integrity	There were no violations of business ethics and integrity in 2024.	Positive/Actual
	R&D and Intellectual Property Management	- In June 2021, Hyundai Motor Company and Kia Corporation initiated legal proceedings against TYC and TYC's U.S. subsidiary, Genera Corp, for patent infringement. The case has been in litigation and has not had a significant impact on the financial and business affairs. The litigation was still proceeding at the end of 2024. - TYC won the Taiwan Excellence Award with 2 products; these 2 award-winning products have been mass-produced and sold, contributing to the revenue.	Positive/Actual
Environment	Climate Change Response	The construction of solar power installation was completed for power generation at the end of 2024. Currently, it is sold to Taipower.	Positive/Actual
	Energy Management	The ISO 50001 energy management system was introduced in 2024; the certification is expected to be obtained in 2026.	Positive/Actual
	Resource Recycling and Utilization	- The waste recovery rate in 2024 was 35%, an increase by about 8.3% compared to that in 2023. - The Company won the 2024 Recycling Volume Award from the Environmental Protection Bureau of the Tainan City Government for the 3rd consecutive year. - No fines for environmental violations were incurred in 2024.	Positive/Actual
Society (People)	Human Rights Management	The Company kept in line with the RBA for human rights management and other relevant issues in 2024.	Positive/Actual
	Labor-management Relations	TYC was fined NT\$100,000 by the Labor Affairs Bureau of Tainan City Government for extending the work time.	Negative/Actual
	Occupational Health and Safety	No fines for OSH-related violations were incurred in 2024.	Positive/Actual

Note 1: Assessment methods of actual/potential positive/negative impacts: (1) Actual: A fact that has occurred; (2) Potential: Something that may occur in the future; (3) Positive: i.e. awards and recognition, operational growth, etc.; (4) Negative: i.e. illegal acts, negative reports, etc.

Note 2: After comprehensive assessment, the topic of employment is listed as a supplementary topic and integrated into labor-management relations, and the fire safety management is integrated into the occupational health and safety.

Note 3: To focus on the key points of the report and enhance the readability of information, only 9 material topics were listed for the analysis of significance of impact.

Comparison Table of Material Topics in 2023 and 2024

Material Topics in 2023	Material Topics in 2024	Comparison
Economic Performance	Economic Performance	Same
Business Ethics and Integrity	Business Ethics and Integrity	
R&D and Intellectual Property Management	R&D and Intellectual Property Management	
Climate Change Response	Climate Change Response	
Human Rights Management	Human Rights Management	
Occupational Health and Safety	Occupational Health and Safety	Different
Talent Attraction and Retention	Energy Management	
Fire Safety Management	Resource Recycling and Utilization	
Customer Privacy and Information Security Management	Labor-management Relations	

In the last stage, based on the impact ranking results, the assessment by the Sustainability Committee, and the recommendations from and discussions among the sustainability consultants and experts, 9 material sustainability topics were prioritized for reporting. The 9 material topics prioritized for reporting were presented to the Chair of the Sustainability Committee (General Manager) and the General Supervisor (Chairman) for approval.

Material Topics and Boundaries in 2024

Aspect	Material Topic	Significance to TYC and Purpose of Management	Internal Boundary	External Boundary							Correspondence with GRI and Various Sustainability Standards	Section of Disclosure
			Company (Employee)	Corporate Shareholders/Investors (Incl. Directors)	Suppliers/Contractors	Government Agencies	Customers	Media	Non-government Agencies	Neighboring Communities		
	Economic Performance	Economic performance is a core issue for business operations. With design capabilities superior to those of competitors in the same industry, TYC produces products with high quality recognized by international customers. In the face of the changes and challenges in the macro environment, it is necessary for enterprises to effectively manage economic performance and related decisions on capital expenditure. The Company has been devoted to new product development, competitiveness enhancement, and production cost reduction, in order to ensure the profitability and create value for shareholders.	●	●	●	●	●	●	●	●	GRI 201: Economic Performance 2016	2.Sustainable Management and Ethical Governance
Economy/ Governance	Business Ethics and Integrity	Business ethics and integrity are the foundation of the Company's continuous development. Establishing clear ethical standards and a culture of integrity helps promote the Company's reputation in the market, foster stable customer relations, and ensure that the Company operates within the scope of laws and ethics to avoid legal and social responsibility risks.	●	●	●	●	●	●	●	●	GRI 205: Anti-corruption 2016 GRI 206: Anti-competitive Behavior 2016 [SASB - Auto Parts] Competitive Behavior [MSCI - Auto Parts] Ethical Corporate Management	
	R&D and Intellectual Property Management	The Company's innovative R&D capabilities not only represent a key strength in the market but also demonstrate a determination to maintain a leading position. Patents provide adequate protection of the Company's intellectual property rights, preventing related technologies or products from being maliciously stolen or copied by competitors. This protects the Company's competitiveness in the marketplace.	●	●	●	●	●	●	●	●	GRI 301: Materials 2016 GRI 302: Energy 2016 [SASB - Auto Parts] Material Efficiency [DJSI - Auto Parts Manufacturer] Innovation Management [MSCI] Clean Energy Opportunities	

Material Topics and Boundaries in 2024

Aspect	Material Topic	Significance to TYC and Purpose of Management	Internal Boundary	External Boundary							Correspondence with GRI and Various Sustainability Standards	Section of Disclosure
			Company (Employee)	Corporate Shareholders/Investors (Incl. Directors)	Suppliers/Contractors	Government Agencies	Customers	Media	Non-government Agencies	Neighboring Communities		
Environment	Climate Change Response	Climate change may lead to extreme weather events that cause production and supply chain disruption and financial losses, may result in higher compliance costs for carbon emission controls, and may affect consumers' and investors' expectations for corporate environmental performance. The Company needs to proactively formulate response strategies to reduce such risks.	●	●	●	●	●	●	●	●	GRI 201: Economic Performance 2016 GRI 302: Energy 2016 GRI 305: Emissions 2016 [TWSE] Climate-related Information of TWSE/TPEX Listed Companies (Table 2) [TCFD] Task Force on Climate-related Financial Disclosures [DJSI - Auto Parts Manufacturer] Climate Strategies and Emissions	3. Climate Change and Sustainable Environment
	Energy Management	Energy management helps reduce costs, increase energy efficiency, keep in line with environmental regulations, cut GHG emissions, enhance corporate image and social responsibility, and effectively respond to the expectations of the market and stakeholders.	●	●	●	●	●	●	●	●	GRI 302: Energy 2016 [SASB - Auto Parts] Energy Management	
	Resource Recycling and Utilization	Committed to reducing the amount of waste, TYC actively recycles and reuses resources to move towards a circular economy. Meanwhile, the Company further promotes the benefits of resource reuse through proper resource classification management, which also helps lower the possibility of environmental pollution.	●	●	●	●	●	●	●	●	GRI 306: Waste 2020	
Society (People)	Occupational Health and Safety	Occupational health and safety is associated with the safety and health of employees at work. It is the key to avoiding labor force outflow and ensuring compliance with OHS-related laws and regulations. TYC implements measures to care for the safety and health of all employees, striving to build a safety culture and create a safe workplace, ensuring the safety of life and property for both employees and community residents.	●	●	●	●	●	●	●	●	GRI 403: Occupational Health and Safety 2018	5. Friendly and Healthy Workplace

Material Topics and Boundaries in 2024

Aspect	Material Topic	Significance to TYC and Purpose of Management	Internal Boundary	External Boundary							Correspondence with GRI and Various Sustainability Standards	Section of Disclosure
			Company (Employee)	Corporate Shareholders/Investors (Incl. Directors)	Suppliers/Contractors	Government Agencies	Customers	Media	Non-government Agencies	Neighboring Communities		
Society (People)	Human Rights Management	TYC provides employees with a work environment that is safe, secure, and respectful, where they are treated with dignity, and ensures the protection of their legal rights from unlawful infringement. We also require all employees and relevant suppliers to uphold high ethical standards and work together to implement corporate social responsibility.	●	●	●	●	●	●	●	●	GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016 GRI 409: Forced or Compulsory Labor 2016 [MSCI - Auto Parts] Labor Management	5. Friendly and Healthy Workplace
	Labor-management Relations	Good labor-management relations are critical to the Company's long-term and stable development. Active labor-management negotiations and cooperation can promote workplace harmony, minimize the risk of labor disputes, improve employee work satisfaction and productivity, and enhance the Company's social responsibility image.	●	●	●	●	●	●	●	●	GRI 401: Employment 2016 GRI 402: Labor-Management Relations 2016	

2

Sustainable Management and Ethical Governance

Material Topic: Economic Performance

2.1 Company Profile

2.2 Operation Overview

2.3 Product Image and Customer Relationship Management

2.4 Corporate Governance

Material Topic: Business Ethics and Integrity

2.5 Ethics, Integrity and Legal Compliance

2.6 Risk Management

2.7 Information Security Management



2024 Performance Highlights

↑5.61%

An increase in annual operating revenue by 5.61% compared to 2023.

2,235 sets

Accumulatively 2,235 sets of lamps certified by CAPA.

Establishment of a new company

Establishment of TYC Americas Auto Parts Company LLC. in the U.S. to strengthen the market deployment and achieve dual-track development of AM and OE.

0 cases

No incidents of corruption and major violations.

Management Approach: Economic Performance

Material Topic: Economic Performance

Positive Benefits Description	Benefiting from the growth of AM market demand in Europe and the United States, along with the impact of the exchange rate, has contributed to the Company's growth in operating performance in 2024 compared to last year. Additionally, the cross-organizational synergy of the global group's division of labor and cooperation has positively impacted TYC's growth. TYC will continue to promote its branded products through its marketing channels with the goal of strengthening its competitiveness in the marketplace and increasing customer loyalty and reliability.		
Negative Impact Description	There has been no actual negative impact in 2024. However, due to the 98% share of TYC's products being exported, its operating revenues will be more affected by changes in the general environment and the exchange rate. Additionally, the increasing demand for higher technological thresholds for automotive lighting products and the environmental requirements related to sustainability issues that result in more stringent material and testing practices will lead to an increase in the Company's development costs and operating costs.		
Remedy/Measures	In the event of a significant economic performance event, critical information will be published on the Market Observation Post System (MOPS) in accordance with the legal time frame.		
Policies	Economic performance is a core issue for business operations. With design capabilities superior to those of competitors in the same industry, TYC produces products with high quality recognized by international customers. In the face of the changes and challenges in the macro environment, it is necessary for enterprises to effectively manage economic performance and related decisions on capital expenditure.		
Commitment	The Company has been devoted to new product development, competitiveness enhancement, and production cost reduction, in order to ensure the profitability and create value for shareholders.		
Short-term Objectives	1 Stable increase in operating revenue and gross profit. 2 Accumulatively more than 2,400 sets of CAPA-certified lamps by 2025.		
Mid-term and Long-term Objectives	1 Setup of a global distribution system to expand the distribution network. 2 Staying on top of the local market in China to expand the scale of the Company's operations. 3 Development of the production and product supply capacity in ASEAN countries. 4 Grasping the development opportunities of customers that are EV manufacturers/emerging and start-up automakers, mainly in Europe and the U.S. market.		
Resources Invested/ Substantial Output	Specific Results in 2024: 1 Stable operational growth with an increase in annual operating revenue by 5.61% compared to 2023. 2 Accumulatively 2,235 sets of CAPA-certified lamps. 3 Establishment of TYC Americas Auto Parts Company LLC. in the U.S. to strengthen the market deployment and achieve dual-track development of AM and OE. 4 Participation in 3 major international exhibitions, with 281 potential customers developed. 5 Education, training, and internal audit procedures related to ISO 27001 and TISAX completed in Q4. 6 No incidents of corruption and major violations.		
Responsible for the Department and Complaint Mechanism	Spokesperson Financial Division Deputy General Manager Weng, Yi-Feng 06-2658781#100 tyc2524@tyc.com.tw		
Evaluation Mechanism	1 The quarterly financial reports are reviewed (or audited) by CPAs with a review (audit) report issued accordingly. After the review and approval by the Audit Committee, the financial reports reviewed (audited) by CPAs and submitted to the Board of Directors are announced and reported. 2 The management holds monthly management and budget meetings to review the status of production, sales, and profitability, so as to make sure the Company operates normally.		

2.1 Company Profile



Vision

To impact the world in a meaningful way

Mission

Increase relevance in a changing market. (Product & Company)
Show energy and youth with image and dynamic platforms
Strengthen and deepen service offerings

Promise

Support clients through changing times
Continue to deliver relevant products

Value

Courage, Innovation, Cooperation, Care

A light that never dims

Everywhere in the world, the light of

TYE is always there

to brighten up and lead everyone on

the bright and safe path



Company Profile



Company History

Company Name	TYC Brother Industrial Co., Ltd	Major Products and Services	Manufacture and sales of automobile and motorcycle headlamps.
Market	Listed Company ▸ Code : 1522	Chairman	WU, KUO-CHEN
Listing Date	October 6th, 1997	General Manager	SU, YAN-SHUO
Industry	Automobile	Equity Structure	Ordinary shares: 50.3% by domestic corporations, 44.09% by domestic individuals, and 5.61% by foreign institutions and foreigners Preferred shares: 79.4% by other corporations, 20.6% by individuals
Date of Incorporation	Septmeber 9th, 1986	Capital	NT\$3,428,978,000
Location of Headquarters	No.72-2, Xinle Rd., South Dist., Tainan City		

Note: Please refer to TYC's 2024 Annual Report for information on the value chain and important processes of upstream and downstream industries.

Taiwan Operations



Plant 1
No. 377, Sec. 2, Bentian Rd., Annan Dist., Tainan City
Area: 62,300 square meters
Departments: Material Supply Division, Production Division, Quality Control Department, MDC.

2003



Plant 3
Area: 20,761 square meters
Department: OEM Sales

2015

1986

An-ping Plant (Headquarters)
No.72-2, Xinle Rd., South Dist., Tainan City
Area: 21,746 square meters
Departments: Management, Administration Division, Financial Division, Sales and Marketing Division, R&D Division, General Manager's Room, Audit Office.



2012

Plant 2
No. 36, Gongye 3rd Rd., Annan Dist., Tainan City
Area: 12,722 square meters
Department: MDC.



Global Locations

The TYC brand is marketed in over 130 countries worldwide, with sales offices and channels in North America, Europe, China, and the ASEAN region. TYC has thus become a leading OEM automobile manufacturer in the world as well as one of the partners and suppliers in AM.

1986

The company's core business is the exportation of automobile and motorcycle lighting and other related spare part products, with the objective of providing customers with quality products and a convenient, one-stop-shopping experience.

107

Valid patents.

1651

Number of employees

15

Global Operations, Sales,
Distribution and Manufacture
Locations

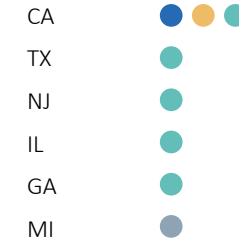
201

Turnover
(hundred millions)

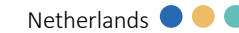


TYC Global Footprint

North America



Europe



Asia



Note 1: The figures for employees and the number of patents for lighting design are for TYC alone (excluding subsidiaries).

Note 2: TYC's turnover is NT\$13,374,748 thousand (excluding subsidiaries).

External Communication

TYC participates in conferences and seminars organized from time to time by manufacturers' associations and trade associations to make suggestions for the development of the industry and focus on future policies for the vehicle industry, and to promote exchanges and cooperative relationships.

Name	Identity During Participation	Participation in Special Projects
Tainan Technology Industrial Park Manufacturers Association	Safe Sanitation Room Project Manager: Wang, Zai-Xing/Director	No
An-ping Industrial Park Association	Safe Sanitation Room Project Manager: Wang, Zai-Xing/Executive Director	No
Taiwan Transportation Vehicle Manufacturers Association	Member	No
Tainan Auto Repair and Parts Association	Member	No
Taiwan Excellent Brand Association	Member	No
Taiwan Auto Parts Industry Association	Core member	No
Automotive Body Parts Association Taiwan Automotive Body Parts Association	Core member	No

2.2 Operation Overview

Major Products and Services

TYC's major products include automobile, truck, bus, and other vehicle-related lighting components, as well as ancillary automotive parts such as blowers, fans, condensers, water tanks, starter motors, generators, mirrors, air filters, lifts, and air-conditioning compressors. The company's principal markets include the automotive lighting after-sales service (AM) sector, the original equipment manufacturer (OEM) market, and the original design manufacturer (ODM) market. TYC is equipped with the capabilities to design, manufacture, and mold professional automotive lamps, thus offering a comprehensive range of lamps and other collision parts to meet the one-stop shopping requirements of customers in the automotive refurbishment market. In light of its market sensitivity and extensive experience in research and development, TYC has integrated internal and external resources to market its products on a global scale under the TYC brand name. The Company's marketing strategy has been implemented across the United States, Europe, China, and the ASEAN countries with the objective of achieving the Company's revenue targets and meeting the expectations of its shareholders.

Main Customers of OEM: The current customers are automotive and motorbike companies.



Automotive



Bus & Truck



Motorbike

Main Customers of AM: The current customers are more traditional types.
Keen to develop different types of customers groups in the future



Importer



Wholesaler/Distributor

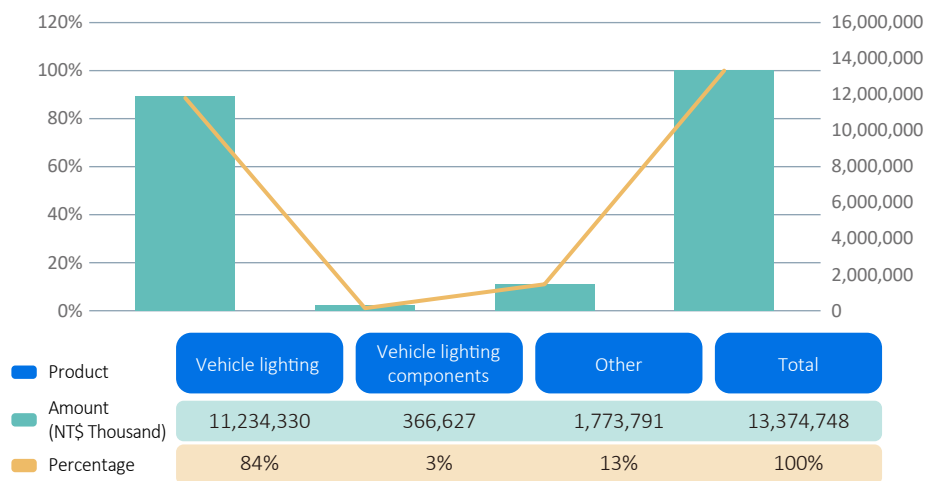


Insurance Company

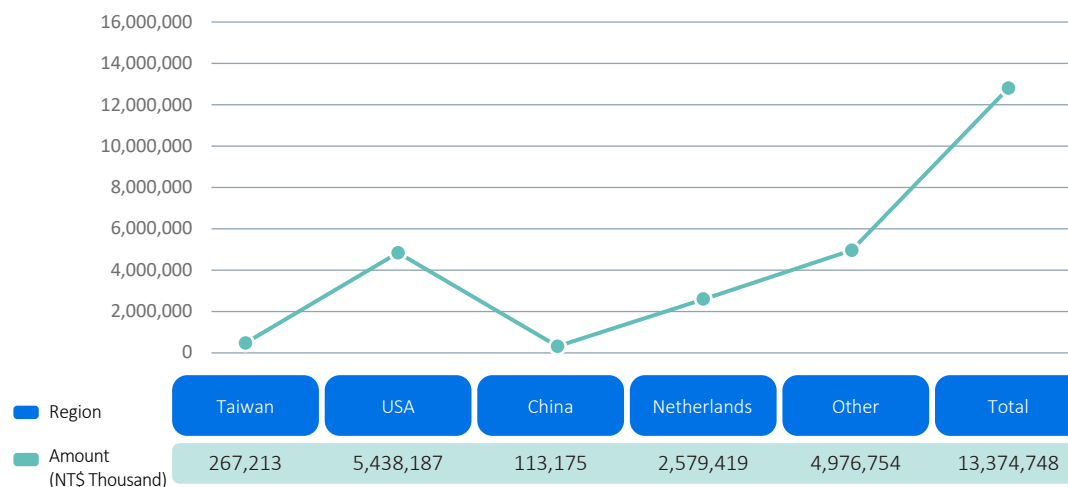


Chain Store

2024 Product Revenue Share



2024 Sales Regions of Major Products



Note 1: The data of the product revenue share and the sales regions of major products is based on TYC only (excluding subsidiaries).

Note 2: The total production volume in 2024 was 7,984,127 pcs, consisting of 6,886,462 pcs for automobiles and 1,097,665 pcs for motorcycles.

Business Development Program

- 1 The OEM capitalizes on the tariff advantage of the Regional Comprehensive Economic Partnership (RCEP) to secure orders from automakers based locally and in member countries, leveraging the Southeast Asian production base as a competitive advantage. Moreover, we are working with our clients to reinforce existing customer relations and develop new vehicle models and projects, with the aim of maintaining a positive outlook for the future.
- 2 In order to expand the largest AM market in North America, we have invested capital and manpower to obtain CAPA certification. As of 2024, 2,235 lamps have been certified by CAPA, and it is estimated that by 2025, more than 2,400 lamps will have been certified. Now we continue to invest all resources to obtain CAPA certification to increase sales in the insurance market.
- 3 The Company has added new strategic product lines and expanded TYC brand products such as compressor for automotive air conditioning, mirrors, condensers, fans, water tanks, blowers, lifts, air filters, chassis parts, electrical products, and new product groups such as automotive electronics, and is actively seeking strategic alliances as "ONE STOP SHOP" with high quality and competitive domestic and foreign manufacturers to strengthen its competitiveness in the market.

Competitive Advantage

- Optical and mechanical patents related to headlamps are the niche that supports TYC's lighting products in international competition. Presently, TYC holds patents in Taiwan, the U.S., the EU (Germany, France), China, and other countries. It is believed that specific optical and mechanical patents are needed to support the competitive niche in the trend of advanced smart lighting solutions, or the Company will be restricted by the patents of other countries and fail to develop products with the best competitiveness.
- The role of headlamps in modeling, design, and development is still associated with the aspects of optics, mechanisms, electronics, thermal flow, and materials. However, future vehicles will be connected with the technologies of AI, 5G, Internet of Things, autonomous driving system, communication, electronics, and applications. TYC has gathered more talent for in-vehicle communication and functional safety to respond to the development of advanced lighting in the future.

Operational Performance

As the environment of the global supply chain changes, we will continue to deploy and develop the OEM business. Through the strategic development of AM and OE, we will promote the applications of green low-carbon technology and high-efficiency integration of resources to drive the steady increase in revenue and profits.

In comparison with 2023, the operating revenue and the gross profit in 2024 grew by 5.61% and 19.13%, respectively. The employee compensation and benefits in 2024 also showed an increase by 7.88% compared to 2023.

The investment tax credits TYC has claimed in the last 3 years in accordance with Article 10 of the Statute for Industrial Innovation are presented in the following table. Furthermore, the Company received \$27,560 of salary subsidies for maternity inspections from the Bureau of Labor Insurance in 2024.

TYC Financial Results in the Last 3 Years

Unit: NT\$ Thousand

Item/Year	2022	2023	2024
Operating Revenue	11,530,952	12,664,171	13,374,748
Operating Costs	9,868,702	10,060,582	10,507,290
Gross Profit	1,662,250	2,423,613	2,887,314
Profit and Loss	671,638	1,359,584	1,690,361
Non-operating Income and Expenses	449,838	(33,868)	156,689
Net Income Before Tax	1,121,476	1,325,716	1,847,050
Net Income from Continuing Operations in the Current Period	932,533	1,093,134	1,544,086
Net Income (Loss) in the Current Period	932,533	1,093,134	1,544,086
Other Comprehensive Income (Net) in the Current Period	202,702	(141,448)	127,031
Total Comprehensive Income in the Current Period	1,135,235	951,686	1,671,117
Earnings Per Share (NT\$)	2.91	3.31	4.76
Employee Compensation and Benefits	1,172,195	1,191,136	1,285,036
Dividends Paid to Shareholders	180,120	623,216	685,796
Income Tax	398	173,451	453,238
Government Fines	65	161	100
Community Investment (Expenses for Donations, Charity, etc.)	1,200	1,258	1,747
Investment Tax Credits (NT\$)	29,168,080	31,314,449	34,723,584

Note 1: The above table shows the data of the condensed consolidated income statement of TYC (excluding subsidiaries).

Note 2: Employee compensation and benefits includes payroll costs, labor and health insurance costs, pension costs and other employee benefits costs, and excludes education and training costs and occupational health and safety costs.

2.3 Product Image and Customer Relationship Management

In terms of TYC's brand image, we present our highlights on the issues of R&D technology, environmental protection, employee welfare, talent recruitment and training, etc. through social media posts online, and participate in international exhibitions where we have face-to-face interactions with customers offline, thereby communicating our brand value and enhancing our brand visibility.

Market Positioning

OEM Market Positioning-Foremost of advanced technology for intelligent luminaires

- Complete quality certification systems, such as IATF 16949, ISO 26262, and Ford Q1, among others, guarantee product quality and uniformity in mass production. TYC's European and North American distribution warehouses enable us to provide immediate supply to a multitude of vehicle manufacturers.
- By employing a cross-departmental dedicated team model for the design and development of new products in collaboration with original equipment manufacturers (OEMs), we are able to exercise control over the development process and provide the most immediate feedback to vehicle manufacturers.
- The Company is engaged in a process of active expansion of its overseas factories, with the objective of meeting the requirements of localized production through the utilization of the Group's resources.

AM Market Positioning-The foremost brand globally for automotive lighting and safety components

- From the aspect of the product: In response to the prevailing market trend, we have expanded our product range to include superior quality and more comprehensive product groups. This strategy is designed to meet customers' expectations for a convenient, one-stop shopping experience, while also fostering customer loyalty and brand loyalty to TYC.
- From the aspect of the market: By leveraging our channel advantages, we have formed strategic alliances with numerous automobile and motorcycle component manufacturers in Taiwan. These collaborations have enabled us to expand our revenue scale and assist our partners in penetrating overseas markets, thereby strengthening the competitiveness of the industrial chain. Furthermore, we have adapted the successful business models of the U.S. and European markets to the Chinese and ASEAN markets.
- It is imperative that we actively enter the insurance certification market in the United States. Doing so will enable us to enhance the quality and value of our products, thereby differentiating ourselves from our competitors in the market.

Product Labeling Requirements

TYC adheres to all relevant marketing and labeling regulations pertaining to the sale of its products. The Company respects the rights and interests of its customers and endeavors to enhance the transparency of its products and services, ensuring that information is clear and unambiguous. In 2024, no violations of product and service information and labeling laws or regulations have occurred.

For the description of various product labeling, regulatory labeling, trademark labeling, product information labeling, and TYC logo marking principle, [please refer to P.31 of 2024 Sustainability Report \(full version\)](#).



Product Labeling
Requirements

Brand Marketing and Communications

As the global economy recovers in the post-pandemic era, TYC's marketing program in 2024 has adopted a "mobility management" approach, which requires sales staff to visit customers in person to understand their needs and provide TYC with the latest products and services. There were no violations of laws and regulations related to marketing and communications in 2024.

In September 2024, the Company participated in the Automechanika FRANKFURT in Germany, the most important professional exhibition for the auto parts industry in Europe that was, according to the official data, attended by 2,807 exhibitors from 70 countries around the world. In November 2024, the Company took part in the Automotive Aftermarket Products Expo (AAPEX) in the U.S., which was attended by 2,500 exhibitors and 48,000 visitors. In December 2024, the Company engaged in the Automechanika SHANGHAI in China, the most important professional exhibition for the auto parts industry in Asia that was, according to the official data, attended by 5,652 indicative enterprises and brands. After the screening by the sales personnel, 281 potential customers across the world from the aforementioned 3 key professional exhibitions were identified.



Group Photo at the Automechanika SHANGHAI in 2024



Group Photo at the Automechanika FRANKFURT in 2024



Automechanika SHANGHAI in 2024 - Group Photo of TYC Thailand Staff

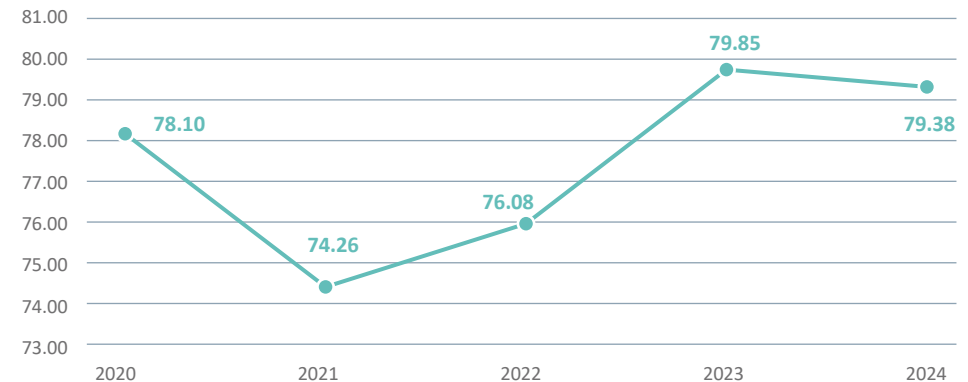


Automechanika SHANGHAI in 2024 - Group Photo of the Marketing Team

Customer Service

TYC has established the "Customer Service and Satisfaction Management Regulations" and "Customer Satisfaction Survey Standards," and conducts regular customer satisfaction surveys once a year to understand market trends and listen to customers' voices, which is the direction of TYC's continuous improvement in the future, so as to exceed customers' expectations of product quality and service standards, strengthen customers' loyalty to the Company, and enhance the Company's competitiveness. The customer satisfaction survey conducted in 2024 yielded an overall score of 79.38, meeting the target score of 75.

Overall Customer Satisfaction Chart in the Past 5 Years



2.4 Corporate Governance

The Board of Directors Operations

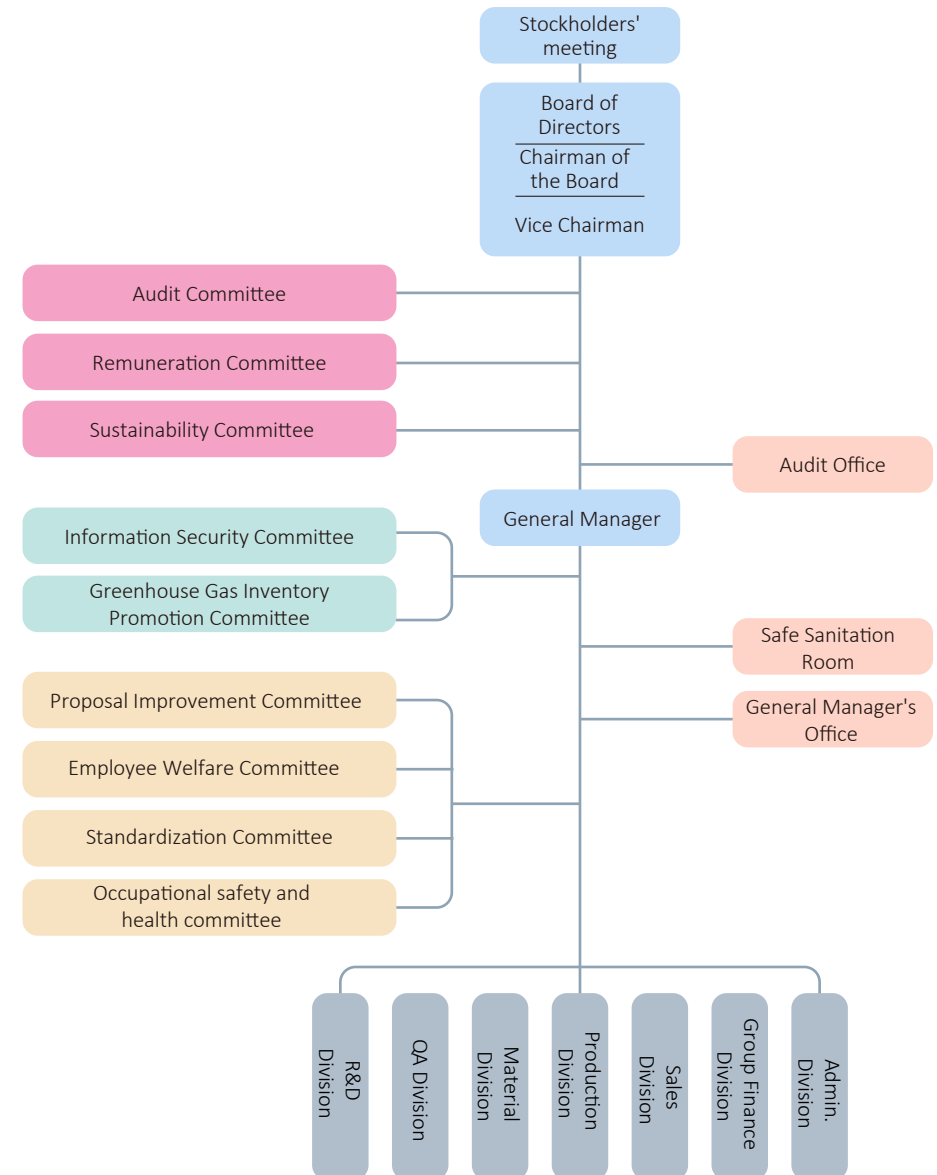
TYC governance system of TYC has been structured in accordance with the Taiwan Securities and Exchange Act and other related regulations. The system is based on the principles of transparency in operations and the protection of the rights and interests of shareholders. The supreme governing body of the Company is the Board of Directors, which is presided over by the Chairman of the Board, who does not occupy any other position within the Company. The Board of Directors is responsible for providing guidance on the Company's strategic direction, overseeing the management team, and ensuring accountability to both the Company and the General Meeting of Shareholders.

The Company has established 3 functional committees, namely the Sustainability Committee, Audit Committee and the Remuneration Committee, as well as six functional committees under the General Manager. These are the Information Security Committee, the Greenhouse Gas Inventory Promotion Committee, the Proposal Improvement Committee, the Employee Welfare Committee, the Standardization Committee and the Safe Sanitation Committee. In addition, seven functional departments have been constituted, namely the R&D Division, the QA Division, the Material Division, the Production Division, the Sales Division, the Financial Division, and the Administrative Division. In accordance with the requirements of the business, as well as the General Manager's Office, the objective is to facilitate top-down, horizontal, cross-functional communication and coordination of the various business areas within the organization, with the aim of improving the quality of decision-making and enhancing its efficiency and effectiveness.

Composition of the Board of Directors

According to Paragraph 3, Article 23 of the Company's Corporate Governance Best Practice Principles, all members of the board shall have the knowledge, skills, and experience necessary to perform their duties.

Company Organization System



The directors of TYC are elected during the shareholders' meeting from candidates capable of acting as directors. The election of directors is conducted in accordance with the Regulations Governing the Election of Directors. The Company has 9 directors (including 3 independent directors, accounting for one-third of the Board); 1 of the independent directors is a certified public accountant, 2 of the independent directors have a professional background in business management, and the other directors have many years of experience in the industry. The Company values the competency of the Board members, with each professional competence required to be possessed by at least 2 directors for diversification; presently, each professional competence is possessed by 2 or more directors. The tenure of an independent director may not exceed 9 years; all the 3 independent directors' tenure is under 9 years. Based on the facts above, the directors are able to carry out the duties and responsibilities of the Board of Directors and protect the interests of shareholders.

The tenure of the Company's directors is 3 years. The meeting of the Board of Directors shall be convened at least quarterly, and may be convened at any time in the event of an emergency. The major resolution of the Board of Directors must be subject to the ratification of the shareholders' meeting. The current Board of Directors was elected for a term that commenced on June 18, 2024 and will end on June 17, 2027. In 2024, 5 Board meetings were held, with an average attendance rate of 93.33% by all directors. In 2024, 1 female director was included. For further details regarding the major proposals and detailed operational information of the Board of Directors, please refer to TYC's 2024 Annual Report.

2024 Directors of the Board

Member	Basic Information						Professional Competence						
Name	Sex	Age	Attendance Rate	Number of Companies Where the Director is Currently Serving as a Director	Independent Director Tenure		Accounting and Finance	Business Management	Foreign Language	Risk Management	Engineering	Leadership	Cross-industry Operations
					Below 3 years	3 to 9 years							
Wu, Kuo-Chen	Male	41-50	80%	None				V	V	V		V	
Wu, Chun-Lang	Male	71-80	100%	None				V		V		V	V
Wu, Chun-Chi	Male	71-80	100%	2				V		V	V	V	V
Wu, Chun-I	Male	81-90	100%	1				V		V	V	V	
Ting, Cheng-Tai	Male	71-80	80%	None				V	V	V	V	V	
Chuang, Tai-Shie	Male	71-80	80%	None				V	V	V	V	V	
Hou, Rong-Hsien	Male	61-70	100%	3		V	V	V		V		V	V
Hsu, Chiang	Male	71-80	100%	1		V		V	V	V		V	V
Huang, Hui-Ling	Female	51-60	100%	None	V		V	V	V	V		V	V

Note: All the directors are ROC nationals. The Chairman and the General Manager are not the same person.

Distribution of the Board Member Diversity Indicators in 2024

Classification / Year and Statistics			2022		2023		2024	
			Number of Participants	Percentage	Number of Participants	Percentage	Number of Participants	Percentage
Director	Gender	Male	9	100%	9	100%	8	89%
		Female	0	0%	0	0%	1	11%
	Age	Under 50	1	11%	1	11%	1	11%
		50~60	0	0%	0	0%	1	11%
		60+	8	89%	8	89%	7	78%
	Academic degree	Graduate Institute	5	56%	5	56%	5	56%
		College	1	11%	1	11%	1	11%
		Other	3	33%	3	33%	3	33%

Note: Formula: Percentage of directors in each category at the end of the year = (Number of directors in the category at the end of the year / Total number of directors at the end of the year) * 100%.
 Percentage of male directors = (Number of male directors at the end of the year / Number of directors at the end of the year) * 100%.
 The result of the percentage of female directors + the percentage of male directors should be 100%.

Communication of the Independent Directors with the Chief Internal Auditor and CPAs

TYC attaches great importance to the implementation of corporate governance and internal control mechanisms, and continues to enhance the communication between the independent directors and the chief internal auditor. In 2024, there were 4 times of communication with regard to the internal audit, which effectively promoted the supervisory function and risk control.

Date	Audit Communication Key Points in 2024
March 14	Reporting on the implementation results of the internal audit plan for 2024
May 9	Reporting on the implementation results of the internal audit plan for 2024
August 8	Reporting on the implementation results of the internal audit plan for 2024
November 7	Reporting on the implementation results of the internal audit plan for 2024 and the internal audit plan for 2025

TYC has held meetings on a regular basis to strengthen the communication between the independent directors and the CPAs. On March 14, 2024, the two parties discussed the audit details of the separate and consolidated financial reports for 2023 and the audit results of the internal control system. The communication went well, which is helpful to improve the quality of financial disclosures and the effectiveness of internal control management.

Communication on Critical Material Events

Each department of the Company regularly/irregularly interacts with stakeholders through routine channels. In case of potential material negative impact on the Company due to stakeholders or sustainability topics, the responsible department will conduct due diligence on the stakeholders or sustainability topics in terms of the financial status, legal compliance records, environmental protection, labor rights/interests, etc., and report the investigation results to the General Manager and the Chairman. The Chairman will then report to the Board of Directors after assessing whether the Company's operations will be greatly endangered based on the specific results, and the Board of Directors will adopt resolutions in accordance with the department's due diligence report and have the responsible department make improvements. In 2024, there were no critical material events.

Directors' Training and Insurance

In accordance with Article 45 of the Corporate Governance Best Practice Principles of TYC, members of the Board of Directors are obliged to attend continuing education courses on a range of pertinent subjects including finance, risk management, business, commerce, accounting, law and sustainability. In addition, they are required to participate in continuing education courses on corporate governance at the time of their appointment or during their term of office at the institutions designated by the Company's Director's Continuing Education Initiative (DCEI). Furthermore, they are responsible for enhancing the professional and legal knowledge of their employee base at all levels.

In 2024, the training courses for members of the Board of Directors included a seminar on the prevention of insider trading, a geostrategic outlook for 2024, and a practical observation of the net-zero trend in the Board's ESG decisions. The mean number of training hours per individual exceeded 6 hours, with 100% of the training hours for all board members aligned with the Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies. Further details can be found in TYC's 2024 Annual Report. In addition, TYC takes out liability insurance every year for all the directors and supervisors to balance their responsibilities.

Chief Corporate Governance Officer

Associate Manager of the Financial Division, Lin, Ya-Hsuan, was appointed by the Company to serve as the Chief Corporate Governance Officer for coordinating and supervising corporate governance-related affairs. Associate Manager Lin has more than 3 years of experience as a financial officer of a public company, and her professional background meets the legal requirements. Thus, she is able to effectively promote the implementation and improvement of the corporate governance system. In order to enhance the professional knowledge and legal literacy of the Chief Corporate Governance Officer, the Chief Corporate Governance Officer took 12 hours of training courses as per law in 2024, with the content covering the Climate Change Summit, labor disputes and corporate governance, etc.

Conflict of Interest Avoidance

In accordance with Article 16 of the TYC Rules of Procedure of the Board of Directors, a director who has a personal interest in a matter under discussion at a meeting shall disclose the relevant details of their interest. In 2024, there were no cases of directors avoiding items of interest at board meetings.



Rules of Procedure
of the Board of Directors

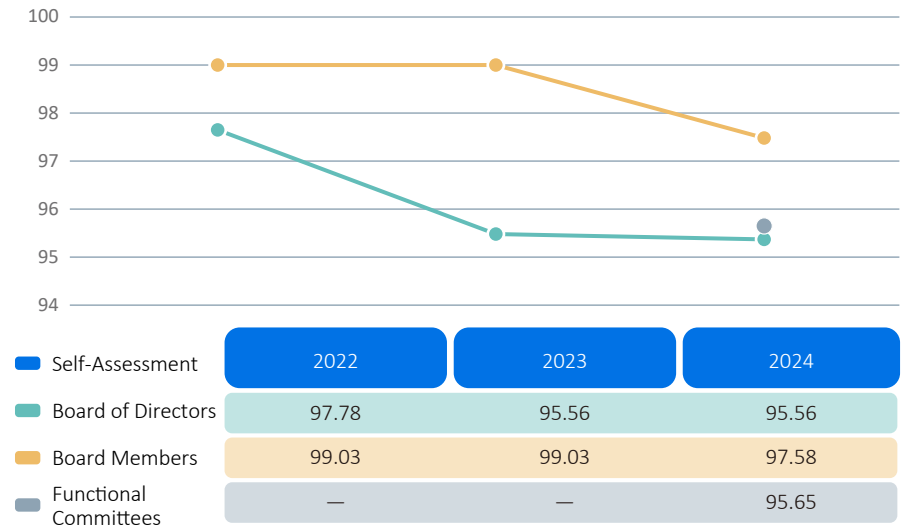


Board Evaluation

In order to implement corporate governance and enhance the functions of TYC's Board of Directors, and to establish performance goals to strengthen the efficiency of the Board's operations, the "Board Performance Evaluation Method" was established.

2024 Board Performance Evaluation		
Frequency	Once per year	
Period	1 January 2024~31 December 2024	
Scope	The Board, each Board member, and the functional committees	
Method	Content	Results
Board Self-Assessment	1 Involvement in the Company's operations	The Board's performance evaluation yielded a score of 95.56%, indicating that the performance was "above standard."
	2 Enhancing the quality of board decisions	
	3 Board composition and structure	
	4 Election of directors and continuing education	
	5 Internal control	
Members' Self-Assessment	1 Mastery of the Company's objectives and tasks	The members' performance evaluations yielded a score of 97.58%, indicating that the performance was "above standard."
	2 Awareness of directors' responsibilities	
	3 Involvement in the Company's operations	
	4 Internal relationship management and communication	
	5 Director's profession and continuing education	
	6 Internal control	
Functional Committees' Self-Assessment	1 Involvement in the Company's operations	The functional committees' performance evaluation yielded a score of 95.65%, indicating that the performance was "above standard."
	2 Awareness of the responsibilities of the functional committees	
	3 Enhancing the quality of decisions of the functional committees	
	4 Composition and appointment of members of the functional committees	
	5 Internal control	

Board Performance Evaluation in 2024



Functional Committees

– Remuneration Committee

In order to improve the remuneration system for TYC's directors and executive officers, the Company established the Remuneration Committee in accordance with the "Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange" with a total of three members (two of whom were independent directors and one of whom was an external expert), who met at least twice a year and whose term of office was set from June 18, 2024 to June 17, 2027.

In 2024, two meetings were held with 100% attendance of all Board members to discuss the 2023 Employee Remuneration and Directors' Remuneration Distribution Plan, the 2023 Board and Directors' Performance Evaluation Plan, the 2023 Directors' Remuneration Payment Plan, etc., which were approved by all attending Board members and proposed to the Board for approval by all attending Board members.

For TYC Remuneration Policy, [please refer to P.40 of 2024 Sustainability Report \(full version\)](#).



Remuneration Policies

Attendance of the Remuneration Committee in 2024

Member	Attendance Rate	Experience of the Remuneration Committee Member
Hou, Rong-Hsien	100%	Certified Public Accountant
Hsu, Chiang	100%	Honorary Chair Professor, Chang Jung Christian University
Lin, Tsai-Yuan	100%	Academic Title and Experience in Financial Accounting-Related Fields

Policy of Remuneration to Directors and Managers:

The matter is handled according to the Articles of Incorporation. Also, the remuneration to directors is subject to the Regulations Governing the Board Performance Evaluation, while the remuneration to managers is subject to the Regulations Governing the Salary Management.

– Audit Committee

The Board of Directors of TYC established the "Rules for the Organization of the Audit Committee" and the shareholders' meeting resolved to establish the Audit Committee to replace the supervisor system. The current members' term commenced on June 18, 2024 and will end on June 17, 2027.

In 2024, a total of 4 meetings were held. The meetings addressed a range of topics, including the evaluation of the efficacy of the internal control system, the financial and business reports, and the appointment of certified public accountants. All of the above were approved by all attending members and all attending directors as proposed.

Attendance of the Audit Committee in 2024

Audit Committee Member	Attendance Rate
Hou, Rong-Hsien	100%
Hsu, Chiang	100%
Huang, Hui-Ling	100%



Rules for the Organization of the Audit Committee

– Internal Audit Organization and Operation

The design and implementation of TYC's internal control system and internal audits are conducted in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies and related laws and regulations. In November 2024, the Board of Directors approved the incorporation of sustainability information management into the audit plan for 2025.

Internal Audit in 2024	
Audit focus for specific business/departments	None
Total number of audit items	560
Audit compliance rate	95%
Improvement rate of non-conformities within the time limit	100%



Internal Audit Organization and Operation

Management Approach: Business Ethics and Integrity

Material Topic: Business Ethics and Integrity

Positive Benefits Description	Integrity management is the code of integrity, honesty, and ethical conduct that TYC's directors, General Manager, and all employees are bound to obey while performing business duties. The Company has established comprehensive reporting channels and a protection mechanism to protect the rights and interests of all stakeholders and maintain long-term cooperative relations.		
Negative Impact Description	The Company faced no negative impact in 2024. The failure to implement business ethics and integrity management may lead to illegal acts that damage the Company's reputation and the trust of stakeholders, and even affect financial performance.		
Remedy/Measures	There are internal and external complaint channels in place. If there is a violation of the integrity management regulations, the HR unit will be responsible for the investigation. The person filing the complaint will be protected by the whistleblower mechanism, and the one violating the regulations will be punished according to the Company's regulations. In the case of a major violation or one that poses a significant risk of substantial damage to the Company, a report should be submitted without delay and communicated in writing to the independent directors.		
Policies	The Company maintains an accountable corporate governance system, strictly adheres to integrity management and business ethics, and comply with laws and regulations. Bylaws such as the Procedures and Conduct Guidelines for Integrity Management, the TYC Code of Conduct, the Labor and Business Ethics Policy, and the Integrity Management Regulations are in place to outline business integrity principles, and to prevent bribery, corruption, and any other improper business activities. Comprehensive internal control and audit mechanisms have also been established to ensure the compliance with policies.		
Commitment	Business ethics and integrity are the foundation of the Company's continuous development. Establishing clear ethical standards and a culture of integrity helps promote the Company's reputation in the market, foster stable customer relations, and ensure that the Company operates within the scope of laws and ethics to avoid legal and social responsibility risks.		
Short-term Objectives	1 Completion of the awareness training for all employees on the concept of integrity management. 2 Orientation training on integrity for new employees, with a training rate of 100%. 3 No incidents of corruption and major violations.		
Mid-term and Long-term Objectives	1 Continuous education and training on integrity management and anti-corruption. 2 No violations of business ethics and integrity management.		
Resources Invested/ Substantial Output	Specific Results in 2024: 1 "Basic Training - Integrity" for new employees and "Seminar on Corporate Anti-corruption and Trade Secrets" for supervisors, with 243 participants for 185.76 hours in total. 2 No corruption or bribery incidents. 3 2 hours of training on prohibition of insider trading, with 17 participants in total. 4 No violations of business ethics and integrity management.		
Responsible for the Department and Complaint Mechanism	Administrative Division Director Hsu, Yu Huei 06-2658781#160 Tyc_Director@tyc.com.tw		
Evaluation Mechanism	The internal control system and the legal compliance audit system.		

2.5 Ethics, Integrity and Legal Compliance

In order to ensure the highest standards of ethical conduct, TYC has established a series of comprehensive guidelines, principles, and regulations. These include Procedures and Conduct Guidelines for Integrity Management, Codes of Ethical Conduct and Integrity Management Regulations. TYC has established a comprehensive system of ethics and compliance with applicable laws and regulations, including an open reporting channel and robust whistleblower protection. The management team exemplifies these values through its own conduct. During the course of 2024, there were no incidents of corruption or bribery.

Codes of Ethical Conduct

In order to provide guidance to TYC's directors and managers on ethical conduct and to ensure that stakeholders are aware of the Company's ethical standards, this Code was established with reference to the "Code of Ethical Conduct of TWSE-listed and TPEX-listed Companies."



Code of Ethical Conduct

Procedures and Conduct Guidelines for Integrity Management

TYC adheres to a set of core principles that serve as the foundation for its business activities, including fairness, honesty, trustworthiness, and transparency. In order to implement the policy of integrity management and actively prevent dishonest behavior, TYC has formulated these Procedures and Conduct Guidelines, which are applicable to directors, managers, appointees, employees, and those who have substantive control over the Company, its group companies, and organizations. All personnel of the Company shall refrain themselves from directly or indirectly offering, accepting, promising, or requesting any improper benefits, or from engaging in any other dishonest or unlawful behavior in the course of performing business activities.



Procedures and Conduct
Guidelines for Integrity
Management

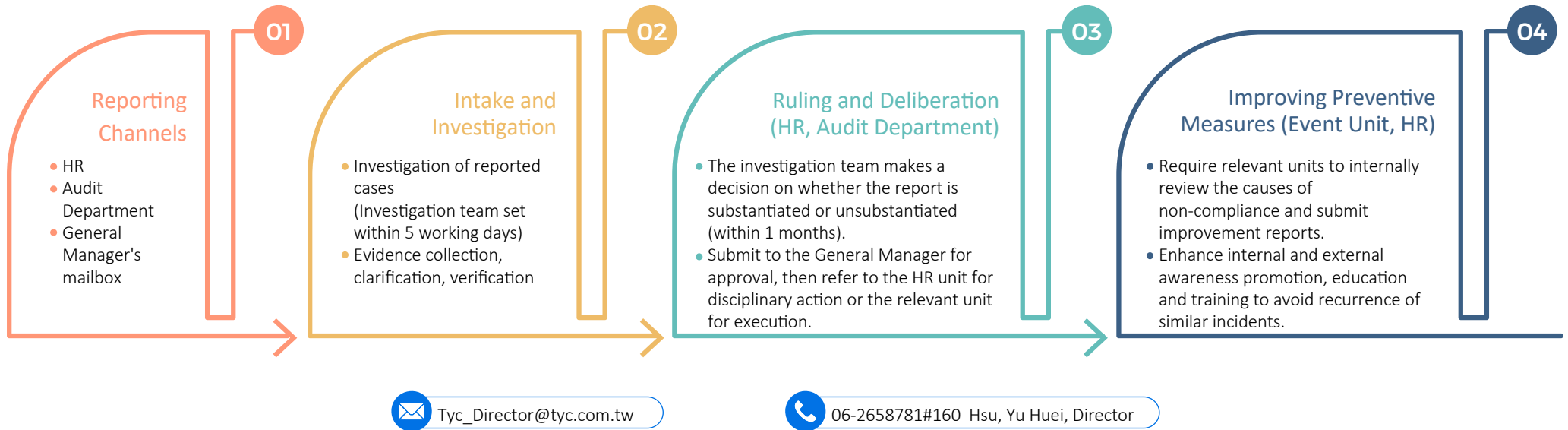
Integrity Management Regulations

TYC is dedicated to upholding the highest standards of integrity in all its business activities, and is unequivocally opposed to any form of corruption or malpractice. To this end, TYC has established the Integrity Management Regulations and transparent "Personnel Reward and Punishment Regulations," which serve to prohibit employees from accepting any form of demands, bribes, or other illicit benefits. In the event that a report or complaint of wrong doing is duly substantiated through a rigorous verification process, the perpetrator will be subject to legal consequences in accordance with the relevant legislation. Meanwhile, the "whistleblower" will also be punished as per law for any false accusation identified.

Unit	Duties
Human Resources	Receives complaints, conducts investigations, submits investigation reports and refers offenders to the Human Resources Department for punishment in accordance with the Company's disciplinary rules.
Audit Department	To formulate and administer the regulations, to receive complaints, to carry out investigations, and to report and punish those who violate the regulations.
Division Managers	Supervise the compliance of subordinates. Report and punish those violate the rules.
External Relations Manager	Announce and publish this policy to third parties, contractors or stakeholders.
Reporting Methods	Reports may be submitted either with the reporter's name or anonymously.
Whistleblower Protection	Confidentiality of the whistleblower's identity and the contents of the report, commit to protect the whistleblower from being unfairly treated as a result of the report.



Integrity Management
Regulations



Prohibition of Insider Trading

Insider trading not only jeopardizes shareholders' rights but also undermines the principles of fairness and integrity in the market. TYC emphasizes corporate governance and sustainable development, and prohibits insiders from trading in securities using non-public information in the market. At least once a year, the Company conducts training for current directors, managers, and other insiders on Internal Procedures for Handling Material Information and other regulations related to the prevention of insider trading. In 2024, for a total of 17 persons, two-hour training sessions were conducted for current directors, managers and other insiders.



Prohibition of Insider Trading



Preventive Counseling and Training

TYC has zero tolerance for corruption. To ensure that all employees and partners are aware of and comply with Integrity management practices and Integrity management procedures, we regularly organize anti-corruption/integrity management education and training for our employees and partners, and regularly announce relevant policies and requirements on our supplier's website to strengthen the implementation of the concept of integrity and to carry out the Company's anti-corruption spirit, and to prevent the occurrence of corruption. In 2024, a total of 267 individuals received anti-corruption education and training.

**TYC Anti-corruption/Integrity Management
Related Education Training Course Statistics**

Year	Party Engaged	Number of Participants (Persons)	Total Hours	Coverage (%)	
2022	New employees	485	242.5	100	
2023		296	148	100	
2024		151	75.5	100	
2022	Managerial	78	41.04	52	58
	Non-managerial	754	404.54	52	
2023	Managerial	10	37.5	1	
	Non-managerial	82	55.25	5	
2024	Managerial	92	110.26	58	7
	Non-managerial	24	75.01	2	

Notes 1: From the end of 2022, in addition to integrity management education and training for new employees on the day they report to work, we have arranged integrity management training, with each unit conducting its own internal training program, and some units (e.g., production lines) will conduct the training in 2023, covering 58% of the above units.

Notes 2: A managerial post is defined as a supervisory role at the team leader level or above.

Legal Compliance

TYC has established various corporate governance rules and regulations, and continues to pay attention to domestic and foreign policies and laws that may affect the Company's business and finances. In 2024, there were no major economic, environmental or social fines Note, and only 1 small-amount penalty was imposed. Detailed improvement and preventive measures are described as follows, and we will continue to proactively review each case of non-compliance, and put forward improvement proposals in order to achieve the ultimate goal of zero violations and zero fines as soon as possible.

2024 Penalty Case Description and Improvement Measures

Violation (Summary of the Person(s)/Matter/ Time/Location)	1 Date of Disposition: May 24, 2024 2 Disposition Reference No.: Nan-Shi-Lao-An-Zi No. 1130720765 3 Violation: The extended work hours exceeded the regulatory limit.
Legal Provisions Violated	Article 32, Paragraph 2 of the Labor Standards Act
Fine	NT\$100,000
Penalties Other than Fines (Work Suspension, Cancellation of Operation Permit, Confiscation)	None
Improvement/Preventive/ Remedial Measures	1 Continue to strengthen recruitment efforts and periodically adjust employee compensation based on market trends to accelerate the hiring process. 2 Require relevant units to comply with overtime regulations, and provide additional personnel to support them in a timely manner. 3 Enhance employees' awareness of the necessity to submit overtime requests in advance and reinforce supervisors' responsibility to review and approve extended working hours.

Note: Pursuant to Article 4, Paragraph 26, Item 3 of the Procedures for Investigation and Public Handling of Major Information of Listed Companies of the Taiwan Stock Exchange Corporation, a single event with the amount of fines reaching NT\$1,000,000 or more in the aggregate.

2.6 Risk Management

In order to implement risk management mechanism and strengthen corporate governance, TYC assigns each authority to perform risk and opportunity identification based on the different aspects of operation management, including operational risk, financial risk, and management system risk. It continues to track and confirm improvement through risk identification and effectively reduces operational risk.

Risk Type	Risk Description	Risk Management Strategy
Sustainable environment	Continuously rising GHG emissions	Introducing measures to reduce carbon emissions and other environmental impacts in a stepwise manner, such as improving the performance of factory facilities and equipment, saving electricity, and developing renewable energy.
	Failure to save energy effectively	Progressively replacing old power-consuming equipment (facilities) such as air conditioning facilities, air compressors, and related motor equipment, constantly installing solar power equipment (facilities), implementing energy management, and obtaining relevant certifications.
	Greater disposal volume and lower recycling rate of waste	1 Domestic waste: Promoting the concept of plastic reduction and environmental protection among employees, imposing stricter requirements for resource recycling and classification, and facilitating resource recycling and reuse. 2 Industrial waste: Facilitating resource recycling and reuse, and constantly increasing the recovery rate.
	Water and electricity shortages	1 Water shortage: Enhancing the level of water leakage inspection of water pipes and increasing the use of reclaimed water. 2 Power shortage: Controlling the public power consumption time, and installing backup power supplies such as batteries or emergency power generators for important equipment.
Employee	Overwork (long working hours)	1 Health risk management: Carrying out the procedures of abnormal workload prevention in a constant manner to take care of the health of employees and prevent the occurrence of major diseases. 2 Occupational disease prevention and management: Continuing the ergonomic hazard prevention and related health promotion activities.
	High turnover rate (labor shortage)	1 Understanding the true causes of employees' resignation through interviews, and making adjustments and improvements based on the causes of resignation. 2 Setting comprehensive welfare programs to enhance the satisfaction and sense of belonging of employees and reduce talent loss. 3 Providing better career development and learning opportunities, such as professional skill training and management courses, to enable the employees to grow. 4 Conducting talent retention evaluation and offering retention incentives to increase the willingness for long-term employment.
Operating performance	Declined competitiveness in the market	1 Production efficiency enhancement and cost control: Making constant investment in automated equipment to reduce the error rate while boosting efficiency and production capacity; optimizing the supply chain and including climate risks into the scope of management to ensure a stable raw material supply. 2 R&D and innovation capability enhancement: Expanding the R&D team with a focus on the innovation of sustainable technologies and eco-friendly products to achieve greater competitiveness. 3 Better quality control and product reliability: Complying with ISO 26262, IATF 16949 and other international standards to ensure product quality and stability, while incorporating environmental sustainability requirements. 4 Internal training and employee development: Organizing regular training related to skills and environmental sustainability to stimulate innovation and activeness, and introducing high-end technical talent to strengthen R&D capabilities. 5 Acceleration of digital and smart transformation: Upgrading the business system by improving collaboration efficiency and data management capabilities, analyzing market demand and climate risks with big data, and optimizing production plans and product adjustment.

Risk Type	Risk Description	Risk Management Strategy
Operating performance	Occurrence of information security incidents	Immediately activating the reporting and response mechanism when an information security incident occurs, which helps reduce operational impact and ensure the stable operation of the business. Please refer to 2.7 Information Security Management.
	Supply chain disruption	1 Reinforcement of supplier management: Conducting the evaluation process required for new suppliers, as well as the regular evaluation and necessary guidance for existing suppliers, so as to make sure that their quality, delivery, and sustainability performance meet the Company's requirements. 2 Diverse supply sources of key raw materials: Having more than 2 qualified suppliers of key materials to diversify the risk, increase supply flexibility, and reduce the risk of interruption due to having only 1 source of supply.

Note 1: For the 3 dimensions - sustainable environment, employees, and operational performance - and the 16 issues assessed, those with a rating higher than the average in each dimension are listed as the topics for discussion.

Note 2: Each department head assessed the risks and issues based on the current operating conditions (probability of occurrence - 1~9 points of the issue's occurrence probability; level of impact - 1~9 points of the issue's impact level on the Company's operations). The probability of occurrence is determined as follows: 1~3 points refer to every 5 years / 4~6 points refer to every 3 years / 7~9 points refer to every year. The level of impact on the Company's operations is determined as follows: 1~3 points refer to a minor level / 4~6 points refer to a moderate level / 7~9 points refer to a severe level.

2.7 Information Security Management

To strengthen TYC's internal data security protection, management mechanism, and customer-related information, the Company has established the "Information Security System Center," a dedicated unit of information security allocating appropriate professional personnel and resources. It was approved by the Board of Directors in April 2024 to formulate information security policy, management procedures and specifications, and implement risk control to achieve the goal of information security management.



Information Security Policy

Implementation and Effectiveness of Information Security Management

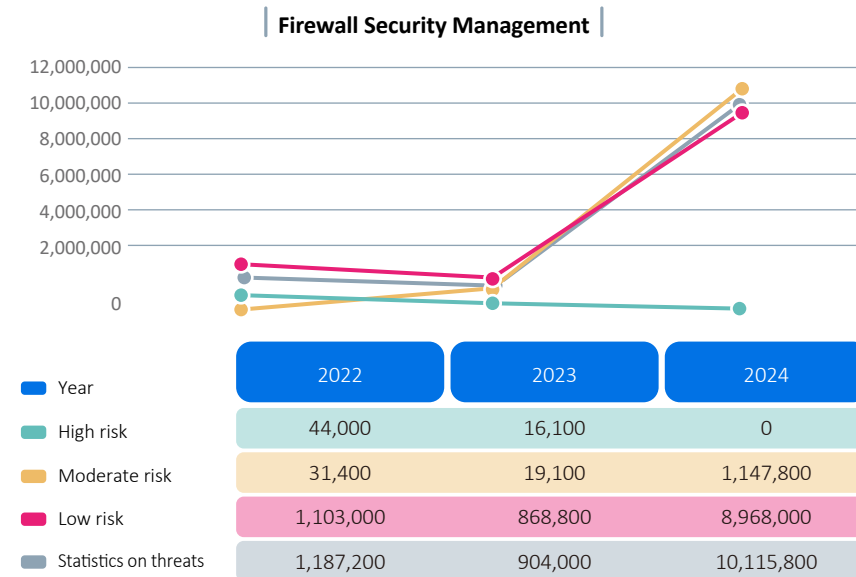
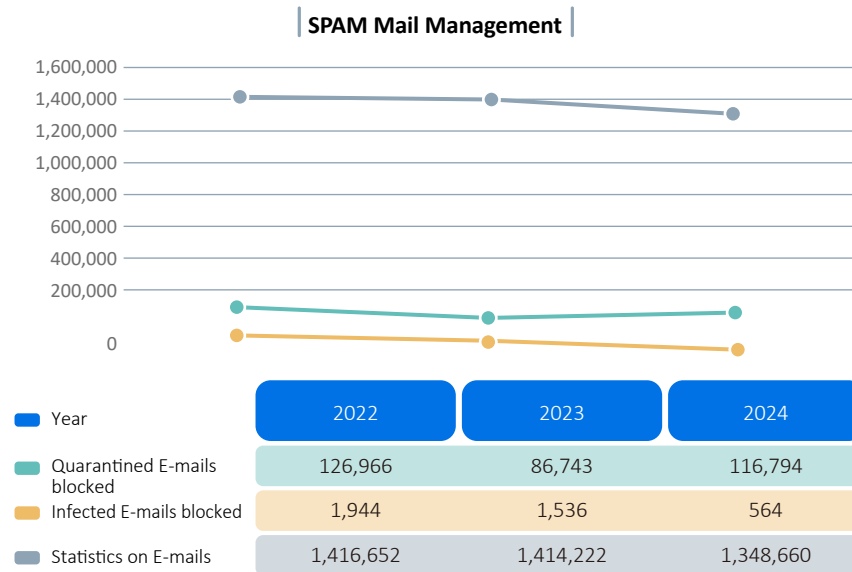
I. In 2024, to enhance the defense ability of information security, NT\$12,731,496 was invested in the following items:

- 1 Maintenance of software, hardware and systems: (1) Software and hardware maintenance contract. (2) AD system upgrade service. (3) Junkmail (SPAM) system protection.
- 2 Hardware upgrade: (1) SAP host virtualization (hardware/storage equipment) (2) Firewall upgrade/replacement
- 3 Update and deployment of antivirus software (EDR/MDR).
- 4 Information security checklist: Once a year.
- 5 Information security scanning: Vulnerability assessment once a year.
- 6 TISAX system construction and consultation fees.

II. Information Security Implementation Status

In order to prevent hacker invasion, TYC has prepared measures such as anti-virus software, employee education, training and awareness promotion on information security, regular update on operation system, software, firewall protection, as well as backup and restoration mechanism to avoid any loss of the Company's cyber assets.

- TYC manages E-mail security by classification, with the types of attacks including mail, application, URLs, and domains.



- The important measures taken by TYC to strengthen information security, including an information security checkup, vulnerability assessment and E-mail social engineering drill, were completed in Q4 2024. The implementation results were described below:

(1) Information security checkup: Key equipment and infrastructure were inspected. After the checkup, a total of 40 suggestions for improvement were listed, with 24 of which of great importance and requiring necessary improvement. Improvements have been made for 23 of them.

(2) Vulnerability assessment: The main servers in the data center were analyzed. There were 41 severe and high vulnerabilities; 21 of them were improved, and the other 20 vulnerabilities left were included in the upgrade plan for 2025.

2024 Vulnerability Assessment: Table of Vulnerability Levels

Vulnerability Level	Total	Improved	To be Improved	Must be Improved by Upgrading OS/AP
Severe	22	9	2	11
High	19	12	1	6
Medium	54	/	/	/

(3) Social engineering drill: A total of 893 employees received the test in Q4 2024, of which 99 employees clicked the "click the link" or "open the attachment" in the E-mail. The 99 employees that had taken the said dangerous actions underwent the information security education and training on March 26, 2025 in 3 batches and all passed further tests.

Statistics on the E-mail Social Engineering Drill in 2024

Item	Data	Note
Employees Receiving the Test	893	
Test E-mails per Person	5	
Phishing E-mails Sent	4,465	
Click the Link	4.48 % (40 employees)	Dangerous actions
Open the Attachment	8.96% (80 employees)	Dangerous actions

Note 1: The dangerous actions are defined as clicking the link or opening the attachment.

Note 2: 120 times of dangerous actions were recorded, with 21 of them done by the same employees. Thus, there were 99 employees in total.

(4) The education, training, and internal audit related to ISO 27001 and TISAX were completed in Q4 2024; the TISAX certification is expected to be obtained in Q2 2025.

Cyber Security Emergency Response Plan

TYC consistently develops robust backup structures and contingency plans for critical systems and data, as well as conducts daily checkpoints. To guarantee the continued reliability of our backup equipment, recovery procedures, and mechanisms, TYC conducts tests and drills on these components every six months. Additionally, the entire personnel receive regular training and education on emergency recovery procedures. In the event of a system disaster, recovery operations are carried out in accordance with the computer system disaster handling procedures. This is done in order to minimize the damage caused by the disaster and shorten the system recovery time.

Time of Abnormality	December 01, 2024	Handling Method	Restoring the SMTP server with Acronis backup software
Abnormal Host	TWSMTP03	Time of Restoration	November 30, 2024
Cause of Abnormality	Failure of the SMTP service due to the abnormality of the SMTP server		

Information Security Risk Assessment

At the end of 2024, the Information Security System Center conducted an inventory of the Company's information assets, and undertaken a risk assessment with which information assets were classified (as hardware, software, personnel, information, or services) and the value of each asset was further identified according to the confidentiality (C), integrity (I), and availability (A).

For information assets identified as high value assets, the risk analysis and quantification were conducted based on the control measures for vulnerability, weakness and threat occurrence rate; the quantitative values were subsequently classified into the following risk levels, and for the items at risk levels A and B, related control measures were implemented.

Table of TYC's Information Security Risk Levels

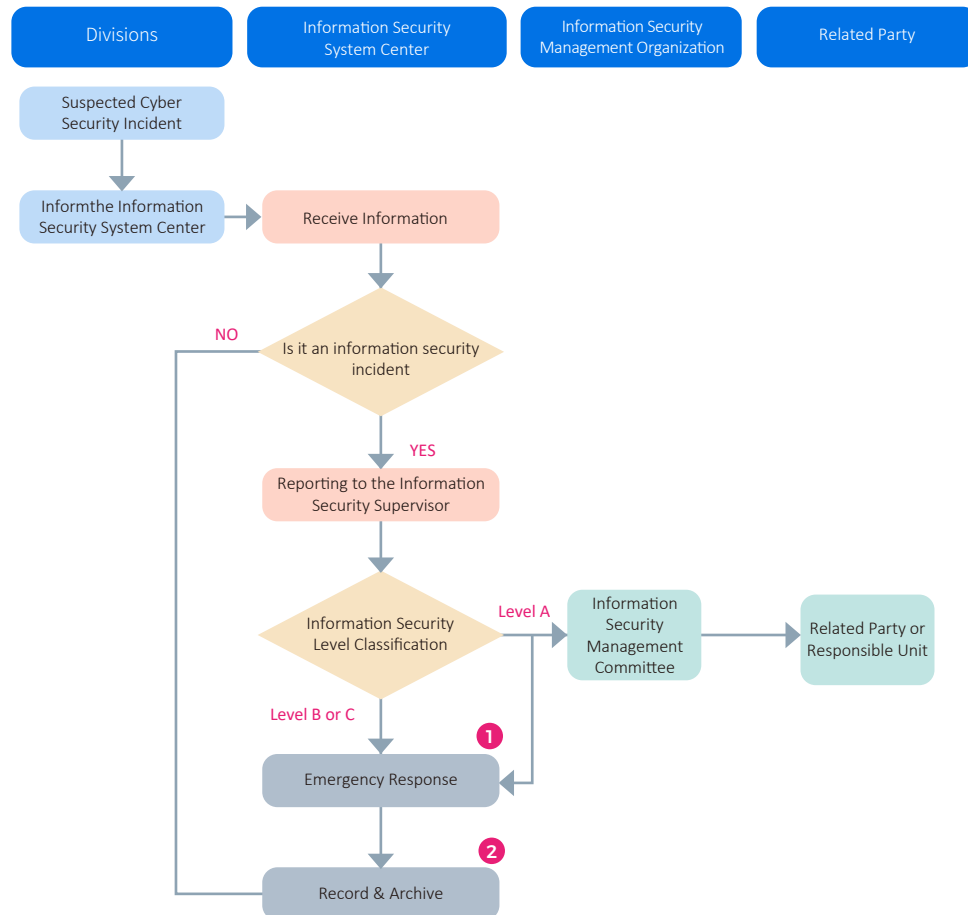
Risk Level	Range	Description
A Severe	60-108	A risk with a high probability of occurrence and insufficient or limited control measures
B High	40-59	A risk with a high probability of occurrence and insufficient or limited control measures
C Medium	24-39	A risk with a low probability of occurrence and comprehensive control measures; a non-urgent risk
D Low	3-23	A risk with a low probability of occurrence and comprehensive control measures; a non-urgent minor risk

In 2024, 2 risk items at risk level B were identified, namely the uninterruptible power supply (UPS) of the data center, and the PDM/PLM system; the relevant control measures have been improved.

Cyber Security Incident Handling and Reporting

Establish corporate risk management mechanism and information security incident handling standard procedures, stipulate relevant process and measures including reporting procedure of information security incident, assign specialists to handle major cyber security incident, loss evaluation and further necessary responding measure, evaluate cyber risks possible impact on the Company's finance and operation and its responding and make up measures.

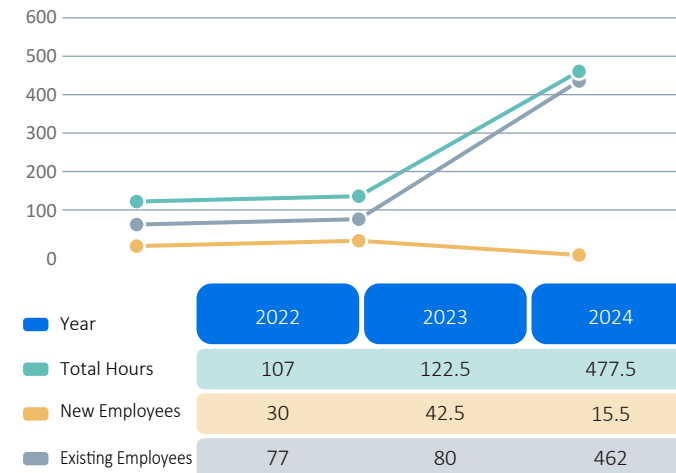
TYC cyber security incident reporting and handling are governed by the following procedures.



Information Security Education and Training

TYC organizes general education and training on information security for new indirect personnel on a quarterly basis, with the content covering the promotion of computer security, data access control, and regulations of internet usage. For existing employees, the information security education and training covering cyber security, confidential data leak, regulations of internet usage, and attack issue is held annually.

Table of Hours of Information Security Education and Training in 2024



Information Security Training for Existing Employees



TISAX Education and Training

To obtain TISAX certification so that the Company's internal information security is strengthened and in line with customer demands, TYC provided a total of 208 hours of TISAX education and training for 32 employees in 2024.

Customer Information Management

At TYC, we prioritize customer privacy and have established comprehensive guidelines for the management of customer information, as outlined in our "Regulations for the Management of Application and Credit Collection of Basic Customer Information." New customers are required to complete the requisite forms and submit them to their supervisors in accordance with the regulations set forth in the standard. In the event that the amount of money in question exceeds NT\$3 million, an external credit investigation will be required. If an OEM customer submits a "Customer Special Requirements Form," the relevant unit must be notified of the request. Documents pertaining to fundamental customer data are generated or revised, and external credit reports or digital records are maintained by the sales and marketing department. In 2024, there was no infringement of customer privacy or compromise of customer information.

3

Climate Change and Sustainable Environment

Material Topic: R&D and Intellectual Property Management

3.1 Product Development and Patent Management

3.2 Manufacturing Process Improvement and Recycling

Material Topic: Climate Change Response

3.3 Responses to Risks and Opportunities of Climate Change

Material Topic: Energy Management

3.4 Energy and GHG Management

3.5 Water Resource Management

3.6 Pollution Prevention Management

Material Topic: Resource Recycling and Utilization

3.7 Resource Recycling and Utilization



2024 Performance Highlights

9 new R&D technologies presented.

2 Taiwan Excellence Award-winning products.

↓15 tCO₂e/NT\$100 million of revenue

Intensity of GHG emissions of 120.2 tCO₂e/NT\$100 million of revenue, a decrease by about 15 tCO₂e/NT\$100 million of revenue (by 11%) compared to 2023.

↓72.5 GJ/NT\$100 million of revenue

Energy intensity reduced by around 72.5 GJ/NT\$100 million of revenue (by 7.5%) compared to 2023.

Management Approach: R&D and Intellectual Property Management

Material Topic: R&D and Intellectual Property Management

Positive Benefits Description	The evolution of lighting technology has progressed from the traditional "light, machine, electricity, and heat" model to the advent of technologically advanced lighting solutions. At TYC, we employ a vertically integrated approach to technology, encompassing research and development, design, optics, and production technology. Our automotive and motorbike lighting solutions not only enhance driving safety but also align with energy-saving, intelligent, user-friendly, and aesthetically pleasing standards.		
Negative Impact Description	In June 2021, Hyundai Motor Company and Kia Corporation initiated legal proceedings against TYC and TYC's U.S. subsidiary, Genera Corp, for patent infringement. The case has been in litigation and has not had a significant impact on the financial and business affairs. We will continue to actively respond to the above litigation in order to protect our rights and interests. This has had a direct negative impact on the organization.		
Remedy/Measures	In the event that an infringement is established, the Company will pay damages in accordance with the judgment, cease sales of the infringing product, scrap the infringing component, modify the infringing part, and eventually file a patent avoidance declaration with TYC headquarters to prevent a recurrence.		
Policies	The Company's innovative R&D capabilities not only represent a key strength in the market but also demonstrate a determination to maintain a leading position. Patents provide adequate protection of the Company's intellectual property rights, preventing related technologies or products from being maliciously stolen or copied by competitors. This protects the Company's competitiveness in the marketplace.		
Commitment	TYC continues to invest in the R&D of advanced vehicle lighting technology, actively expand smart and green product design, and establish technical thresholds through patent deployment and management to protect R&D results, enhance market competitiveness, and achieve both technology innovation and revenue growth.		
Short-term Objectives	1 0 patent infringements. 2 90 valid patents. 3 An increase of 3 new patents per year. 4 Up to 200 sets of new products developed and mass-produced. 5 R&D expenses accounting for 2.5% of overall operating revenue.		
Mid-term and Long-term Objectives	Development of 3 innovative new technologies.		
Resource Input/Specific Output	Specific Results in 2024: 1 0 patent infringements; no new litigation cases. 2 107 valid patents. 3 Up to 250 sets of new products developed and mass-produced. 4 R&D expenses (NT\$359,235 thousand in total) accounting for 2.68% of overall operating revenue. 5 Accumulatively 2,235 sets of CAPA-certified lamps. 6 Presentation on 9 new R&D technologies. 7 2 Taiwan Excellence Award-winning products.		
Responsible Department and Complaint Mechanism	Sales Division Director Chao, Yuan-Chun 06-2658781 #358 Jason_Chao@tyc.com.tw		
Evaluation Mechanism	1 Periodical management of the annuity payment of valid patents and the timeliness for traversing patent rejections. 2 Adoption of IATF 16949 and ISO 26262 to develop product process management, coupled with the implementation of the PDM/PLM system control and the electronic approval system. 3 Inclusion of new product development into the scope of KPI management.		

3.1 Product Development and Patent Management

Quality and Responsibility



Quality Policy

Quality System Certification

Certified Items	Plant Coverage			
	An-ping plant	Tech Park Plant 1	Tech Park Plant 1	Tech Park Plant 1
ISO 9001: 2015 Quality Management System	●	●	●	●
FORD PREFERRED QUALITY STATUS	●	●	●	●
IATF 16949 : 2016 Automotive Quality Management Systems	●	●	●	●
ISO 26262 : 2018 Functional Safety	●	●	●	●
AEO (Authorized Economic Operator)	●	●	●	●

Note: The above certificates are valid for the reporting year.

Certified Items
Certified Automotive Parts Association, CAPA
China Compulsory Certification, CCC
UNECE type approval
EuroAsian Conformity, EAC
AIS type approval
Instituto de Racionalización Argentino de Materiales



Material Selection

In order to avoid impacting the environment and harming the human body, each country has enacted corresponding environmental laws and regulations pertaining to product attributes. At TYC, we check the requirements of relevant environmental laws and regulations on an annual basis to ensure that we remain up-to-date with the latest regulatory trends. We also encourage manufacturers, relevant responsible employees, and personnel for legal affairs to receive regular education and training on environmental laws and regulations, so as to keep pace with the latest regulatory development. Through systematic management measures such as material selection, legal reference, and substance specifications, the potential impacts of OEM products on health and safety are taken into account during the design process evaluation to ensure the compliance with related standards. There were no violations of regulations governing the effects of products and services on health and safety in 2024.

Substance Specifications and Practices

No.	Substance Specification	Practice
1	PPW (Directive on Packaging and Packaging Waste)	- When the product is initially developed, the specification sheet will usually indicate whether the product is subject to REACH and other environmental requirements, and the relevant staff in the technical research institute will be informed. - Examine the bill of materials to see if there are any suspect parts (parts that are more likely to contain restricted substances, such as electronic circuit boards). - For suspect parts, ask the manufacturer for the declaration and material number. - Integrate the declarations, material data sheets, or test reports from each component manufacturer to produce a declaration for the whole lamp. - Or compile the data for the whole lamp from the material data sheet provided by the manufacturer and check compliance step by step. - Or send the whole lamp for testing at the customer's request to obtain the restricted substances test report.
2	POPs (Persistent organic pollutants)	
3	REACH (Regulation (EC) No 1907/2006)	
4	ELV (End-of-life Vehicle › ELV)	
5	TPCH (Model Toxics in Packaging Legislation)	
6	TSCA (Toxic Substances Control Act)	
7	California Proposition 65	
8	Global Automotive Declarable Substance List	
9	Conflict Minerals	

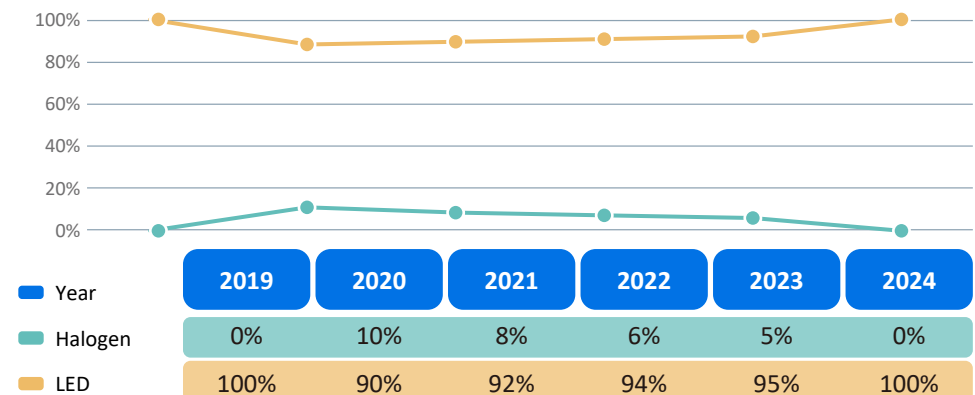
In accordance with the Conflict Minerals Procurement Policy, manufacturers are required to refuse to use minerals from regions that do not meet the requirements of humanism. Furthermore, manufacturers are required to provide declarations. The Company has also requested that suppliers conduct surveys on conflict minerals.

Headlamp Energy-saving Design

- LED Lighting Design

TYC is committed to energy conservation and carbon reduction in the design and development of automotive lamps. For new designs, the Company suggests that car manufacturers use the high-brightness energy-saving LED alternatives instead of the traditional halogen bulbs as light sources. In 2024, the percentage of using LED bulbs has reached 100%.

OEM Trends in the Use of Halogen and LED Light Bulbs in Products



With the introduction of LUCIDSHAPE Optical Design optical simulation software, the energy saving ratio is improved as follows:

Light Function	Halogen (W)	2023			2024		
		LED (W)	Energy Saving (%)	Light Efficiency (%)	LED (W)	Energy Saving (%)	Light Efficiency (%)
Headlight Low Beam	55.w	19.5w	65%	50%	19.5w	65%	58%
Headlight High Beam	60.w	25.9w	57%	48%	25.9w	57%	58%
Car Turn Signal Indicator (Front)	21.w	NA	NA	NA	12.w	43%	60%
Motorbike Turn Signal Indicator	21.w	1.8w	91%	70%	1.8w	91%	60%
Daytime Running Lamp	35.w	13.8w	61%	46%	13.8w	61%	47%
Front Fog Lamp	55.w	6.w	89%	69%	6.w	89%	55%
Brake Lamp	21.w	3.1w	85%	65%	3.1w	85%	55%
Front Position Lamp	5.w	1.2w	75%	58%	1.2w	75%	50%
Rear Position Lamp	5.w	0.7w	86%	64%	0.7w	86%	48%

Note 1: Calculation of energy saving ratio = (Halogen W - 2024 average LED W) / Halogen W*100%.

Note 2: The energy saving ratio of LEDs covers the output lumen value of light consumption, LED thermal decay, LED module heat, and total heat dissipated.

Note 3: Optical energy efficiency includes the application area of reflective surface, reflectivity, penetration rate, size of mechanism space, customer input shape, and penetration material.

Note 4: As OEM LED products are not terminal products, the energy saving can only be calculated using the product specifications, and the power reduction ratio is shown in percentage (The main reason for not using the joule unit is to avoid the inaccuracy of the data caused by applying too many assumptions).

- Lightweight Design

Automotive matrix headlamps, which combine driving safety and lighting functions, feature complex product structure and require the application of a large amount of materials. Hence, TYC has invested in the research and development of Liquid Silicone Rubber (LSR) to solve this problem. Product R&D performance in 2024: Product No.: 20-J137/38; to the stage of mass production on January 24, 2025.



20-J137/38 Headlamps

Process Improvement

Automated PLASMA spraying has been introduced as a replacement for manual primer application to effectively strengthen the adhesion of lamp coating, improving product quality and customer satisfaction. 7 units were introduced in 2022, with 400 cans estimated to be saved annually. 1 unit was introduced in 2023, with 63 cans estimated to be saved annually. 2 units were introduced in 2024, with 107 cans estimated to be saved annually.

Saving of Organic Solvent (Cans)

Year	2022	2023	2024
Number of New Units	7	1	2
Number of Cans	400	63	107
Total Number of Cans: 570			

Award Recognition



Taiwan Excellence Award Vehicle Lighting Products

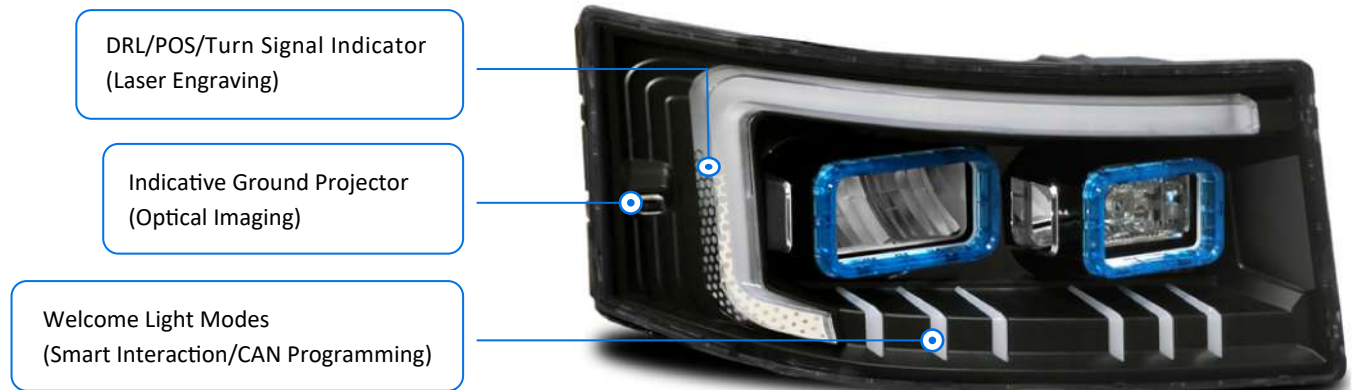


Note: Please refer to the website for a detailed list of previous year's award recipients. <https://www.tyc.com.tw/news>

2024 R&D Results

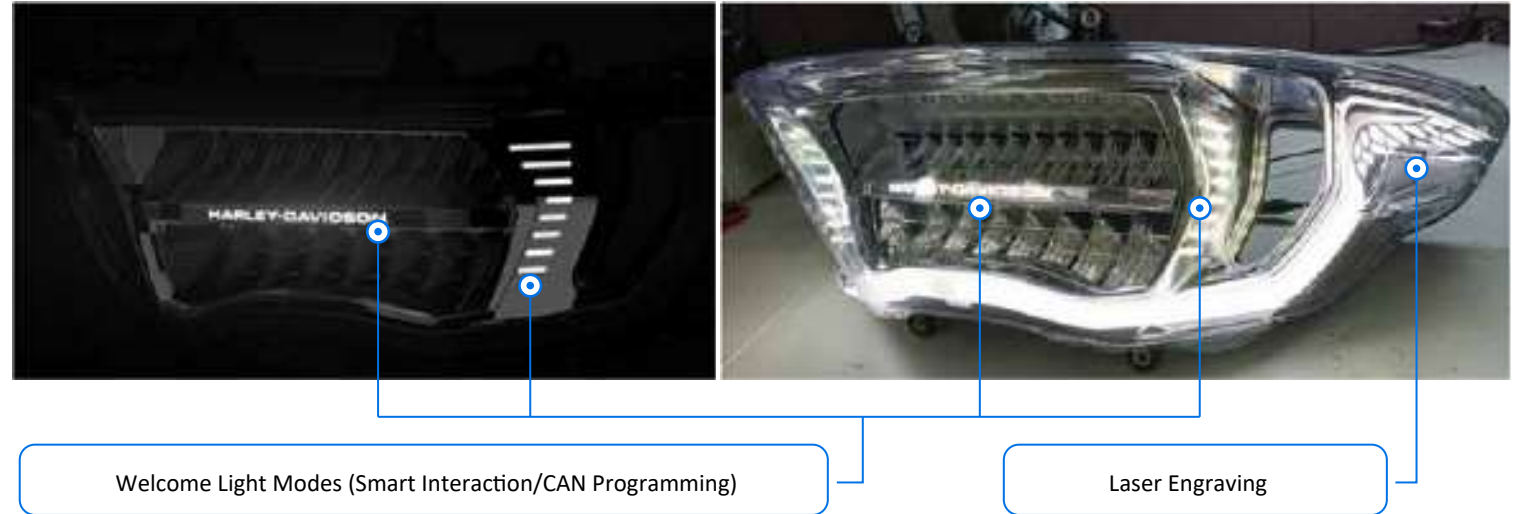
1. Full Smart Headlamp for Four-wheeled Vehicles

The headlamp has the functions of low beam light, high beam light, POS (laser engraving), turn signal indicator, and welcome light.



2. Full Smart Headlamp for Two-wheeled Vehicles

Its dynamic welcome light modes allow the rider to enjoy random lighting animation effects with greater aesthetic appeal when the vehicle is unlocked. The function may be customized based on the customer's needs.



3. Research on Imaging Optics

The lighting featuring smart interaction can meet the lighting needs in the market, and improve the safety of drivers and pedestrians.



Optical Software CODE-V



Left-turn Signal Projected on the Ground to Enhance Safety

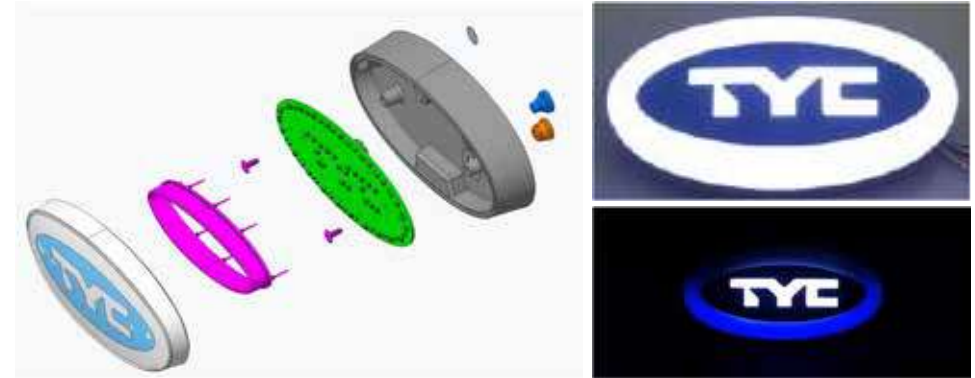
4. Verification of the Optical Effects of Laser Engraving

Laser engraving is adopted to produce samples of different proportions of laser engraving to verify its effects on optical transmittance.



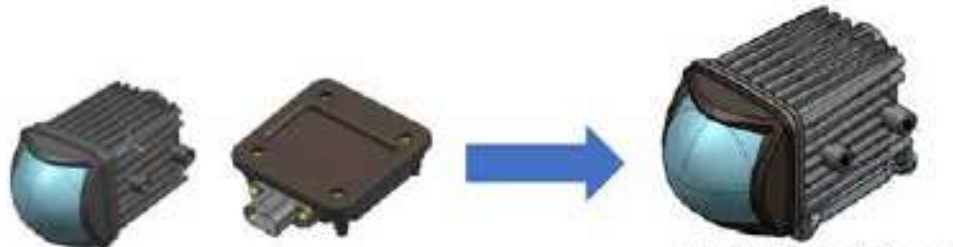
5. Manufacturer Logo Light

This helps our brand customers improve brand identity, increase the visual representation of the vehicles, and provide a variety of modes for customization, such as white light, RGB multi-color changing, dynamic sequential mode, side light, etc. The RGB LED may also go with diffuser lens for visual refinement and uniqueness of the whole vehicles.



6. Compact Motorcycle High/Low Beam Light

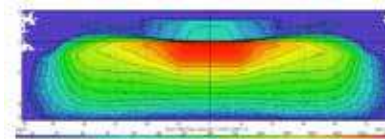
The motorcycle lighting has a smaller size and lighter weight while retaining the high performance and features of an independent waterproof light module. It not only helps in cost reduction, but also allows lower energy consumption with its light weightness.



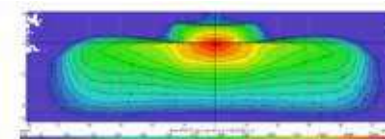
Dimension: 80x72.5x123(mm)
Weight: 400g

7. Slim Motorcycle with Matrix Low/High Beam Light Module

The small opening slim lighting design features a short optical depth of only 80mm, and is equipped with waterproof and anti-dust functions, built-in driver, and a formed housing. Meanwhile, its wide optical performance also meets the requirements of heavy motorcycle lighting, and satisfies customers' demand for shorter development cycle.



Low beam



High beam



8. Dynamic Visual Tail Light

The brand-new LED matrix lighting design combines the CAN Bus communication technology and the welcome light animation with 3-stage motion designs.



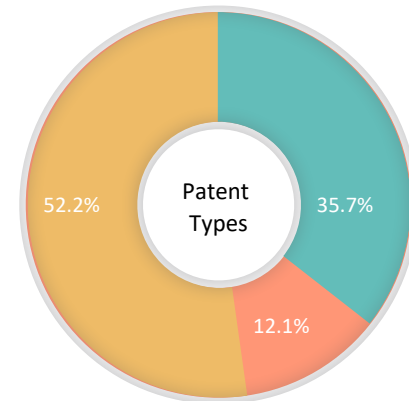
9. Tail Light for TOYOTA GR86

The full LED tail light that TYC tailored for TOYOTA GR86 and SUBARU BRZ presents the classic design of two light circles that shine brilliantly like eye-catching rubies.

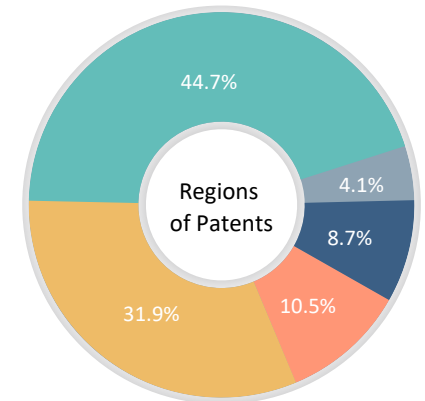


Patent Management

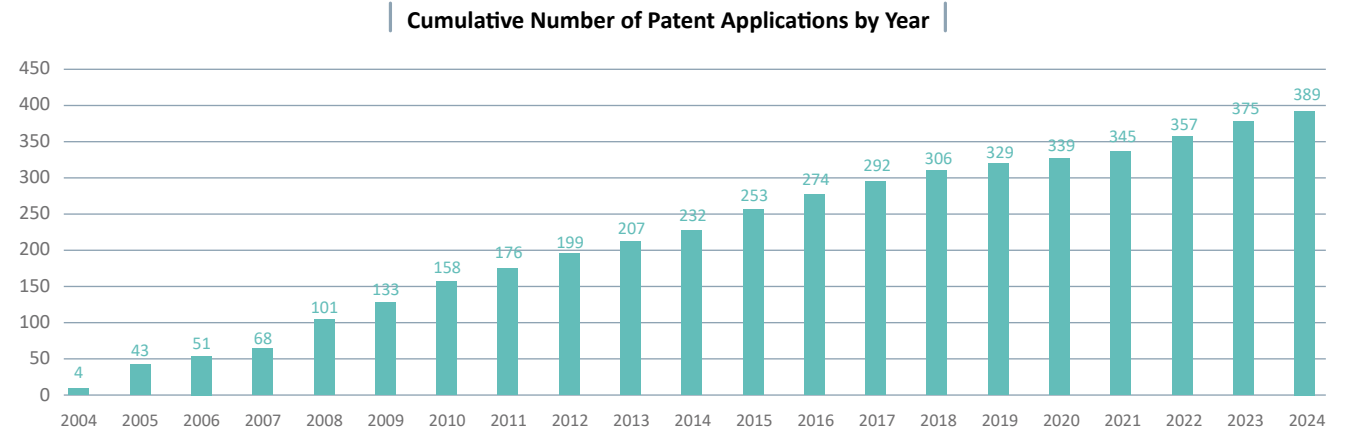
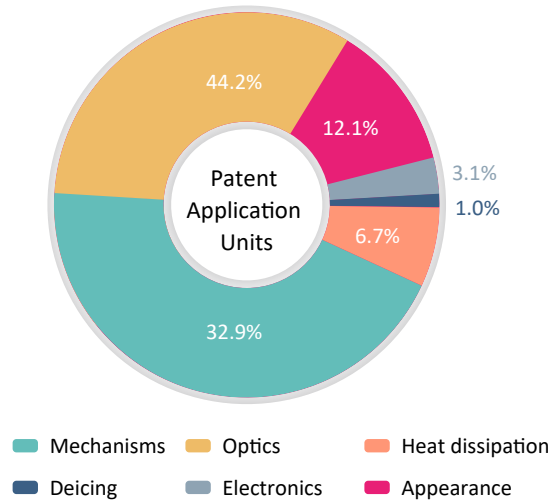
In 2024, TYC's R&D expenses reached NT\$359,235,000, representing approximately 2.68% of the consolidated operating income of NT\$13,374,748,000 which is sufficient to reflect TYC's robust R&D capacity and core technologies. TYC's optical and mechanical patents form the foundation of our international competitiveness. From 2004 to 2024, TYC filed a total of 389 patent applications, of which 107 have been registered and remain valid, and 14 are currently pending. The Company will maintain its competitive edge through continued investment in R&D, coupled with a robust portfolio of optical and institutional patents. This strategy will enable us to capitalize on the promising future market for intelligent and advanced lighting fixtures.



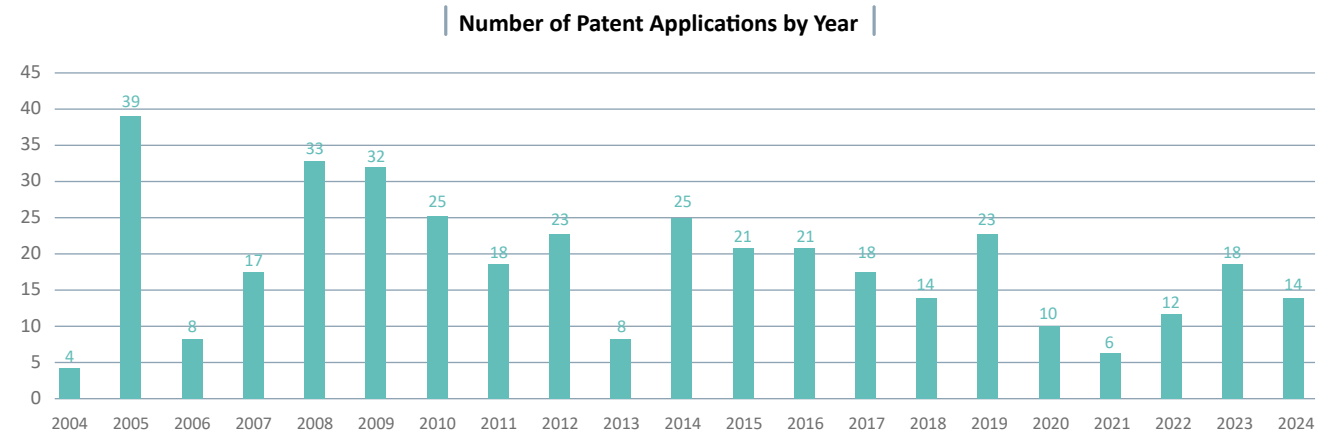
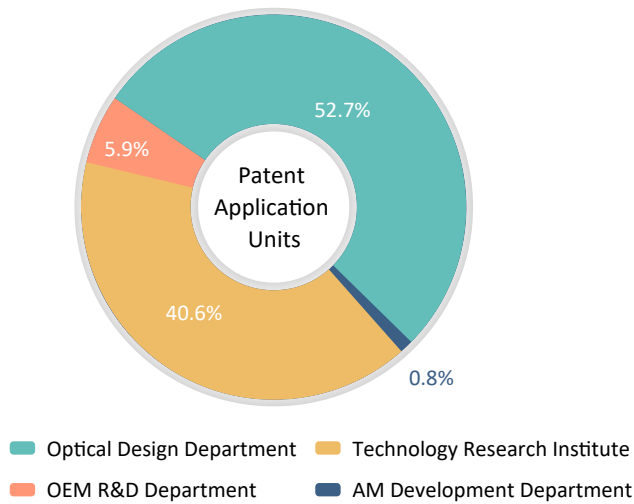
■ Invention ■ Utility Model ■ Design



■ Taiwan ■ China ■ USA
■ Europe ■ Others



Note: The number of applications accumulated over the years includes valid, invalid, and pending applications.



3.2 Manufacturing Process Improvement and Recycling

Main Materials Used

The total weight of TYC 2024 materials used in primary production and packaging is 6,934.3 metric tons, out of which 1,912.7 metric tons are non-renewable materials and 5,021.6 metric tons are renewable materials.

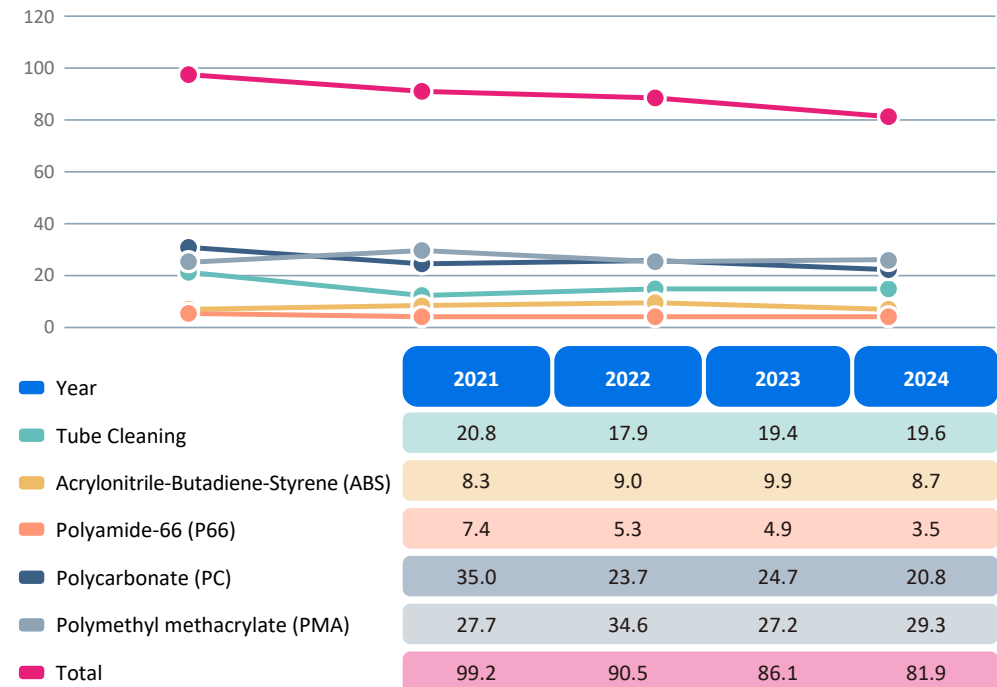
Major Production and Packaging Materials in 2024

Type	Item	Volume of Use in 2023 (Tons)	Volume of Use in 2024 (Tons)
Non-renewable Materials	Raw materials ^{Note}	2,480.8	1,912.7
Renewable Materials	Paper packaging	5,064.5	5,021.6
Total		7545.3	6,934.3

Note: Raw materials used in 2024 include acrylonitrile butadiene styrene (ABS), polyamidesin (P66), polycarbonate(PC), and propylene glycol methyl ether acetate (PMA).

The trimmings generated in the manufacturing process are recycled and processed for use in the injection molding machine for overflow and cleaning, and the recycled usable materials generated from defective products in the manufacturing process can be sold to qualified recyclers. Approximately 81.9 metric tons of usable materials were recycled in 2024.

Recyclable Materials

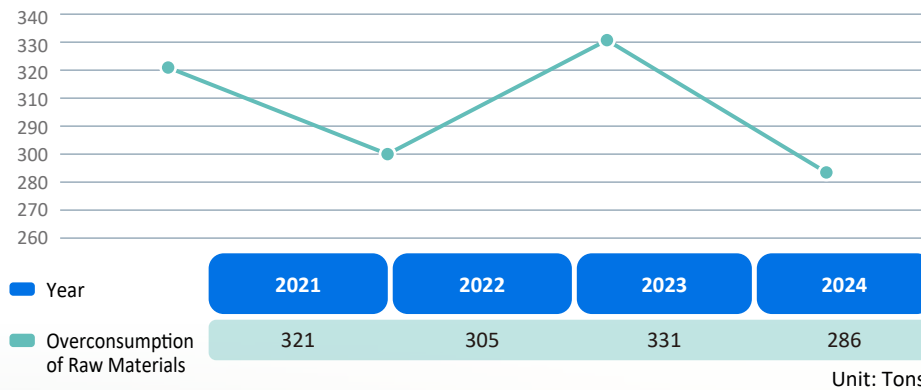


Note: Tube cleaning is a process required to meet customer needs as production orders cover different plastic materials and colors.

Reduction of Overconsumption of Raw Materials

TYC's average raw material consumption for the past 4 years is 2,045 tons. We will continue to reduce raw material consumption through talent cultivation, the introduction of an abnormal decision diagnosis system, mold optimization, manufacturing process improvement, production scheduling optimization, and a reduction in the number of mold trials. These measures will enable us to implement the concept of environmental protection and sustainability, which is to reduce the amount of plastic and carbon emissions.

Overconsumption of Raw Materials in 2024

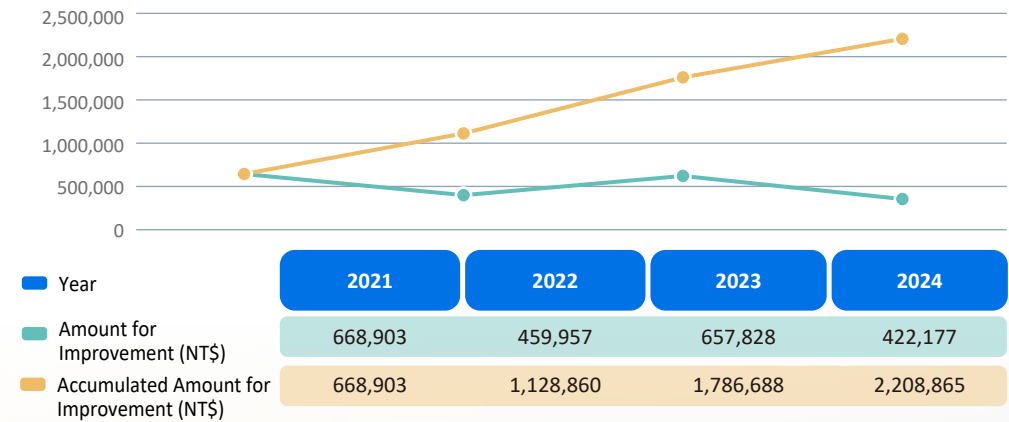


Note: The annual overconsumption may rise or drop due to the influence of the activation rate and production volume of a production line.

Improvement of Packaging Materials for Parts

Since 2018, TYC has been implementing improvements on the packaging materials used for parts, delivering parts with the simplest packaging method. The amount of plastic bags and EPE used has thus been reduced.

Improvement of Packaging Materials for Parts in 2024



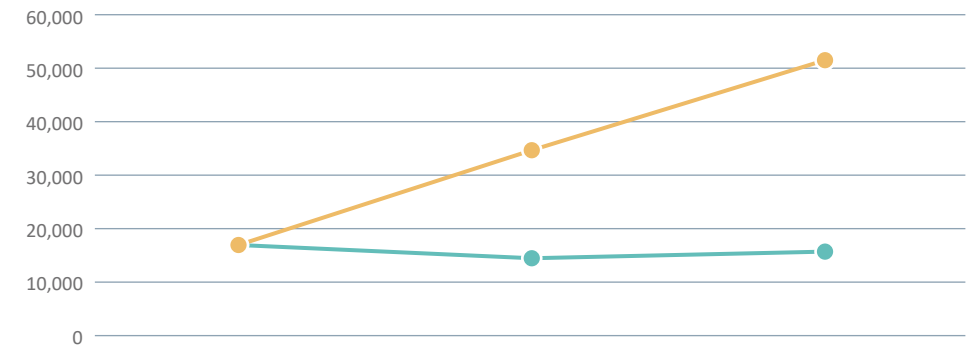
Improvement of Carbon Emission Reduction in the Manufacturing Process

Title	Hot Melt Dispensing System Timer Setting
Practice	Setting a hot melt dispensing system to stopping heating up after the operation of the production line has stopped for two hours, and heating up to the temperature required for production two hours before the operation of the production line.
Saving	When the production lines are temporarily not operated, the time and electricity for a factory hot melt dispensing system to heat up are saved, and energy consumption is reduced. The measure was still in the trial stage in 2024; 27 hot melt dispensing system timers are expected to be introduced in 2025 to save 3,294 kWh of electricity per day. The temporary non-operation may result from factors such as a typhoon. The electricity consumption was calculated based on the heating condition and the premise that there were 5 typhoon days in 2024. The electricity saving effect is calculated as follows: $16A \times 220V \times 1.732 = 6,097W$ $6.1 \text{ kWh} \times 20 \text{ hr} = 122 \text{ kWh}$ $6,097 \text{ W} = 6.1 \text{ W/hr} = 6.1 \text{ kWh}$ $122 \text{ kWh} \times 27 \text{ units} \times 5 \text{ days} = 16,470 \text{ kWh}$



Title	No-primer Process Promotion
Practice	Removing the primer spraying process.
Saving	The adhesion between the metal layer and plastics is increased to smoothen the plastic surface, so that the amount of primer coating used can be decreased, and so are the raw materials applied and the carbon emitted.

Reduction of Raw Materials Used in 2024 Due to No-primer Process



Year

Amount reduced

Total amount reduced

2022

2023

2024

18,074

16,783

17,083

18,074

34,857

51,940

Unit: kg



Management Approach: Climate Change Response

Material Topic: Climate Change Response

Positive Benefits Description	Compliance with customer, policy, and international carbon reduction requirements will enhance our future competitiveness. Furthermore, reducing our reliance on energy sources will help mitigate the risks and losses associated with potential energy shortages.
Negative Impact Description	While TYC is not a significant emitter of greenhouse gases, the Company may be financially impacted if regulations become more stringent and the scope of the levy is expanded in the future.
Remedy/Measures	The Company is committed to promoting energy conservation, waste reduction and pollution prevention, in order to minimize the negative impact of GHG emissions on the environment and human rights and thereby build sustainable resilience.
Policies	We are committed to taking an active role in addressing climate change. Our approach involves reducing GHG emissions, investing in cutting-edge research and development, and promoting green design technologies. We are also focused on enhancing the efficiency of energy and resource utilization, advancing the development of a circular economy, and continuing to prioritize the reuse of resources.
Commitment	We implement carbon management in accordance with government laws and regulations, reducing GHG emissions, setting short-term, mid-term and long-term carbon reduction targets, and progressively building green energy facilities for use.
Short-term Objectives	With 2022 as the base year for the carbon emissions per unit of product (4.38 tCO ₂ e per unit of product). Short-term: 5% reduction by 2025.
Mid-term and Long-term Objectives	- GHG inventory and verification: With 2022 as the base year for the carbon emissions per unit of product (4.38 tCO₂e per unit of product). Mid-term: 7% reduction by 2028. Long-term: 10% reduction by 2030. - Introduction of the ISO 50001 energy management system, with the certification expected to be obtained in 2026.
Resource Input/Specific Output	Specific Results in 2024: 5,421 tons of in-house water recycled and reused. - Introduction of the ISO 50001 energy management system, with the certification expected to be obtained in 2026. 3.83 tCO₂e of emissions per unit of product, which was 0.55 tCO₂e (12.55%) less than the carbon emissions per unit of product in the base year (2022). 17.92 tCO₂e reduced through DHL's sustainable aviation project.
Responsible Department and Complaint Mechanism	Safe Sanitation Room Coordinator Lin, Chin-Kuo 06-3841888#126 John_Lin@tyc.com.tw
Evaluation Mechanism	Progress towards the climate change management targets reviewed by the Sustainability Committee through regular meetings and reported to the Board of Directors.

3.3 Responses to Risks and Opportunities of Climate Change

Corporate Governance

The Company refers to the framework from TCFD (Task Force on Climate-Related Financial Disclosures) to conduct risk assessment and management of climate change issues through the Sustainability Committee, and to effectively reduce the financial impact of climate change risks and opportunities through the involvement of top management, cross-function communication, and integration of the Company's resources. The General Manager (Chair of the Sustainability Committee) supervises the implementation of the promotion countermeasures and reports the promoting plan and operating result to the Board of Directors annually.

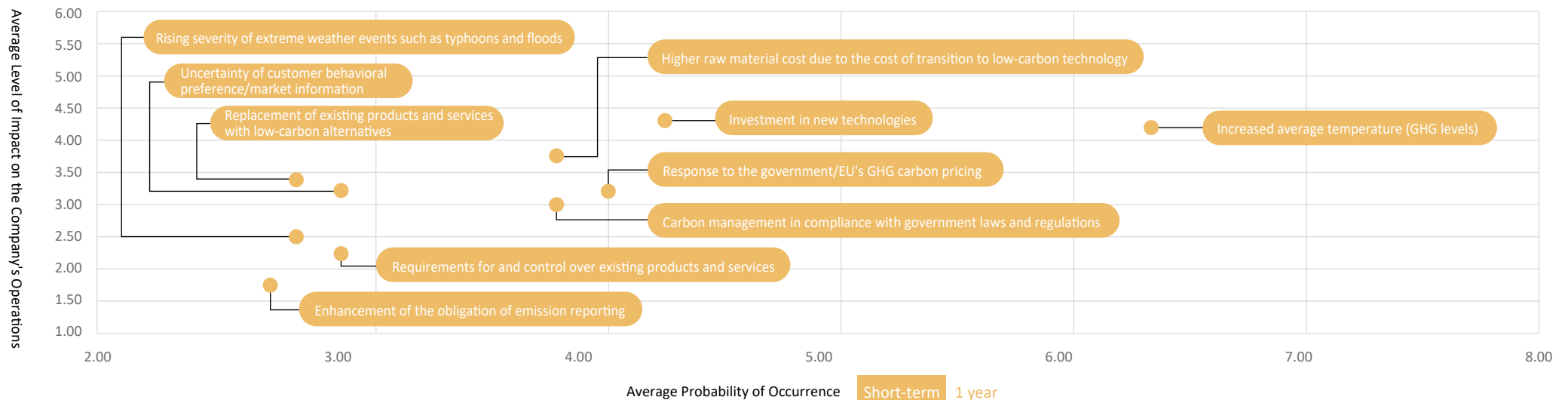
Strategy and Risk/Opportunity Management

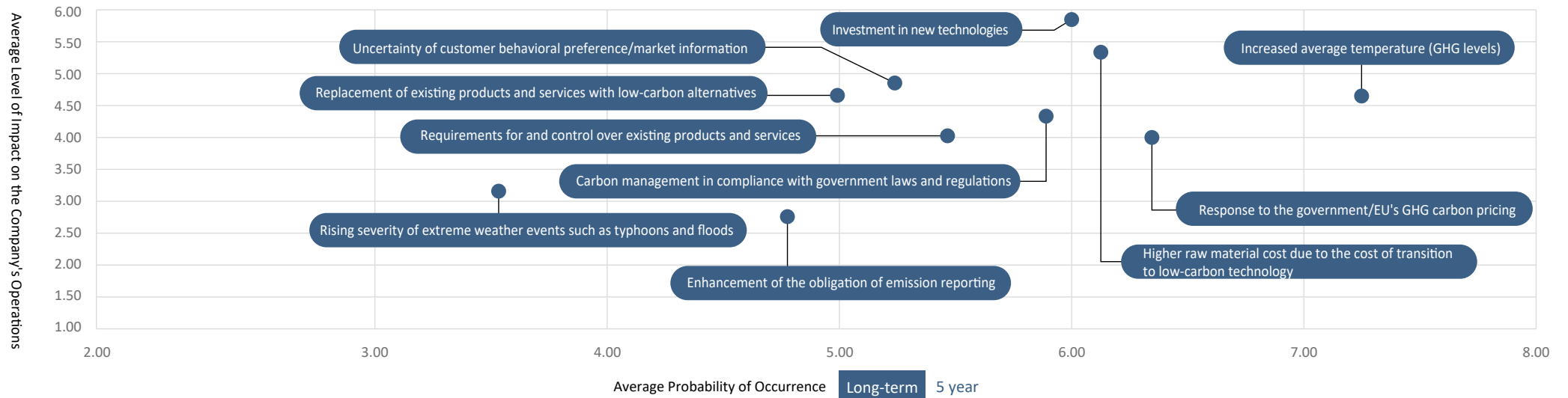
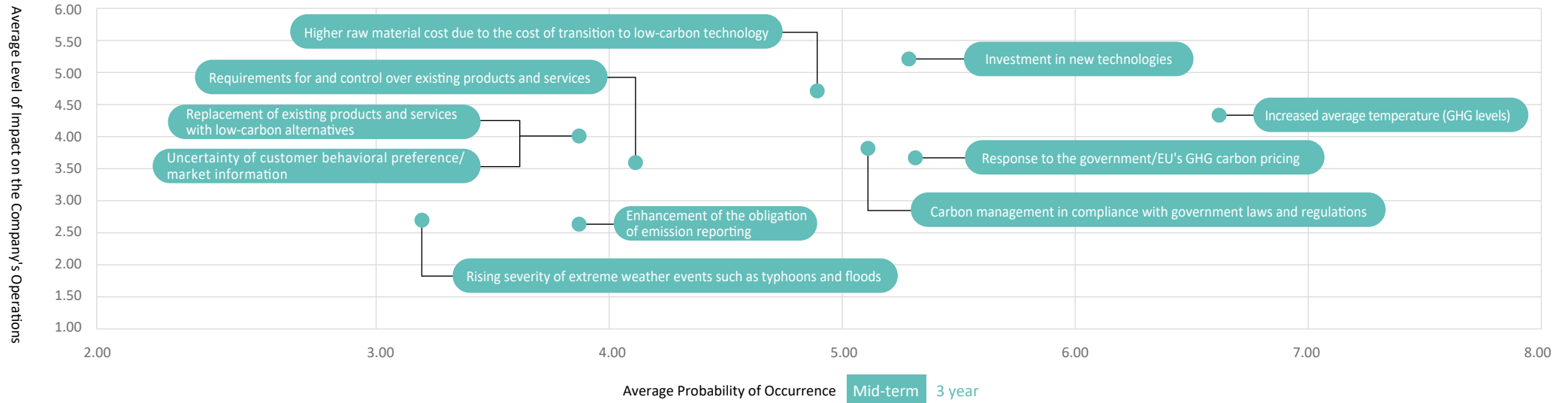
At the TCFD and ESG risk assessment meeting on February 25, 2025, TYC's Sustainability Committee made a joint discussion and assessment of climate change risks, covering the transition risks (policies and regulations, technology, market/goodwill), physical risks (acute and chronic), and opportunities (resource efficiency, energy source, products and services, market, and resilience (flexibility)) in TCFD. Then, the risks and opportunities are managed and the countermeasures were developed based on the identification results.

List of Risks and Issues

Category	Item	Issue
Transition Risks	Policies and Regulations	Response to the government/EU's GHG carbon pricing
		Enhancement of the obligation of emission reporting
		Requirements for and control over existing products and services
		Carbon management in compliance with government laws and regulations
	Technology	Replacement of existing products and services with low-carbon alternatives
		Investment in new technologies
		Higher raw material cost due to the cost of transition to low-carbon technology
	Market/Goodwill	Uncertainty of customer behavioral preference/market information
Physical Risks	Acute	Rising severity of extreme weather events such as typhoon and flood
	Chronic	Increased average temperature (GHG levels)

Analysis of Risks and Issues:





TYC's Countermeasures for the Risks and Issues

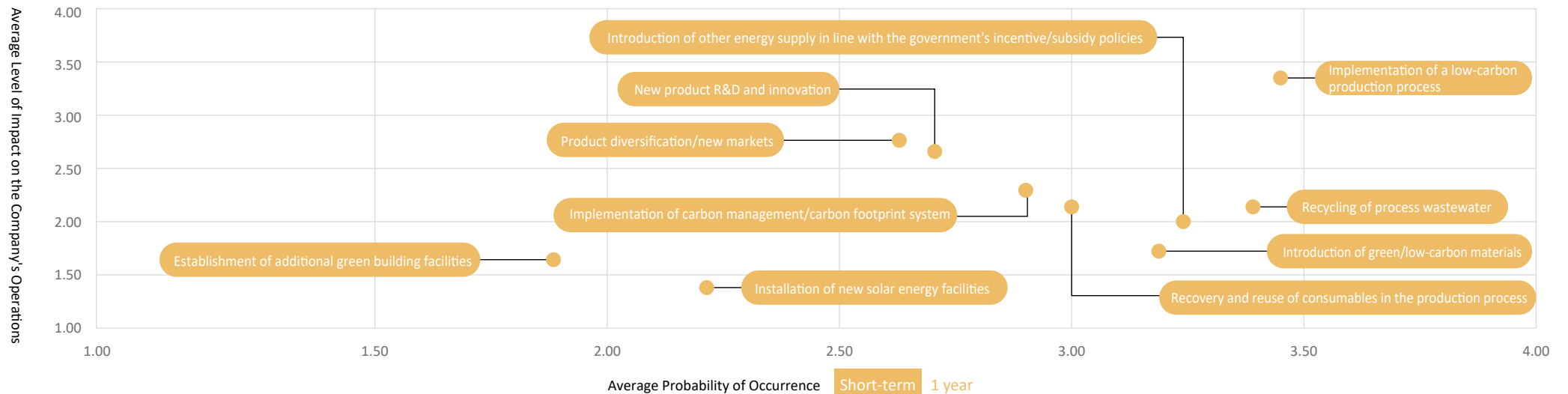
Issue	Period	Focus of Countermeasure	Potential Effect on Finance
Response to the government/EU's GHG carbon pricing	Short-term	1 Conducting GHG inventory to stay on top of the current status and set short-term, mid-term and long-term carbon reduction targets. 2 Cutting down the energy consumption in key processes, which is also helpful for reducing carbon emissions. 3 Participating in GoGreen, DHL's transportation solution, to reduce carbon emissions from logistics. 4 Increasing the recycling rate of process wastewater through water softening. 5 Adopting local procurement to cut carbon emissions from transportation. 6 Improving the power-saving measures of factory facilities and equipment, such as using timer switches.	1 Increased consultation and verification fees for GHG inventory, energy management, and ESG regulations. 2 Carbon border tax and carbon fee. 3 Expenditure for the R&D of new products and the introduction of new R&D equipment to address environmental protection issues. 4 Extra fees for replacement or purchase of equipment for power storage and energy saving, etc. 5 Reduction of both energy consumption and expenses. 6 Lower transportation cost due to the increased percentage of local procurement.
Investment in new technologies		1 Continuing to improve the abnormal molds every year. 2 Implementing an energy management system for monitoring. 3 Taking environmental protection into account during the new product development, such as using environmentally friendly materials. 4 Introducing new optical software for higher optical utilization. 5 Reducing secondary processing.	
Higher raw material cost due to the cost of transition to low-carbon technology		1 Cutting down the energy consumption in key processes, which is also helpful for reducing carbon emissions. 2 Participating in GoGreen, DHL's transportation solution, to reduce carbon emissions from logistics. 3 Increasing the recycling rate of process wastewater through water softening.	
Increased average temperature (GHG levels)		 TYC's GoGreen Plus Certificate from DHL in 2024	
Carbon management in compliance with government laws and regulations	Mid-term	1 Setting the base year and reduction targets, and continuing to implement energy-saving measures to reduce the total GHG emissions. 2 Making equipment replacement schedules for factory energy conservation.	
Uncertainty of customer behavioral preference/market information	Long-term	1 Stabilizing production to meet the requirements of customer orders, and installing additional power storage equipment to ensure uninterrupted production capacity. 2 Boosting the internal response mechanism in a constant manner to respond to customers' increasing attention to sustainability-related regulations: (1) Complying with environmental laws and regulations or human rights requirements. (2) Complying with regional laws and regulations, such as EU regulations. (3) Complying with specific ESG regulations, such as those regarding conflict minerals.	

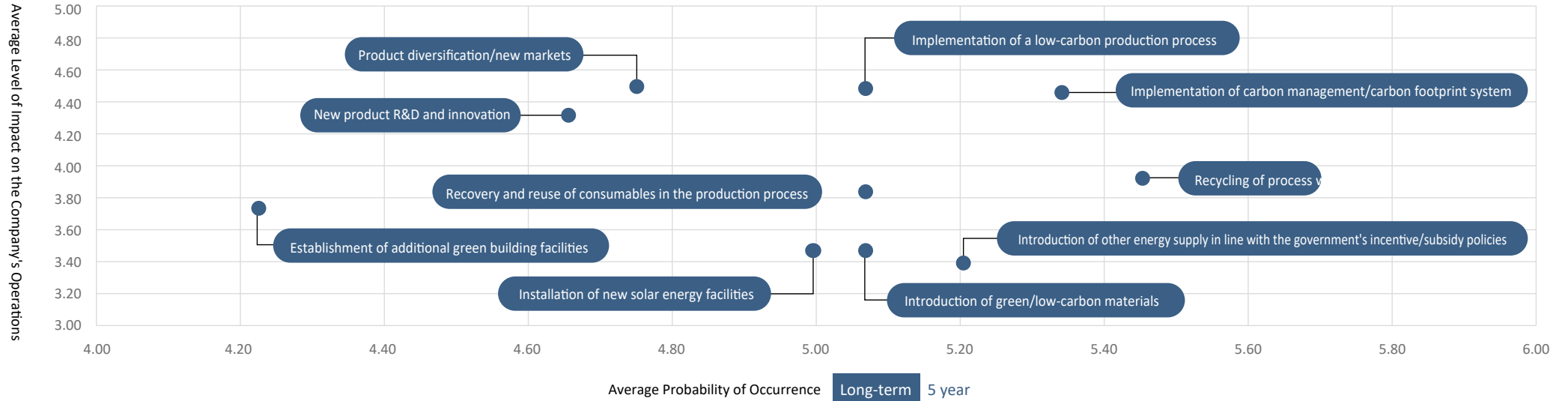
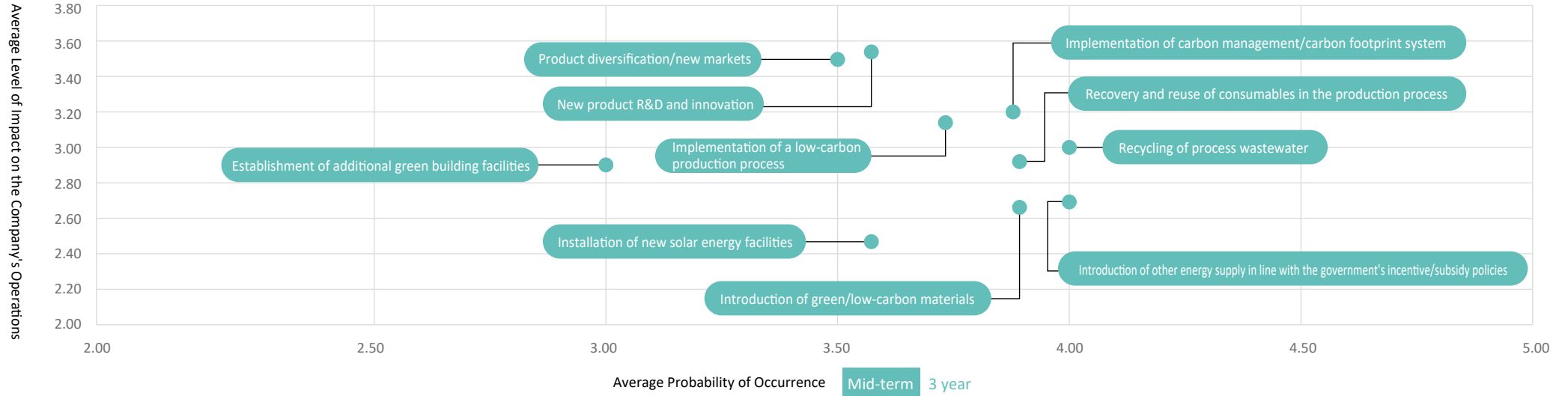
List of Opportunities and Issues

Item	Issue
Resource Efficiency	Implementation of low-carbon production process
	Recovery and reuse of consumables in the production process
	Recycling of process wastewater
Energy Source	Introduction of other energy supply in line with the government's incentive/subsidy policies
	Introduction of green/low-carbon materials
Products and Services	New product R&D and innovation
Market	Implementation of carbon management/carbon footprint system
	Product diversification/new markets
Resilience (Flexibility)	Installation of new solar energy facilities (solar energy)
	Establishment of additional green building facilities



TYC's Analysis of Opportunities and Issues:





TYC's Approaches to Opportunities and Issues:

Issue	Period	Focus of Countermeasure	Potential Effect on Finance
Implementation of low-carbon production process	Short-term	Improving the ventilation equipment of the facilities for warehousing and manufacturing.	1 Less disposal fees for waste due to the decreased amount of packaging materials for parts and the recycling and reuse of packaging materials. 2 Lower cost of purchasing water from Taiwan Water Corporation after the recycling and reuse of process wastewater. 3 Greater corporate resilience to climate change, gradually less dependence on purchased energy, but also higher installation costs as a result of the installation of renewable energy facilities. 4 Increased operating revenue following the exploration of new markets for environmentally friendly products.
Recycling of process wastewater		Implementing the recycling and reuse of process wastewater.	
Introduction of other energy supply in line with the government's incentive/subsidy policies		Doing long-term planning for the installation of renewable energy equipment in the future.	
New product R&D and innovation		Applying secondary materials to AM products related to environmental protection.	
Implementation of carbon management/ carbon footprint system		Reducing the use of plastic bags as packaging materials for parts to avoid waste.	
Product diversification/new markets		1 Expanding the scope of products of TYC's brand with additional outsourced product lines. 2 Taking advantage of the tariffs under the Regional Comprehensive Economic Partnership with the production bases in Southeast Asia to win orders from local and member countries. 3 Continuing to invest in the North American insurance market CAPA certification in a proactive manner.	
Recovery and reuse of consumables in the production process	Mid-term	Recycling and reusing packaging materials such as blisters	

Indicators and Objectives

Indicator	Objectives	Specific Actions
Greenhouse Gas Emissions	With 2022 as the base year for the carbon emissions per unit of product (4.38 tCO₂e per unit of product). - Short-term: 5% reduction by 2025. - Mid-term: 7% reduction by 2028. - Long-term: 10% reduction by 2030.	Implementing energy management with planned annual improvements to reduce energy consumption and GHG emissions; performance in 2024: 3.83 tCO₂e of emissions per unit of product, which was 0.55 tCO₂e (12.55%) less than the carbon emissions per unit of product in 2022. 5,421 tons of in-house water recycled and reused. - Completed installation of the 1,200RT chiller system in Building E of a Tech Park plant. - Replacement of the old injection equipment. - Improvement of the air compressor system. - Virtualization of 17 hosts. - Introduction of the ISO 50001 energy management system, with the certification expected to be obtained in 2026.
Greenhouse Gas Inventory	GHG inventory of the parent company completed for the first time in 2022, along with the external certification. Having the subsidiaries in the consolidated financial reports complete the inventory by 2027 and be certified by 2029 as required by the FSC.	GHG inventory and certification for the An-ping Plant and Tech Park Plant 1~3 completed in 2024.
Water Resources	With 2021 as the base year for the water consumption per unit of product (0.024 million liters per unit of product). 5% reduction in water consumption per unit of product by 2025. 10% reduction in water consumption per unit of product by 2030.	109.3 million liters of water withdrawn in 2024; 5.4 million liters recycled from process water; 0.026 million liters of water consumption per unit of product. - Turning the process wastewater of plants into secondary water through pretreatment to save water resources. Improving the performance of the in-house water system and enhancing the efficiency of recycled water utilization in a constant manner, by establishing a recycled water system to apply the recycled wastewater to the process water curtain system and the air conditioning system, which is expected to reduce the cooling water consumption by 30%.

Note: Formula of the carbon emissions per unit of product: (total tCO₂e of Scope 1 + Scope 2) / sales volume (tons)

Management Approach: Energy Management

Material Topic: Energy Management

Positive Benefits Description	Energy management helps reduce costs, increase energy efficiency, keep in line with environmental regulations, cut GHG emissions, and enhance corporate image and social responsibility.
Negative Impact Description	The failure to save energy and reduce GHG emissions may result in carbon tax and increased energy costs.
Remedy/Measures	The ISO 50001 energy management system is introduced to optimize the energy management mechanism, reduce costs and increase efficiency.
Policies	We actively respond to climate change, reduce greenhouse gas emissions, and invest in innovations and green technologies to improve the efficiency of energy consumption.
Commitment	The Company will continuously take energy-saving measures, increase employees' awareness of energy conservation, improve energy efficiency, strengthen energy management, reduce energy consumption and operating costs, and decrease GHG emissions and its environmental impact.
Short-term Objectives	With 2022, in which the energy intensity was 1,082.5 GJ/NT\$100 million of revenue, as the base year, achieving an energy intensity of 894.8 GJ/NT\$100 million of revenue in 2024. 1 Short-term: 2% reduction by 2025. 2 Introduction of the ISO 50001 energy management system, with the certification expected to be obtained in 2026.
Mid-term and Long-term Objectives	1 Mid-term: 6% reduction by 2028. 2 Long-term: 10% reduction by 2030. 3 Installation of solar energy facilities.
Resource Input/ Specific Output	Specific Results in 2024: 1 Completed installation of the 1,200RT chiller system in Building E of a Tech Park plant. 2 Replacement of the old injection equipment. 3 Improvement of the air compressor system. 4 Virtualization of 17 hosts.
Responsible Department and Complaint Mechanism	General Administration Section Section Chief Tseng, Tzu-Tung 06-384-1888 #191 Boss_Tzeng@tyc.com.tw
Evaluation Mechanism	PDCA effectiveness evaluation by the General Administration Section in accordance with the energy management system.

3.4 Energy and GHG Management

Energy Management

TYC is not a high-energy-consuming industry. The energy used by TYC is primarily purchased electricity and non-renewable fuels (including gasoline and diesel fuel), with no renewable energy sources. The purchased electricity is sourced primarily from the Taiwan Power Company, while the gasoline and diesel fuel are used for public transportation. In 2024, the total energy usage is 119,633.04 GJ, resulting in an energy intensity of 894.8 GJ/billion dollars of revenues. In 2024, with the increase in business scale and production capacity, TYC continued to promote energy management measures. Compared to 2023, the energy intensity in 2024 decreased by approximately 72.5 GJ/NT\$100 million of revenue (by around 7.5%), reflecting the Company's ability to enhance its operating performance while taking care of the energy efficiency. To further strengthen the energy management system, the ISO 50001 energy management system has been implemented in a stepwise manner, and the certification is expected to be obtained in 2026.

2024 TYC Energy Use

Item	Unit	2022	2023	2024
Electricity Usage	GJ	124,369.6	122,053.1	119,320.85
Gasoline Usage	GJ	159.4	152.0	111.72
Diesel Usage	GJ	294.6	253.9	200.47
Total Energy Usage	GJ	124,823.7	122,459	119,633.04
Operation Revenue (Individual)	Hundred million dollars of revenue	115.3	126.6	133.7
Energy Intensity (Total Energy Usage / Operation Revenue (Individual))	GJ / hundred million dollars of revenue	1,082.5	967.3	894.8

Note 1: The energy consumption calculation is based on An-ping Plant and Tech Park Plant 1~3.

Note 2: Informationsources: Electricity consumption is based on the data listed in the monthly electricity bill of each plant; gasoline and diesel fuel are based on actual consumption.

Note 3: Calorific value conversion factor for each type of energy: Electricity 1 kWh = 3,600 KJ; Gasoline 1 L = 32,635.2 KJ (7,800 kcal); Diesel 1 L = 35,145.6 KJ (8,400 kcal).

Note 4: 1 GJ=106 KJ

Greenhouse Gas Inventory

In 2024, the Company's primary energy sources in Scope 1 were gasoline and diesel fuel, resulting in 397.6 tCO₂e of emissions; the primary energy source in Scope 2 was purchased electricity, with 15,710.6 tCO₂e of emissions. The total of Scopes 1 and 2 was 16,108.2 tCO₂e, and the GHG emission intensity was 120.2 tCO₂e/NT\$100 million of revenue, showing a decrease by around 15 tCO₂e/NT\$100 million of revenue (or 11.09%) compared to the result in 2023.

2024 Greenhouse Gas Emission Volume

Item	Unit	2022	2023	2024
Scope 1: Direct GHG Emission	tCO ₂ e	671.7	366.2	397.6
Scope 2: Indirect GHG Emission	tCO ₂ e	17,494.4	16,748.4	15,710.6
Scope 1 + Scope 2	tCO ₂ e	18,166.1	17,114.6	16,108.2
Operation Revenue (Individual)	Hundred million dollars of revenue	115.3	126.6	133.7
Scope 1 + Scope 2 GHG Emission Density	tCO ₂ e/hundred million dollars of revenue	157.5	135.2	120.2
Scope 3: Other Indirect (Scope 3) GHG Emission	tCO ₂ e	—	6,105.5	4,125.1

Note 1: GHG inventory is conducted in accordance with ISO 14064-1 procedures and verified externally by a third party. All GHG inventories are based on the operation control right method and use 2022 as the base year for GHG emissions. The inventory organization's primary focus is on the An-ping Plant and the Tech Park, Plant 1~3.

Note 2: The types of greenhouse gases to be inspected include: nitrous oxide (N₂O), methane (CH₄), carbon dioxide (CO₂), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), nitrogen trifluoride (NF₃), and others.

Note 3: Scope 1 includes gasoline and diesel, which are primarily used in public vehicles in accordance with the GWP values outlined in the IPCC 2013 Sixth Assessment Report.

Note 4: Scope 2 is primarily comprised of purchased electricity, which is calculated using the coefficient of carbon dioxide emissions from electricity published by the Energy Department of the Ministry of Economic Affairs (MOEA): 0.495 kilograms of CO₂e per kilowatt-hour (kg CO₂e/kWh) in 2022, 0.494 kg CO₂e per kilowatt-hour (kg CO₂e/kWh) in 2023, and 0.474 kg CO₂e per kilowatt-hour (kg CO₂e/kWh) in 2024.

Note 5: Scope 3 encompasses indirect greenhouse gases (GHGs) from transportation and indirect GHGs from products utilized by organizations.

Note 6: The source of the conversion factor is the most recent iteration of the GHG emission factor management table 6.0.4, published by the Ministry of the Environment, Executive Yuan.

Specific Improvement Measures and Effectiveness

Equipment Optimization

In response to the advent of the low-carbon era, TYC is committed to promoting energy saving and carbon reduction activities. The equipment optimization in 2024 is expected to save 2,252,583.00 kWh of electricity per year, representing a reduction of approximately 8,109.30 GJ and 1,067.72 tCO₂e of Scope 2 GHG emissions per year.

2024 Energy Conservation Measures and Estimated Savings

Energy Saving Measures	Installation of the 1,200RT Chiller System	Host Virtualization	Replacement of the Old Injection Equipment	Improvement of the Air Compressor System
Specific Actions	The original 2,000RT chiller system was replaced with the 1,200RT chiller system.	17 new computer hosts previously expected to be set were integrated into the virtualized host through the virtualization method.	The old injection machine with full voltage motor was replaced with the new injection machine with an energy-saving servo motor.	2 old air compressors were replaced to improve equipment efficiency and reduce energy consumption.
Estimated Annual Energy Savings (kWh)	1,998,400.0	59,568.0	104,615.0	90,000.0
Reduction in Energy Consumption (GJ)	7,194.24	214.44	376.61	324.00
Reduction in GHG Emissions (tCO ₂ e/Year)	947.24	28.24	49.59	42.66

Note: The data was based on the electricity carbon emission factor of 0.474 kg CO₂e/kWh in 2024 as announced by the Energy Administration, Ministry of Economic Affairs.

Reducing Carbon Emissions from Paper

In 2024, the introduction of new electronic forms and information system covering the MES material supply system, WMS year-end inventory form, SAP/NOTES system price change form, etc., coupled with the adoption of electronic invoices, helped save 52,086 sheets of paper and reduce 0.34 tCO₂e of GHG emissions.

By 2024, TYC used recycled paper made from more than 50% recycled pulp for the interior pages. This non-polluting, non-toxic, environmentally friendly paper reduces carbon emissions by approximately 0.12 metric tons of CO₂e compared to ordinary A4, 70-lb. photocopying paper.

Statistics on the Carbon Reduction Effectiveness of Reduced Paper Consumption in 2024

Item	2022	2023	2024
New Electronic Forms	0.27 tCO ₂ e	0.32 tCO ₂ e	0.31 tCO ₂ e
Notebooks Made of Eco-friendly Uncoated Woodfree Paper	—	0.12 tCO ₂ e	0.12 tCO ₂ e
Electronic Invoices	—	—	0.03 tCO ₂ e
Total in the Year	0.27 tCO ₂ e	0.44 tCO ₂ e	0.46 tCO ₂ e
Total	1.17 tCO ₂ e		

Note 1: The paper carbon footprint information is sourced from the Carbon Footprint Information Platform. Carbon Footprint Data / Unit of Measurement: 3.2 kg CO₂e / A4, 70g (210mm x 297mm). The package contains 500 sheets, each measuring 210mm x 297mm.

Note 2: Only the amount of paper saved in the current year is counted due to new electronic forms and systems.

Note 3: The carbon emissions from A4 paper can be calculated by dividing the reduction of A4 paper by 500 sheets (per pack) and multiplying the result by 3.2 kg CO₂e/A4.

Note 4: The carbon footprint data for Eco-Dowlin paper used for notebooks is 2.8 kg CO₂e/A4, 70 g (210 mm x 297 mm) 500 sheets per pack. The order is 3,300 notebooks in 2024,

Note 5: The adoption of electronic invoices helped save 3,994 sheets of A4 paper in 2024.

3.5 Water Resource Management

TYC's four production facilities are strategically located in Tainan City's An-ping Industrial Park and Tainan Science and Technology Industrial Park. As indicated by Aqeduct's Water Risk AtlasRef, the water resource pressure in the region where TYC is situated is classified as "Low - Medium risk (1-2)." Each plant's water source is tap water from the Wushantou Reservoir, supplied by the Taiwan Water Supply Company. There is no water drawn from ecological conservation areas or groundwater sources.

Reference: WATER RISK ATLAS <https://reurl.cc/yyjme2>.

TYC's plants mainly use water in the production processes and air conditioning systems. The Company has always placed a strong emphasis on optimizing the efficiency of water resources, implementing a range of measures to enhance the water treatment system and reduce water consumption in the manufacturing process. This involves identifying new sources of income, cutting costs, and prioritizing the recycling of process wastewater. For instance, Tech Park Plant 1 re-routed the discharged water to the recycled water system; such water underwent activated carbon filtration and ion exchange resin water softening, before being recycled for use in the manufacturing process and air conditioning. This approach enhanced the efficiency of water consumption. In 2024, the water recycled reached 5.4 million liters.

The wastewater produced by TYC's plants is collected by diversion piping to the wastewater treatment facilities at the industrial parks. Such wastewater is in line with the limits for entry into the plants (regulation standards) in An-ping and Tainan Technology Industrial Parks, and in line with the Effluent Standards in terms of quality after being treated with chemical agents at the treatment facilities. In 2024, the wastewater totaled 59.4 million liters.

Statistics on Water Consumption in 2024

Item	Unit	2022	2023	2024
Water Withdrawal	Million liters	100.1	97.0	109.3
Water Discharge	Million liters	53.9	56.1	59.4
Water Consumption	Million liters	46.2	40.9	49.9
Recycled Water	Million liters	2.4	7.8	5.4
Water Recycling and Reuse Rate	%	2.3	7.4	4.7
Operating Revenue (Individual)	NT\$100 million of revenue	115.3	126.6	133.7
Water Intensity (Water Withdrawal/Operating Revenue (Individual))	Million liters/NT\$100 million of revenue	0.87	0.77	0.82

Note 1: Source of water withdrawal data: The sum of water bills of An-ping Plant and Tech Park Plant 1~3.

Note 2: Source of water discharge data: Industrial Park Sewage Maintenance Fee bill.

Note 3: Water consumption = Water withdrawal - Water discharge.

Note 4: Water recycling and reuse rate = Recycled water / (Water withdrawal + Recycled water) * 100%.

2024 Wastewater Discharge and Values

Item/Plant	An-ping		Tech Park 1		Tech Park 2		Tech Park 3	
Wastewater Volume (Million Liters)	12.0		40.4		0.3		6.7	
Inspection Items	Standard	Annual average	Standard	Annual average	Standard	Annual average	Standard	Annual average
COD (mg/L)	400	139	520	23	520	135	520	289
SS (mg/L)	400	66	320	6	320	73	320	85
Acidity (pH)	5-9	7.6	5-9	7.0	5-9	7.3	5-9	7.5

3.6 Pollution Prevention Management

The TYC An-ping Plant and Tech Park (Plant 1~3) have implemented the ISO 14001 Environmental Management System and maintained the validity of the certificate. TYC has adopted an environmental management system to control the impact on the environment and to comply with environmental laws and regulations in order to enhance the environmental performance of the organization.

Air Pollution Prevention

At present, only a proportion of our air conditioning system uses R-22 refrigerant, with the remainder of our air conditioning refrigerants, automotive refrigerants, fire extinguishers, and processes not employing chlorofluorocarbons (CFCs) regulated under the Montreal Protocol. Air pollution emissions are limited to the Tech Park plants. Furthermore, there are no Nox and Sox emissions from the injection, secondary processing, and assembly stages of the product manufacturing process. At present, the primary air pollutants generated from our operational activities are volatile organic compounds (VOCs). To address this, the Company has implemented a VOC exhaust gas adsorption treatment facility, which reduces the manufacturing process exhaust gas through activated carbon adsorption. In 2024, the VOC emission from the Tech Park plants Note was 46.0 tons.

Note: The source and methodology for calculating VOC are based on the emissions from fixed source air pollution fee and reporting integration management system of the Ministry of Environment, Executive Yuan.

Chemical and Organic Solvent Management

Chemicals are classified and controlled in accordance with domestic regulations, including the Occupational Safety and Health Act, the Environmental Protection Act, and the Fire Services Act. In addition, a poisonous chemical license is required, as is reporting and management in accordance with the Toxic and Concerned Chemical Substances Control Act. Furthermore, the necessary GHS labels must be displayed, and SDSs (Safety Data Sheets) must be provided in accordance with international regulations.

The introduction of Plasma cleaning machines, the use of plasma ions and electronic impact of the material surface oil contaminants, significantly reduce the amount of industrial cleaning agents. The average usage of industrial cleaning agents in 2023 was 4.9 tons less than that recorded prior to the introduction, representing a saving of 36.2%. 2024 was 4.6, representing a saving of 33.6%.



Management Approach: Resource Recycling and Utilization

Material Topic: Resource Recycling and Utilization

Positive Benefits Description	The Company considers the recycling and effective use of resources to be important and helpful for the reduction of resource waste and the facilitation of efficiency. The environmental protection concept has been reflected from the source, further strengthening our corporate image and demonstrating our emphasis on sustainable development.
Negative Impact Description	If resource management is not properly planned, the amount of industrial waste may increase, which not only imposes heavier financial burden of waste disposal but also potentially has a negative impact on the environment.
Remedy/Measures	We regularly monitor the generation of industrial waste in the plants, assess the potential of reuse, and implement resource recycling and reuse by optimizing the manufacturing process and classification management to reduce the environmental impact of waste.
Policies	With emphasis on water resources, waste, and air quality management, the Company adopts appropriate pollution prevention measures, promotes continuous reuse of resources, and facilitates the development of the circular economy.
Commitment	Committed to reducing the amount of waste, TYC actively recycles and reuses resources, and further promotes the benefits of resource reuse through proper resource classification and management, thereby mitigating the environmental impact.
Short-term Objectives	A resource recovery rate of up to 37% by 2025.
Mid-term and Long-term Objectives	1 A resource recovery rate of up to 40% by 2028. 2 A resource recovery rate of up to 45% by 2030.
Resource Input/Specific Output	Specific Results in 2024: 1 A resource recovery rate of up to 35%, showing an increase by 8.3% compared to 2023. 2 Winning the Recycling Volume Award from the Environmental Protection Bureau of the Tainan City Government for 3 consecutive years.
Responsible Department and Complaint Mechanism	Safe Sanitation Room Coordinator Lin, Chin-Kuo 06-384-1888 #126 John_Lin@tyc.com.tw
Evaluation Mechanism	Annual PDCA effectiveness evaluation on issues related to environment and environmental protection by the Safe Sanitation Room according to ISO 14001 internal and external management review procedures.

3.7 Resource Recycling and Utilization

Waste Management

In order to reduce the environmental impact of waste, TYC is committed to waste reduction. Prior to removal and handling, waste will be classified in the plant to reduce the amount of waste generated. Our approach is to manage waste reduction at the source, and we encourage suppliers to join us in reducing waste and to cultivate environmental protection in the daily lives of employees. We also implement the habit of waste reduction and recycling of resources.

All industrial waste generated by TYC is disposed of in accordance with the relevant regulations on waste disposal. That is, the waste is entrusted to qualified public/private waste removal and treatment organizations for removal and treatment; the removal and treatment records of all kinds of industrial waste generated by TYC are retained by the Ministry of Environment for 3 years for reference.

Resource Recycling and Utilization

The waste produced by TYC is comprised of general industrial waste, domestic waste, and recyclable waste, with no hazardous industrial waste included. In 2024, the Company's total waste was 739.3 tons/year, of which 480.2 tons/year was directly disposed of (a decrease by 8.4% compared to 2023) and 259.1 tons/year was disposed of and transferred (reused) (an increase by 36% compared to 2023). The resource recovery rate in 2024 reached 35.0%.

The resource recovery rate of up to 35.0% in 2024 shows an increase by 8.3% compared to 2023, and the decrease by 8.4% in the waste directly disposed of also reflects the Company's emphasis on waste management and resource recycling. Through constant optimization of waste management, we effectively increase the proportion of reusable resources to move towards the goal of circular economy.

TYC Waste Management



Waste Output and Disposal in 2024

Type of Waste	Disposal Method						
	Departure			Category of Disposal	Type of Disposal	Description of Disposal	
	2022	2023	2024				
General Industrial Waste	260.2	266.0	237.1	Direct Disposal	Incineration (Excluding Energy Recovery)	Sending to treatment facilities	
Waste Plastic Mixtures	141.0	131.8	129.4				
Waste Paper Mixtures	17.6	25.3	26.9				
Waste Wood Mixtures	10.2	12.0	11.2				
Waste Fiber	1.5	1.8	2.5				
Waste Cloth	0.1	0.1	0				
Waste Paint Slag	35.0	35.9	30.7		Heat Treatment (Except Incineration)		
Inorganic Sludge	10.2	14.7	10.1				
Waste Lubricant	5.5	6.0	0				Heat Treatment
Waste Lubricant	24.8	30.5	26.3				Physical Treatment
Waste Liquid	—	—	1.5				Incineration
Other Waste Glass	—	—	4.5				Landfill
Total of Direct Disposal	506.1	524.1	480.2				
Waste Activated Carbon	94.2	135.4	164.7	Transferred Disposal	Recycled	For Use of Recycled Raw Materials	
Waste Wood	19.8	55.2	57.9			For Other Recycling Purposes	
Waste Plastic	—	—	36.5			For Other Recycling Purposes	
Total of Transferred Disposal (Recycling)	114.0	190.5	259.1	Note: The total quantity of waste is the figure declared in the manifest. Resource Recovery rate (%) = (Total of transferred disposal / Total waste) x 100%.			
Total Waste	620.1	714.6	739.3				
Resource Recovery Rate (%)	18.4	26.7	35.0				

Unit: Tons

2024 Environmental Protection Expenses

Type	2022	2023	2024	Percentage in 2024
Air Pollution Prevention	7,687,292	10,474,089	10,126,500	23.4
Water Pollution Prevention	2,478,333	2,463,769	1,900,952	4.3
Waste Disposal	9,207,316	10,011,300	11,598,410	26.8
Certification Cost	686,175	367,195	631,350	1.4
Hardware Expense	16,000,000	18,650,000	19,100,000	44.1
Total	36,059,116	41,966,353	43,357,212	100

Unit: NT\$

2024 Recycling Volume Award from the Environmental Protection Bureau of Tainan City Government

TYC has played an active role in waste reduction in response to the City Government's vision of building a sustainable and low-carbon beautiful city together. Since 2022, we have won the Recycling Volume Award in the "Tainan City Resource Recycling Reporting Incentive Competition System" for 3 consecutive years. This accolade from the Environmental Protection Bureau acknowledges the Company's commitment to resource recycling.



Biodiversity and Land Use

All of TYC's factory sites are located in industrial zones and are not situated within sensitive ecological protection zones. The Soil Pollution Control Bureau does not regulate TYC's factories; therefore, soil monitoring is not required. In the event that the factories are subject to regulation by the central government, soil testing is required to be conducted at the time of establishment or closure of the business.

Six tree species were planted around the factory, including Ixora, Hazel Sterculia, Terminalia catappa, Comphor Tree, Trailing Lantana, and Pongamia. These trees have been selected for their ability to grow robustly and form neat crowns, creating a natural ecological network. The total area of the Company's base is 33,924 ping, with 4,174 ping of green landscaping areas, representing approximately 12% of the total base area. The General Affairs Division has been tasked with the maintenance of green areas, the creation of a natural ecological network, and the attraction of insects and birds to the site. These actions are intended to demonstrate our commitment to environmental protection. The factory production process does not involve the slaughtering of animals.



4

Supply Chain Management

4.1 Local Procurement

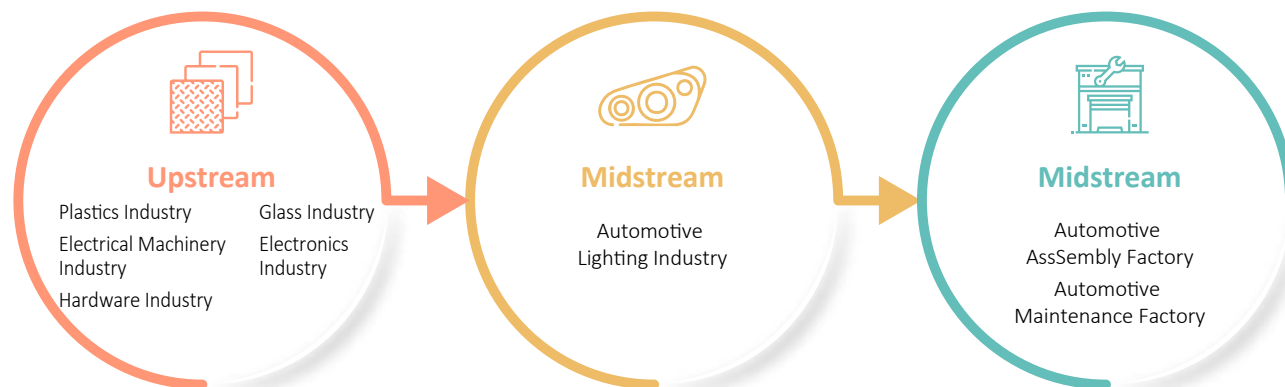
4.2 Due Diligence of Supply Chain

2024 Performance Highlights

100% FSC-certified carton suppliers.



TYC focuses on strengthening and enhancing the quality, delivery, cost, and service capabilities of suppliers within the system. TYC has also established a supplier code of conduct, guiding suppliers to grow together and make a meaningful impact on the world.



4.1 Local Procurement

In 2024, TYC has collaborated with approximately 312 suppliers, including approximately 229 suppliers of raw materials and 83 suppliers of non-raw materials. These suppliers have been categorized into three main groups: labor (contracts and services), property (ordinary purchases), and engineering (construction and equipment). Taiwan accounts for 100% of the procurement amount.

Statistics on Local Suppliers in 2024

Item	2022	2023	2024
Number of Suppliers	206	220	220
Percentage of Suppliers	96%	96%	96%
Percentage of Purchase Amount	95%	95%	94%

Note: The term "local" refers to Taiwan.

Number of Non-material Suppliers and Percentage of Purchase Amount in 2024

Category of Suppliers	Number of Suppliers	Percentage of Purchase Amount
Labor (contracts and services)	34	71.5
Property (ordinary purchases) Note	16	8.5
Engineering (construction and equipment)	33	20
Total	83	100

Note: The term "ordinary purchases" encompasses a range of items, including card clocks, flags, air freshener supplies, computer supplies, etc.

Number of Raw Material Suppliers and Percentage of Purchase Amount in 2024

Region	Type	Number of Suppliers	Percentage of Purchase Amount
Domestic	Packaging	25	4.6
	Raw materials	20	4.0
	Components	46	54.8
	Lamps	11	6.6
	Plastics	52	18.2
	Rubbers	13	1.2
	Secondary processes	18	0.8
	Hardware	31	3.6
	Glass	4	0.4
Overseas	Components	9	5.9
Total		229	100.0

Note: The term "local" refers to Taiwan.

4.2 Due Diligence of Supply Chain

Corporate Commitment

Adhering to the "Guiding Principles on Business and Human Rights" and the "Ten Principles of the UN Global Compact" of the United Nations as well as the "Fundamental Principles and Rights at Work" of the International Labor Organization, supporting the Responsible Business Alliance (RBA) Code of Conduct, and strictly complying with the "Labor Standards Act," "Employment Service Act," "Gender Equality in Employment Act," "Sexual Harassment Prevention Act," "Occupational Safety and Health Act," and other ROC regulations related to environmental protection, intellectual property and information security, the Company has established the "TYC Suppliers' Code of Conduct" and the "TYC Labor Policy Questionnaire" to investigate the raw material suppliers' compliance status with relevant labor regulations and policy. It is our hope that suppliers can accordingly foster a responsible, environmental, honest and transparent supply chain with us. In 2024, no suppliers were involved in any incidents of significant social and environmental impact, and there was no use of child labor in the supply chain.

The Company arranges ESG training and announcement for suppliers on an irregular basis. In 2024, in response to the Tainan City Government's promotion of fire safety ESG, we encouraged key suppliers to take part in the on-site lecture "Introduction to and Application of Fire Safety ESG" delivered by disaster prevention expert Lin, Chin-Hung on May 30, to increase such suppliers' awareness of fire safety.



Lecture "Introduction to and Application of Fire Safety ESG"

Supplier Evaluation

In selecting new suppliers, TYC's procurement department evaluates new suppliers based on the "New Supplier Evaluation Form," which includes items such as delivery performance, cost and internal management (compliance with relevant laws and regulations of government agencies, e.g., Labor Standards Act, environmental laws, etc.). A qualified new supplier must have an evaluation score of at least 65; those with an evaluation score below 65 will be re-evaluated after they finish making improvements. In addition, new suppliers must also pass the "TYC Labor Policy Questionnaire" survey and observe the "TYC Suppliers' Code of Conduct" to meet TYC's social and environmental evaluation of new suppliers.

In order to strengthen the management ability of raw material suppliers, improve the quality of projects, increase the on-time completion rate, and respond to production demand in a timely manner, an annual evaluation schedule was established in 2024, with key suppliers selected to take the evaluation every year. Suppliers that failed the evaluation by scoring less than 60 points were required to provide an improvement plan for improvement and retake the evaluation audit. In 2024, 212 raw material suppliers (including 10 that underwent on-site evaluation) completed the evaluation, and all of them passed the evaluation.

Material Control

Comply with all applicable laws and regulations and customer requirements, prohibit or restrict the inclusion of certain substances in products and manufacturing processes, and include recycling and disposal labeling.

Responsible Procurement

TYC supports the Responsible Business Alliance (RBA) and the Responsible Minerals Initiative (RMI), and has formulated the TYC Conflict Minerals Procurement Policy to ensure that gold, tantalum, tungsten, tin and other minerals in the products we manufacture are not directly or indirectly subsidized or providing any benefit to the Democratic Republic of Congo and its neighboring countries, which are plagued by severe human rights abuses, forced and child labor, etc., and are not used in the manufacture of our products.

Furthermore, we require our carton suppliers to obtain the "FSC (Forest Stewardship Council) certification." In 2024, all of our carton suppliers were FSC-certified.



Supplier FSC Certification



TYC's Carton (With the FSC Mark Printed on the Bottom Right Corner)

5

Friendly and Healthy Workplace

Material Topic: Human Rights Management

5.1 Human Rights Management

5.2 Structural Analysis of Employees

5.3 Talent Attraction and Retention

5.4 Employees' Rights and Benefits

5.5 Human Resources Development and Training

Material Topic: Labor-management Relations

5.6 Labor-management Relations

Material Topic: Occupational Health and Safety

5.7 Occupational Health and Safety

5.8 Fire Safety Management



2024 Performance Highlights

↓4.2% in turnover rate

A turnover rate of 7.5%, showing a decrease by 4.2% compared to 2023.

23,114 training hours

A total of 23,114 hours of education and training, with NT\$3,489,409 invested therein.

No major labor disputes

No incidents of child labor, violations of indigenous peoples' rights, restrictions on freedom of association, and major labor disputes.

No serious work-related injuries

No occupational diseases, serious work-related injuries, or occupational safety incidents in the plant areas.

Management Approach: Human Rights Management

Material Topic: Human Rights Management

Positive Benefits Description	We are committed to ongoing human rights training and advocacy to enhance employees' awareness of gender equality. Additionally, we are dedicated to streamlining processes and optimizing operations to improve work efficiency.		
Negative Impact Description	There were no significant human rights issues, apart from an incident of the extension of working hours beyond the legal limits in 2024. This was addressed in line with the relevant regulations, and preventive and improvement measures were reinforced.		
Remedy/Measures	In the event that a human rights violation is substantiated through the complaint mechanism, the offender will be subject to disciplinary action in accordance with the relevant company regulations.		
Policies	We have developed a Labor and Business Ethics Policy and disclosed it on the Company's website. This reflects our commitment to promoting human rights protection, preventing forced labor and child labor, and prohibiting improper conduct such as workplace discrimination.		
Commitment	We provide our employees with a secure and respectful work environment and protect their legal rights from unlawful infringement. Meanwhile, all the employees and relevant suppliers are required to stick to the highest ethical standards to fulfill corporate social responsibility with the Company.		
Short-term Objectives	1 Fewer than 5 employee complaints. 2 Orientation training on human rights for new employees, with a training rate of 100%. 3 0 major labor disputes caused by violation of the Labor Standards Act. 4 Quarterly labor-management meetings and monthly meetings with foreign employees to protect labor rights and interests.		
Mid-term and Long-term Objectives	1 Completion of human rights due diligence and risk management. 2 A talent retention rate of 85% or more. 3 A child labor rate of 0%. 4 0 complaints about employee discrimination and 0 complaints about sexual harassment. 5 Continuous enhancement of employee education and communication on workplace human rights.		
Resource Input/Specific Output	Specific Results in 2024: 1 Launching the project of human rights due diligence and implementing the Suppliers' Code of Conduct. 2 Having each new employee complete a 0.5 hour human rights training to increase their awareness of human rights, and promoting online digital learning courses as one of the mandatory training courses for new employees. 3 Having no major labor disputes, and keeping the number of employee complaints within the expected range (less than 5 complaints). 4 No complaints about the use of child labor, violations of indigenous peoples' rights, and restrictions on the freedom of association.		
Responsible Department and Complaint Mechanism	1 The HR department is responsible for employee complaint management, human rights training, human resource agency training, and risk management. 2 The general administration unit is responsible for arranging meetings with foreign employees and security companies to conduct education, training, and risk management. 3 Any problems regarding unlawful infringement in the workplace may be reported to the Sanitation & Safety Room through the channels for complaint and communication: Safe Sanitation Room Coordinator Mavis_Lien 06-3841888 #193 Mavis_Lien@tyc.com.tw		
Evaluation Mechanism	1 Provision of diverse communication channels to collect employee opinions. 2 Organization of labor-management meetings (quarterly) and meetings with foreign employees (monthly) to review relevant matters. 3 In the event that a human rights violation is substantiated through the complaint mechanism, having the offender be subject to disciplinary action in accordance with the relevant company regulations.		

5.1 Human Rights Management

In order to protect the basic human rights of all employees and stakeholders, TYC has formulated human rights policies in accordance with the United Nations Universal Declaration of Human Rights, the Conventions of the International Labor Organization, and other relevant norms. TYC also supports the Responsible Business Alliance (RBA) Code of Conduct and abides by labor-related laws and regulations, including the Labor Standards Act, the Employment Service Act, the Gender Equality Act, the Sexual Harassment Prevention and Control Act, the Occupational Safety and Health Act, and other labor-related laws and regulations. We provide our employees with a secure and respectful work environment and fulfill our corporate social responsibility to support our employees.

Human Rights Policies and Commitments

In 2022, we formalized our Labor and Business Ethics Policy in line with the Labor Standards Act of the Republic of China (R.O.C.) and other relevant legislations. Additionally, we adhere to the Code of Conduct of the Responsible Business Alliance (RBA), which ensures the protection of and respect for the rights and interests of our employees. The policy has been signed by the Chairman and the General Manager and made publicly available on the Company's internal and official websites.

Furthermore, to fulfill its commitment to human rights and protection, the Company has clearly stipulated the commitment to human rights and employee protection in internal regulations, including the Work Rules, Employee Recruitment and Hiring Regulations, Sexual Harassment Prevention Regulations, Prevention Plan for Unlawful Infringement in the TYC Workplace, and Personnel Rewards and Punishment Regulations. In accordance with the Labor and Business Ethics Policy, the TYC Suppliers' Code of Conduct and the TYC labor policy questionnaire have been formulated. Our procurement policy also includes a human rights commitment, which we require our supply chain partners to adhere to. Should you encounter any evidence of the aforementioned violations, you are encouraged to report them to the general manager's mailbox. All reports will be treated with utmost confidentiality. In the event that any violations are substantiated, the perpetrators will be subject to legal consequences. Those who violate the regulations will be subject to disciplinary action in accordance with the Company's policies. Finally, any individual engaged in inappropriate licensing behaviors will be immediately terminated from their partnership with TYC.



Labor and Business Ethics Policy

Human Rights Training and Advocacy

From the moment new employees join our company, we provide comprehensive training to ensure a smooth transition. Our program covers a range of essential topics, including the Company's corporate culture, individual labor rights and benefits, personal information privacy, and workplace safety. A total of 4,110 hours of training were provided in 2024, with 2,775 individuals attending training sessions.

Human Rights Related Training in 2024

Theme	Persons	Hours
Newcomer Education and Training (including human rights policy)	151	982
General OSH Education and Training	1,529	1,954
Prevention of Workplace Misconduct and Sexual Harassment	560	409
Supervisor of Labor Laws and Employee Assistance Training	99	308
RBA Basic Training	436	457
Total	2,775	4,110



RBA Basic Training

Complaints and Handling of Human Rights Issues

Human Rights Complaint Channels

Channels	Contact Person	Whistleblower Protection Mechanism	Investigation Process
- Workplace Misconduct - Sexual Harassment Complaints - Employee Opinion Boxes	Contact/Line: - Safe Sanitation Room: Tien, Wen Hsuan, Associate Manager 06-3841888#391 - Human Resources: Lee, Ying Juan, Associate Manager 06-2658781#170 - Human Resources: Zhang, Ching Fang, Coordinator 06-2658781#165	The whistleblower may present specific facts in a named or anonymous manner, or through a third party representative (either the person involved in the incident or another informed employee to assist with the complaint on his/her behalf). The whistleblower's personal information will be kept confidential and limited to that of the receiving officer to ensure that he/she is not subjected to any improper treatment as a result of his/her complaint.	Each complaint case is handled by a specialized staff. Depending on the nature of the case, an investigation team is set up to conduct the investigation and convene an investigation meeting. If the case is substantiated, sanctions will be imposed in accordance with the judgment.

Human Rights Management

In 2024, TYC did not receive any complaints regarding child labor, infringement of aboriginal rights, or restrictions on freedom of association. Upon receipt of 3 complaints in 2024, the parties involved have expressed no intention to file a complaint. TYC conducted a comprehensive overhaul and strengthening of the workplace to fulfill our responsibility to remediate and prevent such incidents. In 2024, we successfully completed 100% of the workplace misconduct complaints. Additionally, we conducted comprehensive workplace misconduct education and training, as well as sexual harassment prevention and treatment, reaching 560 individuals and 409 hours.

5.2 Structural Analysis of Employees

TYC had a total of 1,651 employees by the end of 2024, of which 473 were female and 1,178 were male. The employees came from Taiwan, Mainland China, Philippines, Vietnam, etc. The Company gave priority to hiring local^{Note1} employees, of which 100% of the senior management^{Note2} were local employees. All employees were full-time, and there were no part-time, temporary or non-hourly-guaranteed employees.

Note 1: Local refers to individuals who are currently residing in Taiwan

Note 2: The senior management team is comprised of individuals at the Director level or above.

Structural Analysis of Employees in 2024

Classification / Year and Statistics				2022		2023		2024	
				Number	Percentage	Number	Percentage	Number	Percentage
Employees	Direct	Gender	Male	539	33.54%	589	35.72%	582	35.25%
			Female	231	14.37%	207	12.55%	203	12.30%
		Age	Below 30	133	8.28%	135	8.19%	108	6.54%
			30-50	513	31.92%	522	31.66%	519	31.44%
			Above 50	124	7.72%	139	8.43%	158	9.57%
		Education	Graduate school	1	0.06%	1	0.06%	1	0.06%
			College/university	305	18.98%	333	20.19%	328	19.87%
			Others	464	28.87%	462	28.02%	456	27.62%
	Indirect	Gender	Male	579	36.03%	586	35.54%	596	36.10%
			Female	258	16.05%	267	16.19%	270	16.35%
		Age	Below 30	102	6.35%	98	5.94%	104	6.30%
			30-50	480	29.87%	480	29.11%	446	27.01%
			Above 50	255	15.87%	275	16.68%	316	19.14%
		Education	Graduate school	105	6.53%	110	6.67%	111	6.72%
			College/university	584	36.34%	601	36.45%	620	37.55%
			Others	148	9.21%	142	8.61%	135	8.18%

Note 1: The total number of employees is based on the number of employees at the end of the year. Formula: (Number of employees in the category / Total number of employees) × 100%
 Percentage of direct employees under the age of 30 = (Total number of direct employees under the age of 30 / Total number of employees) × 100%
 Percentage of indirect employees with a graduate degree = (Total number of indirect employees with a graduate degree / Total number of employees) × 100%

Note 2: "College/university" refers to 5-year junior colleges and universities, and "others" refers to senior and junior high schools.

Note 3: The term "managerial position" is defined as a supervisor at the level of team leader or above.

Diversified Workplace

TYC strives for diversity, equity, and inclusion in the workplace. At TYC, we uphold human rights and the fundamental right to work, offering a diversity of employment opportunities. In order to safeguard the employment opportunities for disadvantaged groups, TYC had 20 physically and mentally challenged employees (18 men and 2 women) in 2024, which is better than the 1% employment quota for disabled individuals as required under Article 38 of the government's "People with Disabilities Rights Protection Act."



5.3 Talent Attraction and Retention

Employment Policy

- 1 Equal hiring and career developing opportunity: no discrimination, harassment, or any unfair treatment for the nationality, race, age, gender, marriage status, gender identity, disability, pregnancy, religion, political stand, or other characteristics.
- 2 Spouses, relatives by blood, and in-laws of employees are not permitted to be appointed to positions where they might be expected to cover up each other's deficiencies (supervisor-subordinate or superior-subordinate relationships).
- 3 Prohibition of Child Labor: We strictly adhere to the policy that no individuals under the age of 18 are employed at any of our domestic or overseas business locations.
- 4 Age and identification shall be identified on all applicants to eradicate hiring child labor.

Diversified Recruitment Channels

TYC employs a multifaceted approach to talent acquisition, leveraging a range of recruitment channels, including manpower banks, social networking sites, campus internships, factory recruiting, and industry-academia collaboration. Additionally, TYC participates in job fairs across various campuses, targeting talented individuals from diverse ethnic backgrounds.

To cultivate potential talent in the five core technical fields of light, mechanics, electricity, heat, and molds, TYC participates in industry-academia cooperation with universities and colleges. TYC provides scholarships and summer and winter internships to young students interested in developing their careers in the automotive/mechanical vehicle lighting industry. To foster a positive work ethic, enhance adaptability and competitiveness in the workplace, and raise awareness of potential TYC talent, 14 students participated in the industry-academia cooperation in 2024, with a total of NT\$204,333 in scholarship sponsorships.



Industry-academia Collaboration in 2024 -
Scholarship for NKUST

Hiring and Retention/Turnover

TYC believes that stable manpower helps improve team performance and the sharing of knowledge, which contributes to the Company's competitiveness. To support the quick adaptation of new employees, we not only have supervisors assign existing employees to help new employees improve their work skills, but also have on-site units hold meetings with new employees for opinion sharing, so that they can rapidly adapt themselves to the Company. In 2024, a total of 153 new employees were hired. In terms of turnover management, our supervisors and the HR unit arrange interviews to understand the main reason for resignation as a reference for the subsequent retention strategy. In 2024, a total of 124 people resigned, with the overall turnover rate decreasing by 4.2% compared to 2023; the main reasons included career planning, retirement, and the expiration of foreign migrant worker contracts. To enhance employee retention, the Company carried on the retention assessment and bonus system; in 2024, 43 employees benefited therefrom, and the retention rate reached 93%. Going forward, the Company will continue to optimize the employee retention measures to boost the organizational development momentum.

Statistics on New Hires and Turnover in 2024

Classification / Year and Statistics			2022		2023		2024	
			Total	Percentage ^{Note 1}	Total	Percentage ^{Note 1}	Total	Percentage ^{Note 1}
New Hires	Age	Below 30	216	91.9%	105	45.1%	65	25.1%
		30-50	152	15.3%	123	12.3%	84	8.5%
		Above 50	8	2.1%	7	1.7%	4	1.0%
	Gender	Male	263	23.5%	191	16.3%	118	1.5%
		Female	113	23.1%	44	9.3%	35	7.4%
	Education	Graduate school	19	17.9%	16	14.4%	16	14.3%
		College/university	182	20.5%	139	14.9%	90	9.5%
		Others	175	28.5%	80	13.2%	47	8.0%
Resigned Employees	Age	Below 30	171	72.8%	63	27.0%	36	13.9%
		30-50	189	19.0%	123	12.3%	86	8.7%
		Above 50	25	6.6%	7	1.7%	2	0.5%
	Gender	Male	255	22.8%	128	10.9%	98	8.3%
		Female	130	26.6%	65	13.7%	26	5.5%
	Education	Graduate school	12	11.3%	12	10.8%	12	10.7%
		College/university	167	18.8%	96	10.3%	68	7.2%
		Others	206	33.6%	85	14.1%	44	7.5%

Note 1: The total number of employees is based on the number of employees at the end of the year.
 New hire rate (%) = (Total number of new hires in the category / Total number of employees in the category) * 100%.
 Turnover rate (%) = (Total number of resigned employees in the category / Total number of employees in the category) * 100%.

Note 2: Reasons for the change in the number of new hires:
 (1) The declining birth rate and the fierce competition in the labor market resulted in a decrease in the number of new hires.
 (2) There is still room for improvement in the mechanism of salary and related benefits.

Remuneration System

To motivate employees, the Company adjusts salaries in line with the effectiveness and achievements of its operations. The average salary adjustment for direct employees in 2024 was approximately 1.4%. Salary differences were determined by factors such as work complexity and employee qualifications. Junior employees received an average standard salary in line with the basic wage of NT\$27,470 under Taiwanese law, which is the minimum wage for that year. The multiples are as follows:

2024 Basic Salary and Remuneration Ratio

Classification / Year and Statistics		Ratio					
		2022		2023		2024	
Employee Category	Item	Male	Female	Male	Female	Male	Female
Direct	Basic Salary ^{Note 1}	1	0.9	1	0.9	1	0.91
	Remuneration ^{Note 2}	1	0.88	1	0.83	1	0.86
Indirect	Basic Salary	1	0.86	1	0.85	1	0.85
	Remuneration	1	0.76	1	0.76	1	0.77

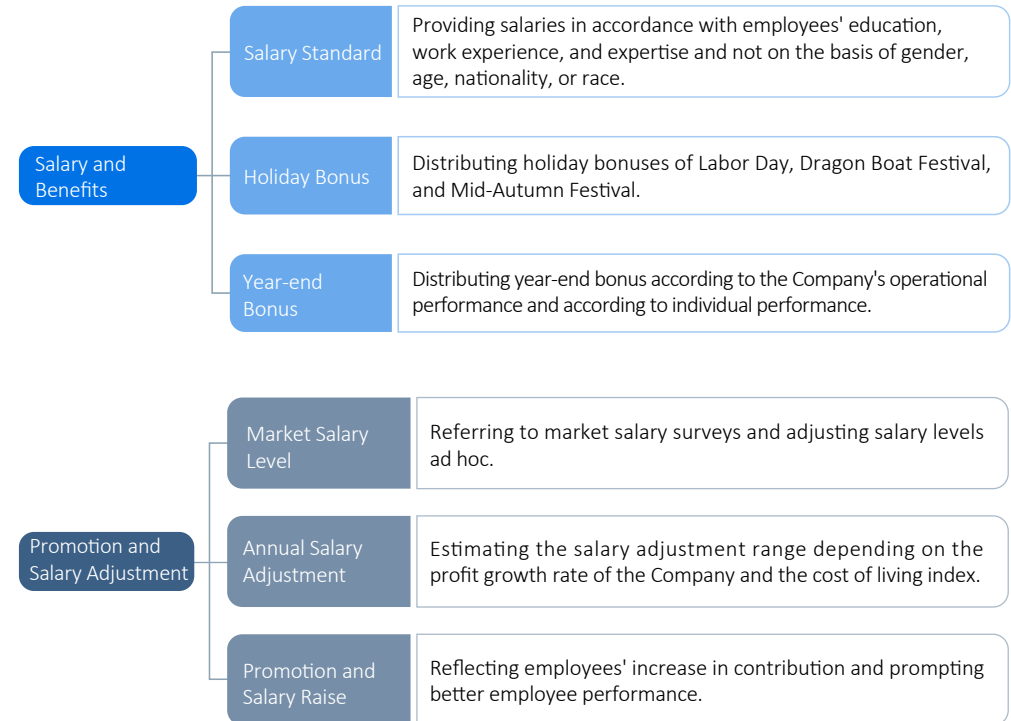
Note 1: Basic salary" is the recurring monthly salary.

Note 2: "Remuneration " is the total annual salary, including monthly salary and bonus. Excludes annual salary of foreigner employees.

Note 3: Excluding the annual salary of foreign migrant workers.

Note 4: The information on the salary of full-time non-managerial employees may be found at the MOPS → > Corporate Governance > Information relating to corporate social responsibility > Information relating to ESG > Information about salary of full-time employees who are not in a managerial position. <https://mops.twse.com.tw/mops/#/web/t100sb15>

The Company's appointment and salary administration are in accordance with the Regulations Governing the Salary Management, and are based on job category and rank without regard to gender. The promotion system is divided into 16 grades according to the position, with each grade setting the upper and lower limits of salary according to its market value and the Company's salary policy. This ensures that the salary structure for employees is both reasonable and fair. The median ratio of the highest individual's annual total compensation to the total annual compensation of all employees (excluding the highest-paid individual) is 16.82:1. The median ratio of the percentage increase in the highest individual's annual total compensation to the average percentage increase in the total annual compensation of all employees (excluding the highest-paid individual) is 1.12:1



5.4 Employees' Rights and Benefits

Employee Care and Welfare Measures

At TYC, we recognize our employees as invaluable partners in our pursuit of sustainable development. TYC is committed to enhancing its employee welfare system and providing comprehensive physical and mental care and attention to its employees, with the goal of reducing stress and achieving a healthy work-life balance.

Employee Welfare Measures

Item	Content
Domestic and Overseas Travel	Holding 1 staff trip every year and providing travel subsidy (\$15,000) for senior staff to encourage them to travel and relax.
Holiday and Year-end Parties	- Running a year-end party and a lottery prizes activity in recognition of our employees' efforts throughout the year. - Sponsoring Christmas parties for foreign employees to jointly celebrate the holiday.
Year-End Bonus	Determined by the annual operation as well as individual performance and contribution.
Welfare and Various Subsidies	- Meal allowances, maternity celebration, injury and illness hospitalization consolation, wedding and funeral gifts, holiday and birthday bonuses, language- learning subsidies, and cooperative vendors (A total of 246 cooperative stores in 2024.) - In the event of unfortunate passing of employees during their employment, TYC fulfills its responsibility of taking care of its employees by providing full support for their minor children's tuitions until their graduation from high school or vocational high schools, allowing the children to finish school with ease. The amount accumulated was \$115,036. Currently, there are still 2 children of our employees receiving the assistance.
Various Complimentary Facility	Complimentary parking for automobiles and scooters, breastfeeding room, and reading room.
Aftertea	Providing employees afternoon tea and snacks to appreciate employees for their hard work.
Film Appreciation	Giving away movie tickets to let employees enjoy their favorite films.
Club Activities	Offering subsidy \$4,000 for clubs proactively organized to bond the friendship between employees within the Company through shared hobbies.
Flexible Working Hours	Employees with the need of child care or health issues may apply for a flexible clock in/out. A total of three employees applied in 2024.
Leave System	- Besides the statutory types of leave, the Company additionally provides two days of leave for children's wedding and 1 day of leave for siblings' wedding. - The Company offers paid leave to employees who participate in environmental protection or public welfare activities on weekends/holidays. 2024NEW
Life and Health Insurance	Taking out various types of insurance for employees, including labor insurance, national health insurance, employee group insurance, occupational accident insurance, and travel insurance to provide a more thorough protection.
Group Insurance	In addition to the government's basic social insurance, we even provide benefits of group insurance, which includes life insurance, catastrophic illness insurance, accident insurance, medical insurance, and cancer prevention insurance, to allow employees to enjoy complete medical care and compensation in the event of unforeseen catastrophic illness and accidents.
On-Site Counseling of Group Insurance Personnel	Group insurance personnel provide professional consultations at the Company factory periodically.
Annual Health Check-Up	Apart from providing complimentary annual health check-ups, the Company also arranges physical examinations and medical counseling for those involved in special tasks, safeguarding employees' mental and physical health.
Health Promotion Seminars	- Organizing non-periodical health promotion seminars tailoring the needs of employees to help soothe the tension and bustle of work stress. - All plants are equipped with additional automatic blood pressure monitors 2024NEW and AEDs. 2024NEW
Psychological Counseling	In the event of workplace misconduct or other catastrophic accidents affecting employees' psychological and physical condition, the Company organizes professional consulting groups to provide intervention and ease emotions as well as stress through the help of counseling.
Commemorative Gold Coin Medal for Service	In recognition of the dedication and great loyalty of our senior employees completing 25 years of service, the Company awards the "Commemorative Gold Coin for 25 Years of Service" at year-end parties to express our deepest gratitude. A total of 35 individuals were rewarded in 2024.



The Raffle Winner at the Year-end Party



Commemorative Gold Coin
for 25 Years of Service



Afternoon Tea Box



Migrant Worker Basketball Competition



The Winners of the Christmas
Party for Migrant Workers

Enforcement of Parental Leave

The Company is committed to supporting its employees in maintaining a healthy work-life balance. To this end, it offers eligible employees a range of leave options, including childcare leave, in accordance with the Gender Equality Act. Employees with the need of child care or health issues may apply for a flexible clock in/out. A total of three employees applied in 2024. The factory has a clean and comfortable breastfeeding room. In addition, the Company has contracted two childcare service organizations to provide preferential childcare services for their employees.

2024 Statistics of 2024 Parental Leave

Item/Year	Gender	Statistics		
		2022	2023	2024
Number of Employees Eligible for Parental Leave Without Pay	Male	69	100	108
	Female	48	66	73
Number of Employees Applying for Parental Leave Without Pay	Male	6	9	5
	Female	7	8	5
Number of Employees Who Should be Reinstated After Parental Leave Without Pay (A)	Male	3	7	4
	Female	10	3	2
Number of Employees Actually Reinstated After Parental Leave Without Pay (B) (Incl. Early Reinstatement)	Male	3	6	3
	Female	8	2	2
Reinstatement Rate (B/A)	Male	100%	85.7%	75.0%
	Female	80%	67%	100%
Number of Employees Who Remained in Service 12 Months After Being Reinstated After Parental Leave Without Pay in the Previous Year (C)	Male	3	3	6
	Female	5	5	2
Retention Rate (C / B in the Previous Year)	Male	75%	100%	100%
	Female	100%	62.5%	100%

Note 1: The number of employees eligible for parental leave without pay is based on the number of male and female employees who have applied for maternity leave and paternity leave in the last 3 years.

Note 2: Reinstatement rate = (Total number of employees actually reinstated in the year / Total number of employees who should be reinstated in the year) * 100%.

Note 3: Retention rate = (Total number of employees who remained in service 12 months after being reinstated in the previous year / Number of employees actually reinstated in the previous year) * 100%.

Retirement Planning and Protection

TYC is committed to supporting its employees in both their professional and personal lives. In accordance with the Labor Standards Act and the Labor Pension Act, TYC's retirement system adheres to the law and contributes monthly to each employee's social insurance. During the reporting period, 28.47 % of employees were covered by the old system, while 71.53% were covered by the new system. In 2024, a total of nine employees retired, and a total of NT\$14,650,242 was paid in retirement benefits.

For the management methods of the new and old labor pension schemes, [please refer to P.104 of 2024 Sustainability Report \(full version\)](#).



Management Methods
of the New and Old
Labor Pension Schemes



5.5 Human Resources Development and Training

At TYC, we place a strong emphasis on the professional development of our employees, both in terms of their current roles and as lifelong learners. Our goal is to support our employees not only in their work, but also in their personal and professional growth within the workplace. Furthermore, to facilitate career development and align with operational requirements, we have implemented a reassignment system. In the event of a company reorganization or reassignment requirement, the supervisor will consult with employees to ascertain their preferences. All job changes will be conducted in a manner that ensures the original rights and interests of employees are protected. The Company will provide the necessary assistance to facilitate a smooth transition and address any issues that may arise.

Training Program Development System

With an eye on the continuous professional capacity enhancement and career development of employees, TYC has established the "Education and Training Implementation Regulations" to systematically improve employees' performance and professional skills. At the same time, in order to cultivate management talent on an ongoing basis, we provide management training courses at all levels to enhance the leadership abilities of management executives.

In addition to organizing internal training activities, TYC also facilitates employees' participation in external learning activities to enhance their competitiveness in the workplace. The cost of external training and the travel expenses resulting therefrom are fully covered by the Company.

In order to increase the learning channels and flexibility, the "TYC E-learning Platform" has been established, allowing employees to learn online through computers or mobile phones according to their individual progress and needs. Meanwhile, TYC facilitates English and Japanese language training and Thai language courses for stationed personnel intermittently, and administers a "Language Scholarship Program" to motivate employees to attain language proficiency.

Overview of Education and Training

In 2024, there were 744 internal educational training courses, which took a total of 21,639 hours with 14,081 person-time. A total of 1,475 hours with 177 person-time were complete for external training course. The total expense for training was NT\$3,489,409. The average training hour was 14 hour/person with NT\$2,114 /person for all employees in 2024.



AI-related Lecture



Effective Work Method - PDCA



Statistics on Types and Hours of Training in 2024

Year	2022				2023				2024			
Type of Training	Male		Female		Male		Female		Male		Female	
	Hour	Trainee	Hour	Trainee	Hour	Trainee	Hour	Trainee	Hour	Trainee	Hour	Trainee
General Ability	4,334	2,197	2,383	1,273	8,070	5,819	3,839	2,555	6,444	4,551	3,084	2,119
Core Ability	2,611	387	704	91	2,882	441	746	98	2,079	362	444	88
Job-Specific	727	187	432	116	1,428	300	201	88	827	252	120	70
Professional Ability	2,915	2,233	1,381	924	5,212	4,460	2,247	1,518	6,222	4,897	2,381	1,582
Management Ability	739	110	207	28	2,558	333	600	83	1,087	232	426	105
Total	11,326	5,114	5,107	2,432	20,150	11,353	7,633	4,342	16,659	10,294	6,455	3,964

Note: The training hours include the hours of internal courses and external training and exclude the hours taken in other training methods such as work guidance and job rotation.

Statistics on Average Training Hours in 2024

Category / Year and Statistics		2022	2023	2024
Per employee ^{Note 1}		10.2	16.8	14
By gender ^{Note 2}	Female	10.4	16.1	13.6
	Male	10.1	17.1	14.1
By type ^{Note 3}	Managerial	7.7	25.3	20.5
	Non-managerial	10.5	15.9	13.3

Note 1: Average training hours per employee = Total training hours of all employees in the year / Total number of employees at the end of the year.

Note 2: Average training hours per female employee = Total training hours of female employees in the year / Total number of female employees at the end of the year.

Note 3: Average training hours per employee in each category = Total training hours of employees in the category in the year / Total number of employees in the category at the end of the year.

Note 4: In 2023, we provided special training on prevention of sexual harassment and unlawful infringement in the workplace for all employees. Thus, the numbers of training hours and trainees have increased significantly.

Training Expenses in 2024

Year	2022		2023		2024	
Item	Total	Average	Total	Average	Total	Average
Male	1,722,461	1,541	2,761,540	2,350	2,519,286	2,139
Female	819,129	1,675	1,056,162	2,228	970,123	2,051
Total	2,541,590	1,582	3,817,702	2,315	3,489,409	2,114

Unit: NT\$

Note: Average training expenses = Total training expenses / Total number of trained employees; Average training expenses by gender = Total training expenses in the year by gender / Total number of trained employees in the year by gender.

6 SIGMA

To enhance the employees' proficiency in problem analysis and improvement techniques, TYC has been conducting the first 6 Sigma training activities since 2018. This year (2024) marks the seventh consecutive year of such training. Annually, through training courses and improvement projects, TYC has trained its staff to establish correct and effective quality 6 Sigma Training Input and Effectiveness. By the end of 2024, a total of 17 black belts have been trained and 74 improvement projects have been conducted.



6 SIGMA Training Campaign and Certification Presentation

6 Sigma Training Input and Effectiveness

Year	Number of Participants	Total Training Hours	Expenses	Number of Annual Projects	Blue Belt	Green Belt	Black Belt
2019	71	141.25	\$1,526,780	23	30	75	8
2020	46	30.5	\$326,520	8	-	-	-
2021	36	33.5	\$325,010	8	-	-	3
2022	35	99.5	\$940,650	8	-	26	4
2023	37	72	\$644,850	8	-	17	1
2024	35	90.5	\$823,555	9	-	17	1
Total	333	613.25	\$6,058,405	74		135	17

Fair and Effective Performance Management System

TYC is dedicated to enhancing the collective performance of our employees and the efficiency of the Company through the implementation of a comprehensive performance management system, fostering two-way communication and developing robust employee development plans. During the annual evaluation process, TYC administers a survey on the employees' future work intentions. This not only serves as a human resource reference for the Company's business strategy but also reflects the importance TYC places on employees' career development planning. In 2024, after excluding employees who had served for less than three months and those on retained pay, 44 staff were not included in the performance evaluation. A total of 1,607 employees participated in the evaluation.

For the content and schedule of the "annual evaluation," [please refer to P.107 of 2024 Sustainability Report \(full version\)](#).



Content and Schedule of the "Annual Evaluation"

Statistics on Performance Evaluation in 2024

Employee Category		No. of Employees Evaluated	Total	Percentage
Gender	Male	1,142	1,142	100%
	Female	465	465	100%
Employee Category	Direct	775	775	100%
	Indirect	832	832	100%

Note 1: The employees not evaluated include employees who have been in service for less than 3 months and employees who have been on leave without pay.

Note 2: Percentage of evaluation: Number of actually evaluated employees in the category / Number of employees that should be evaluated.

Note 3: Direct labor: Technical personnel directly engaged in on-site production operations.
Indirect labor: All the employees that are not the aforesaid direct labor.

Management Approach: Labor-management Relations

Material Topic: Labor-management Relations

Positive Benefits Description	Good labor-management relations are critical to the Company's long-term and stable development. Active labor-management negotiations and cooperation can promote workplace harmony, improve employee work satisfaction and productivity, and enhance the Company's social responsibility image.	
Negative Impact Description	The Company might be negatively impacted by labor disputes.	
Remedy/Measures	We resolve labor disputes through coordination and communication.	
Policies	The Labor and Business Ethics Policy is in place to show our commitment to sticking to the principles of fairness, justice and respect in terms of the relationship with employees, and protecting the basic labor rights and interests of employees. Regular labor-management meetings are held to actively collect employees' opinions and establish a comprehensive problem-solving and complaint mechanism.	
Commitment	We are committed to providing employees with good working conditions, development opportunities and fair treatment, taking care of employees in terms of work and life to ensure the work-life balance.	
Short-term Objectives	- At least 1 labor-management meeting every quarter to promote communication and coordination between the two parties. - Improvement of communication channels: Setting up or optimizing the internal communication mechanisms, such as regular meetings, opinion mailbox, or anonymous employee surveys. - Implementation of legal compliance: Ensuring that wages, working hours, and benefits are in line with labor regulations to avoid labor disputes. - Enhancement of labor-management mutual trust: Enabling employees to understand the Company's decisions through internal communication, education and training to reduce misunderstandings and confrontation.	
Mid-term and Long-term Objectives	- Optimized remuneration system: Optimizing the remuneration system by referring to the market salary level irregularly so that it is competitive in the market. - Better employee training and development: Implementing employee skill improvement plans, such as internal lectures, external training subsidies, etc., to enhance employees' competitiveness in the workplace. - Lower turnover rate: Improving the workplace environment, and providing promotion opportunities and employee benefits to boost employee loyalty. - Stable labor-management relations, with an eye to 0 labor disputes.	
Resource Input/Specific Output	Specific Results in 2024: - A total of 6 labor-management meetings (4 regular ones and 2 special ones). - Organization of 12 meetings with foreign employees (monthly). - An overall turnover rate of 7.5%, showing a decrease by 4.2% compared to 2023. - A retention rate of up to 93% based on the retention assessment and bonus system.	
Responsible Department and Complaint Mechanism	The HR department is responsible for managing the labor-management relations, implementing training on labor regulations, and arranging labor-management meetings. Communication and reporting channel for labor-management issues: Human Resources Development Department Associate Manager Li, Ying-Chuan 06-2658781#170 Nicole_Lee@tyc.com.tw	
Evaluation Mechanism	- Regular labor-management meetings. - Follow-ups of employee complaints.	

5.6 Labor-management Relations

Even though the Company does not set up a union or enter into any collective bargaining agreements, the Company values labor-management relations and provides various smooth communication channels for employees, such as face to face communication and online/-physical employee suggestion mailboxes, so that they can present their constructive feedback to any management levels and the HR unit at any time. For reported cases, the Company handles the cases confidentially and investigates objectively, so the whistleblowing employees know the Company will protect them from revenge. Meanwhile, the Company complies with the requirement of minimum period of notice for major operational changes in the termination of labor contracts as stipulated in Article 16 of the Labor Standards Act to protect the employment rights of employees.

Diversified Communication

Labor management meetings are held every 3 months to meet the regulation requirement. Representatives from labor and management and the HR unit will join the meetings to explain and discuss on the Company's major policies, management issues, and benefits. Suggestions proposed in the meetings will be included in the meeting minutes for follow-ups and effective implementation to ensure labor rights. In 2024, 6 labor-management meetings (including 4 regular ones and 2 special ones) were held; no major labor dispute occurred in the year, so there was no relevant loss.

In addition, in order to protect human rights, the Company prohibits the use of forced labor and bonded labor and strictly forbids any collateralization of documents, collection of deposits, or pledging of wages. We also provide proper care for migrant workers, with administrators and interpreters available to offer timely and necessary services. In 2024, we held monthly meetings with migrant workers (12 meetings in total) as a channel for them to express their opinions, and recorded the opinions in the meeting minutes in detail, in order to create a more inclusive work environment.

Labor-management Communication Channel

Description



Online & Physical Suggestion Mailboxes

TYC has established both online and physical suggestion mailboxes. The suggestions are received by the HR unit and the information is kept confidential. This allows us to gain insight into the actual difficulties our employees face and to improve the contact and communication between them and the Company.



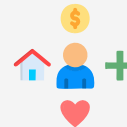
Complaints of Workplace Misconduct

We maintain a zero-tolerance policy regarding all forms of workplace violence. Our goal is to foster a safe, respectful, and inclusive work environment where all employees are treated equitably and have equal access to opportunities. We are committed to preventing any form of violence, whether internal or external, that may arise in the course of our employees' duties. All reported cases are handled with strict confidentiality and investigated impartially to ensure the safety of the individual who made the report and to prevent any form of retaliation.



Sexual Harassment Complaints

To ensure a harassment-free workplace, the "Sexual Harassment Prevention Regulations" have been established to provide a clear framework for filing complaints, the process for doing so, the principles of investigation and evaluation, and the penalties to be imposed. These regulations are accessible to all employees via the internal system.



Welfare Committee

The representatives of the Welfare Committee are elected by the employees to oversee the operation of the Welfare Committee. The representatives are tasked with reviewing and promoting the welfare business, as well as managing the activities of the clubs and the Company, serving as a liaison between the employees and the Welfare Committee.



Labor-manage- ment Meetings

Currently, TYC does not have a trade union or collective bargaining protection mechanism in place. However, to promote harmonious relations between the employers and employees, the Company regularly convenes labor-management meetings every 3 months. Both parties are represented at the meetings, which provide a forum for communication and the exchange of ideas.

Management Approach: Employee Health and Safety

Material Topic: Occupational Health and Safety

Positive Benefits Description	We are dedicated to maintaining the standards set forth by ISO 45001, promoting occupational health and safety initiatives, and enhancing our fire and disaster prevention preparedness through comprehensive drills and training.		
Negative Impact Description	In 2024, there were no serious work-related injury incidents or plant accidents. However, the incidence rate of general work-related injuries was higher than that of the previous year. This resulted in lost production hours and had an impact on the life and property safety of employees.		
Remedy/Measures	In the event of a work-related injury, the Company complies with the Labor Standards Act and assists employees in applying for labor insurance benefits, group insurance, and other claims. Additionally, the Company transfers employees to other positions based on their recovery status upon return to work.		
Policies	Occupational health and safety is associated with the safety and health of employees at work. It is the key to avoiding labor force outflow and ensuring continuous compliance with OHS-related laws and ISO 45001-related regulations.		
Commitment	At TYC, we prioritize the safety and health of all employees, cultivate a culture of safety, and foster a secure work environment to safeguard the lives and assets of our employees and the community.		
Short-term Objectives	1 An occupational disaster occurrence rate ≤ 2.5. 2 No fire accident. 3 No occupational disease cases. 4 No serious work-related injuries, or occupational safety incidents in the plant areas. 5 No work-related injuries for non-employee workers in the plants.		
Mid-term and Long-term Objectives	1 An occupational disaster occurrence rate ≤ 2. 2 No fire accident. 3 No occupational disease cases.		
Resource Input/Specific Output	Specific Results in 2024: 1 A health examination rate of 100%. 2 No occupational disease cases. 3 No serious work-related injuries, or occupational safety incidents in the plant areas. 4 No work-related injuries for non-employee workers in the plants.		
Responsible Department and Complaint Mechanism	Safe Sanitation Room Coordinator Mavis_Lien 06-3841888 #193 Mavis_Lien@tyc.com.tw		
Evaluation Mechanism	Annual PDCA effectiveness evaluation on OSH issues by the Sanitation & Safety Room according to ISO 45001 internal and external management review procedures.		

5.7 Occupational Health and Safety

TYC provides a safe, harmonious, and excellent working environment, and has obtained ISO/CNS 45001:2018 safe sanitation management system, in accordance with the requirements in the Occupational Health and Safety Management Regulations.



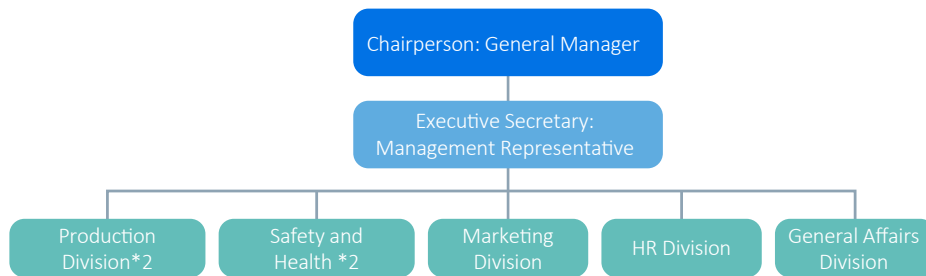
ESH Policy

Occupational safety and health committee

In accordance with the Occupational Health and Safety Management Regulations, TYC has established the Occupational safety and health committee. The committee is comprised of the general manager, the assistant manager of the Admin Division, the supervisor of the production unit, medical and healthcare personnel, labor and safety personnel, and labor representatives, among others. There are a total of nine committee members, four of whom are labor representatives (representing 44% of the committee's membership).

The Occupational safety and health committee is chaired by the General Manager and convenes on a quarterly basis to address safety and health-related matters with unit supervisors and members of the safety committee. In 2024, four meetings were held, and the key points and outcomes were recorded in the Internal systems.

Organizational Structure of the Occupational Safety and Health Committee

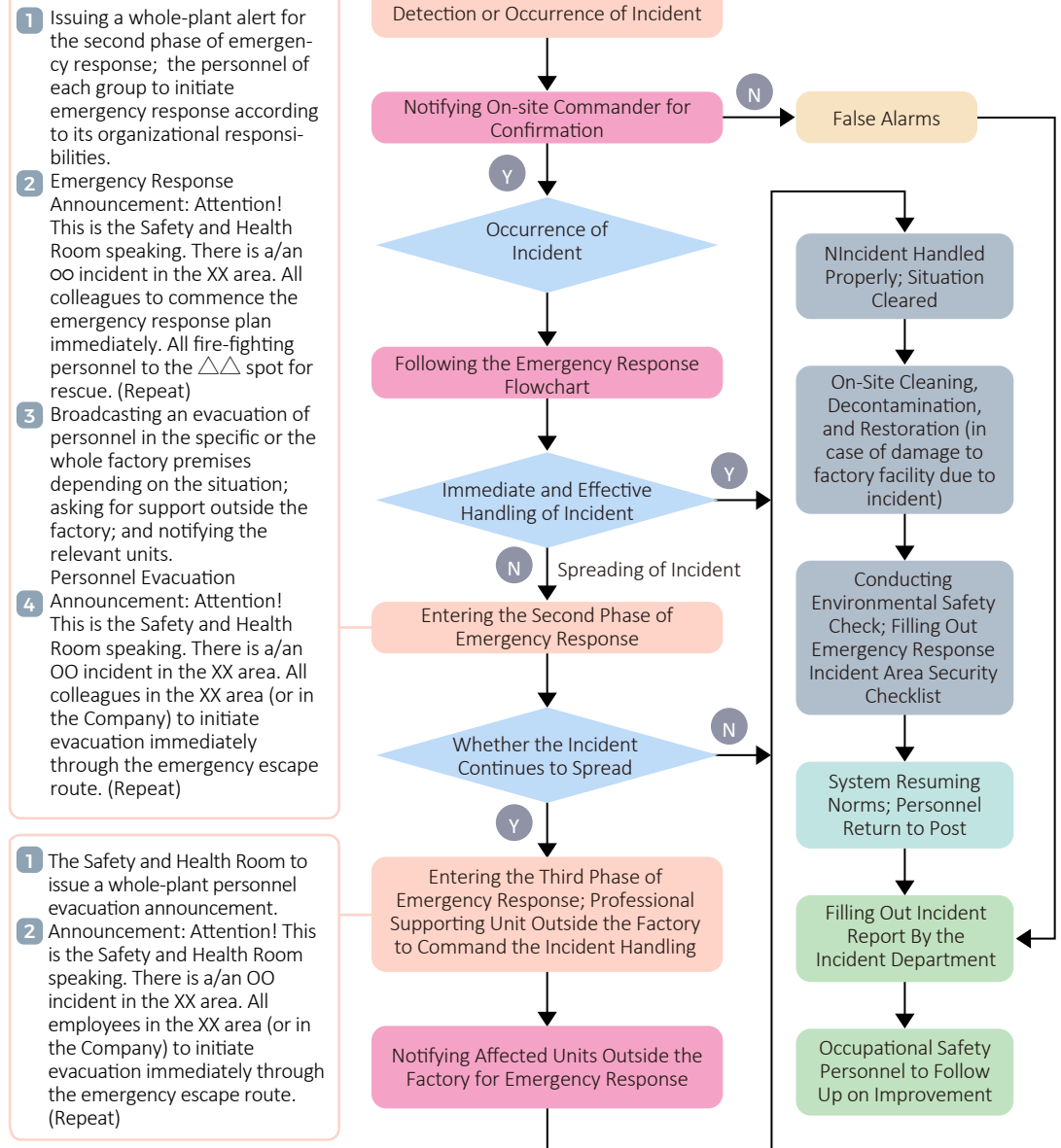


Accident Prevention and Reporting

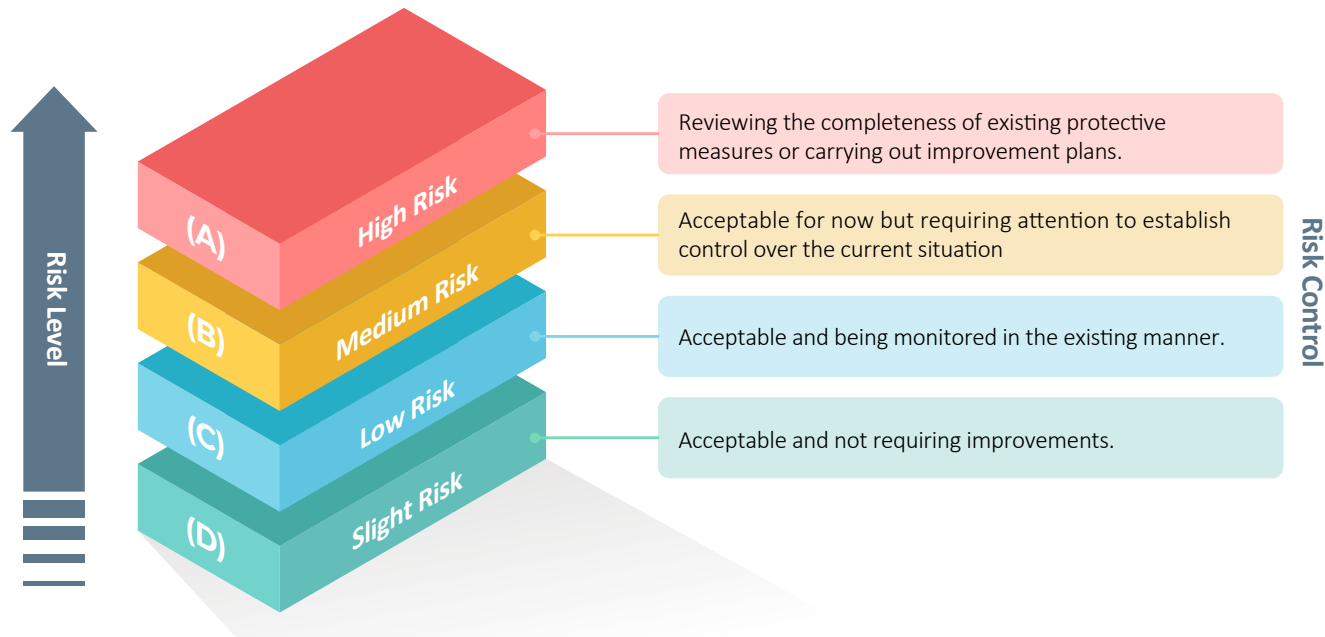
To ensure an effective response to a range of emergency situations, including fire, chemical leakage, gas leakage, wastewater, toxic chemicals, waste gas, power failure, major equipment abnormalities, typhoons, earthquakes, incidents in neighboring factories, and other accidents, as well as the effective implementation of appropriate contingency measures and a smooth recovery process to minimize personnel injury and financial loss, we have established the "Emergency Response Management Regulations." These regulations apply to all OSH accidents occurring in the workplace for workers and other stakeholders.

In the event of a false alarm, a false alarm form should be completed and an investigation and review conducted with the relevant units to implement improvement measures and thereby prevent the problem from evolving into an occupational safety incident. Following the occurrence of an occupational safety incident, an investigation should be conducted to analyze the direct, indirect, and underlying causes. Based on this analysis, improvement measures should be formulated to reduce the risk level. To this end, the effectiveness of the improvement measures should be confirmed by combining them with the hazard identification and risk assessment management approaches.

Emergency Response Flowchart



The Company maintains a continuous process of identifying and assessing potential hazards that may cause injuries or accidents in routine and non-routine operations and facilities. In 2024, following the risk assessment, 2 risks to be improved were identified:



Improvement: Floor reinforcement for the water softening room

To avoid the occupational safety incident caused by the collapse of floor slabs.

Before:



After:



Improvement: Improvement of the elevator for material landing

With the old freight elevator, the personnel manually opened and closed the elevator doors, and used pallets to move the goods into and out of the elevator. After improvement, the semi-automatic conveyor mode allows the personnel to send the goods to different floors by giving instructions without the need to manually open and close the elevator doors.

Before:



After:



Contractor Safety Management

The Company and its contractors uphold the spirit of professionalism and accountability, and ensure that quality and safety are the prioritized principles. On the basis of long-term and stable cooperation between both parties, the contractor conference is held every year to let the contractors fully understand the latest laws and policies, and keep in with the national regulatory requirements. In addition, the contractors are also annually required to provide the consultative organization data for retention.

Prior to commencing construction work at TYC's plants and designated sites, a contractor is required to fill out the "Construction Permit Application Form," the "Notice of Construction Hazards," etc., and enter into an agreement on ESH-related regulations.

For the ESH-related regulations agreed by both parties, [please refer to P.117 of 2024 Sustainability Report \(full version\)](#).



ESH-Related Regulations
Agreed by Both Parties

Safe Sanitation Education and Training

Providing employees with safe sanitation education and training can enhance their knowledge and understanding of safe sanitation regulations, reduce the likelihood of workplace accidents and occupational diseases, and safeguard their lives and health. Foreign employees receive additional English language instructions as part of their training, which helps establish the Company's safety culture. This fosters a safe-conscious workforce, promoting the implementation of safety management across the entire employee base.

OSH Education and Training in 2024

Category	Course Title	Number of Employees	Hours
Existing Employees	General OSH Education and Training	1,529	1,954
	OSH Management Personnel Training	13	156
	Training for Supervisors of Hazardous Operations	31	186
	Training for Operators of Dangerous Machinery	95	285
	Training on On-site Operation Safety	1,020	1,020
	Emergency Response Training	191	764
	Subtotal	2,879	3,940
New Employees	General Education on Safety and Health Hazards	151	906



General OSH Education and Training



Training on On-site Operation Safety

For specific tasks, the courses are paid by the Company, and the training providers are units rated A or above in the recent years to ensure the quality of training. The feedback of the trainees and the supervisors is used to stay on top of the applicability and effectiveness of the training content, and make necessary adjustments and improvements accordingly to promote the quality of future training.

Occupational Disaster Statistics

In 2024, TYC had a total of 9 occupational accidents (excluding traffic accidents), with a total of 43 days of lost work time. Notably, no occupational accidents occurred at the contractors' factories.

Statistics on Occupational Injuries

Item / Statistics and Year		2022	2023	2024
Total Working Hours ^{Note 1}		3517221.68	3490770.71	3521893.79
Fatalities Due to Occupational Injuries	Number	0	0	0
	Percentage	0	0	0
Serious Occupational Injuries ^{Note 2}	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Injuries ^{Note 3}	Number	12	21	9
	Percentage	0.682356763	1.203172694	0.511088666
Occupational Diseases	Number	0	0	0
	Percentage	0	0	0
Recordable Occupational Diseases ^{Note 3}	Number	0	0	0
	Percentage	0	0	0

Note 1: The calculation is based on the metric of 1 million working hours.

Note 2: Serious occupational injuries: These refer to serious injuries that make it impossible or hard for the employees to return to the pre-injury state of health within 6 months; the number of deaths shall be excluded from the statistics.

Note 3: Recordable occupational injuries or occupational diseases: These are occupational injuries or occupational diseases caused by any of the following circumstances: death, departure from work, work restrictions or transfer of work, medical treatment beyond first aid, or loss of consciousness, or major injuries or diseases diagnosed by doctors or other licensed medical and healthcare professionals (even if such injuries/diseases do not cause death, departure from work, work restrictions or transfer of work, medical treatment beyond first aid, or loss of consciousness); the statistics shall include the number of deaths. Whether the minor injuries (work-related injuries that have been solved with first aid) are included shall be specified.

Table of Occupational Injury Types

Type / Year		2022	2023	2024	Hazards and Improvement
Occupational Injury Types	Collision	1	1	1	The Safe Sanitation Room has performed on-site inspections and reviewed the hazard identification and risk assessment forms of the accident units at a greater level based on the incidents involving frequent occupational injuries and multiple accident types. By controlling the risks from the management and behavior aspects, the probability of occupational injuries has been reduced.
	Cut/abrasion	1	2	1	
	Splash	1	0	0	
	Trampling	1	0	0	
	Contact with high/low temperature	1	2	0	
	Contact with hazardous substance	0	2	0	
	Pinching/rolling	0	1	2	
	Inappropriate action	0	1	1	
	Puncture	0	1	0	
	Uncategorizable injuries	0	1	1	
	Falling/tumbling	0	0	1	
	Collapse	0	1	1	
	Falling object	0	2	0	
	Falling over	7	7	1	

Occupational Health Service

— Health Examination

To encourage preventive health management for employees and foster a healthy workplace, we employ family doctors and occupational medicine doctors to provide on-site services, with the number of employees in each plant determining the size of the team.

These sessions were made available to employees during work hours to facilitate professional medical consultation and promote early detection and early treatment. In 2024, the Company installed automatic blood pressure monitors in the plants, allowing employees to check and monitor their blood pressure at any time, thereby supporting self-directed health management.

It is inevitable that noise, dust, n-hexane, and its compounds will present health hazards during the production process in traditional industries. TYC is committed to ensuring a safe and healthy working environment for its employees. We do this through regular "labor environment monitoring" and "special health checkups." In accordance with Article 20 of the Occupational Safety and Health Act and Article 17 of the Labor Health Protection Rules, TYC conducts employee health checkups on an annual basis. These comprehensive checkups encompass both general and special health assessments. In 2024, SinLau Hospital was designated to conduct annual employee health checkups. TYC had 100% participation in both the general and special health checkups, with 251 employees undergoing general health checkups and 192 employees undergoing special health checkups. The results of the special health check in 2024 classified 5 employees as noise level 4 management and the remainder as level 1-2. The Company has continued to enhance its hearing protection measures for employees, including providing and requiring the use of appropriate personal protective equipment, conducting annual hearing protection education and training, and onitoring the physical and mental conditions of employees according to the classification of the health managementsystem. In 2024, there were no occupational diseases.



Health Examination



On-site Physician Service



Office Lighting Brightness and CO₂ Monitoring

— Health Care

A company's most valuable asset is a healthy workforce. By adhering to the Occupational Safety and Health Act and Labor Health Protection Rules, TYC actively promotes the health of employees. The measures for health care are as follows:

- 1 Health promotion seminars: Regular workplace health promotion seminars are held to increase employees' attention to physical and mental health, heighten health awareness, and reduce workplace stress and health risks.

Health Promotion Seminars in 2024	Number of Participants
Physician's Talk on Sleep - Adaptation to Sleep Loss	61
A Brief Talk on Osteoporosis	39
Protection and Exercise for Office Workers' Waist and Back	65
Not a Cold but a Flu	27
AED (Automatic External Defibrillator) Operation Training	155



A Brief Talk on Osteoporosis



Adaptation to Sleep Loss

- 2 Interpersonal communication seminars: The HR unit holds workplace interpersonal communication seminars to help employees improve their communication skills, reduce conflicts caused by misunderstandings or poor communication, and maintain a good workplace atmosphere.

Interpersonal Communication Seminars in 2024	Number of Participants
Adaptation to and Communication Skills in the Workplace for New Generation (opened for new indirect employees aged below 30)	18
Communication Foundation - Deep Communication and Presentation Skills	22
Interpersonal Communication and Connection - Meaningful Conversation and Avoidance of "Bad" Questions	73

- 3 Workplace misconduct prevention seminars: Regular seminars on workplace misconduct prevention are organized to foster employees' awareness of self-protection, create a safe and respectful working environment, and prevent workplace violence or harassment.
- 4 Establishment of an employee consultation and assistance mechanism: An employee physically or mentally impacted by a major accident is provided with professional consultation institutions' assistance service to help mitigate the said negative impact.
- 5 A questionnaire survey on personal-related and work-related overwork coupled with a 10-year cardiovascular risk assessment is conducted to identify employees with higher physical and mental burdens and offer care and medical consultation service thereto (the number of overtime hours and the shift might be limited based on the individuals' conditions).
- 6 In 2024, automatic bloodpressure monitors were installed to allow employees to measure their blood pressure at any time and manage their own health.

– Maternal Health Care

In accordance with the Maternal Health Protection Program established by the Department of Occupational Safety and Health, Ministry of Labor, TYC includes pregnant women, women who are pregnant or breastfeeding for one year after giving birth, or women who are breastfeeding continuously in the workplace as the target of protection. The "Maternal Health Protection Assessment Sheet" must be completed. Plant doctors and nurses conduct on-site evaluations and interviews to assess the situation and propose improvements and measures to be taken. In 2024, there were 1 pregnant woman and 6 postpartum women. The results of the on-site environmental assessment and doctor's interviews were used to allocate labor. Currently, there are 7 individuals in Level 1 Maternal Management and 0 in Level 2 Maternal Management.

– Improvement on Ergonomics Projects

TYC continuously improves Ergonomics projects to enhance the safety and health for employees, perfect the work environment, reduce the burden and damage to human bodies in the manufacturing process, and effectively prevent occupational injuries.

Ergonomic Engineering Improvement in 2024			
The risk of hand injury is reduced with the correct unscrewing position and manual assistance.			
Observation of Current Status	Description of Problems	Improvement Solutions	Effectiveness Evaluation
			

5.8 Fire Safety Management

TYC espouses the philosophy of "Light up every corner of the world, protect your safety at all times," which is aligned with the Fire Bureau's mission of safeguarding people's lives and properties. Therefore, the Company is dedicated to reinforce fire safety ESG management, increase the fire protection ability and safety awareness, and prevent the occurrence of fire. Continuously protecting the safety of the Company, the employees, and the community, we have achieved the goal of "zero fire" from 2022 to 2024.

Disaster Risk Reduction: System Setup and Risk Prevention

1 Fire Management and Legal Compliance

TYC has appointed a Sustainability Committee member with a fire protection manager's license to take charge of fire prevention management from the perspective of sustainability. Moreover, the ISO 45001:2018 occupational health and safety management system is introduced to include fire safety as a key audit item for hazard risk identification. The purpose is to reduce, eliminate, avoid, and prevent fire risks.

2 Chemical and Hot Work Management

- In terms of chemical management, TYC has established the Chemical Management Regulations in accordance with relevant rules, and fully controlled and recorded the information of chemicals with the application system called "Chemical Control Section."
- For hazardous substance storage management, the chemical warehouses are equipped with leakage disposal trucks, leakage prevention pallets, exhaust fans, explosion-proof doors, etc. to ensure the responsible management of chemical substances. Smoke and fire are strictly prohibited in the plants, and special smoking areas are in place.
- If it is needed to start a hot work in a specific workplace or repair project, such as cutting, welding, etc., a prior application for a hot work permit shall be made. Upon approval, the necessary fire prevention tools and equipment will be arranged as per regulations and a safety supervisor will be assigned before starting any hot work.

Preparation: Education and Training and Response Organization

1 Education and Training and Fire Drills at Different Levels

TYC has planned various fire safety courses, such as first aid training for new employees, training for fire protection managers, and training for organic solvent operation supervisors.

Each plant has organized "Self-defense Firefighting Organization," which include the Commanding Center, firefighting squad, notification squad, evacuation leading squad, safety protection squad and first aid squad. Fire safety drills are held regularly, with no less than 4 hours for each drill. After the drill, the Sanitation & Safety Room collects the deficiencies discovered in the drill process, in order to keep increasing the ability to respond to emergencies and continue the fire prevention training and safety awareness.

Drill of Self-defense Firefighting Organization

2022	320 participants
2023	463 participants
2024	565 participants



Fire Drill of the Notification Team



Fire Drill of the Fire Fighting Team

2 Disaster Response Classification and Type Identification

In accordance with the TYC Emergency Management Regulations, "Definition of Disaster Levels and Distribution of Responsibilities," fire and other disasters are classified into 3 levels for different response and management actions. Furthermore, TYC has planned the "Emergency Measures for Accidents Such as Leakage and Explosion" and "Earthquake Prevention Measures" to more comprehensively identify and deal with various fire risks.

Contingency and Recovery: Incident Management and Continuous Improvement

1 Incident Statistics and Zero Fire Incidents

TYC employs the Industrial Safety Incident Reporting System to document fire safety incidents, industrial safety incidents, and false alarms. The goal of zero fire has been achieved for 3 consecutive years from 2022 to 2024.

2 Incident Investigation and Risk Improvement

Incident investigation forms are used to identify the following aspects related to an incident: people, event, time, place, and things. Based on the forms, the causes of accidents and false alarms are analyzed, and hazard identification and risk assessment are performed to propose improvement or corrective measures. The degree of risk reduction after improvement is then confirmed through follow-ups.

For fire safety management, [please refer to P.123 of 2024 Sustainability Report \(full version\)](#).



Fire Control Safety
Management





6

Local Care and Social Inclusion

- 6.1 Social Public Welfare
- 6.2 Community Involvement
- 6.3 Academia Collaboration

2024 Performance Highlights

NT\$27,823,460 donated to social welfare

Cumulative amount of social welfare donations up to NT\$27,823,460.

1,541,760 hours of road lighting

Accumulatively lighting up the roads for 1,541,760 hours.

NT\$1,400,000 donated to fire safety

Cumulative amount of fire-related donations up to NT\$1,400,000.

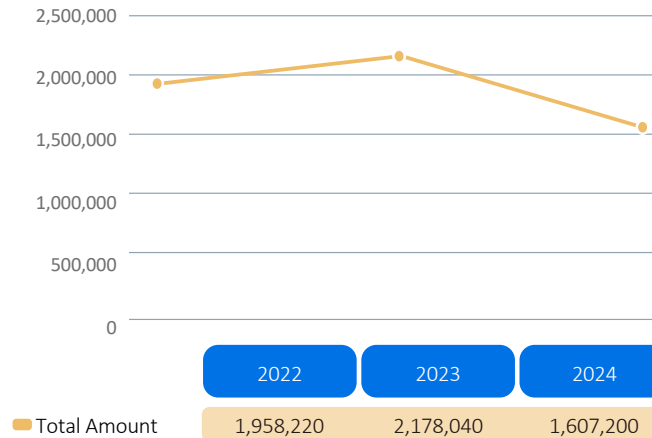
6,739 pieces of litter collected

A beach cleanup event attended by 165 volunteers, with 6,739 pieces of beach litter collected.

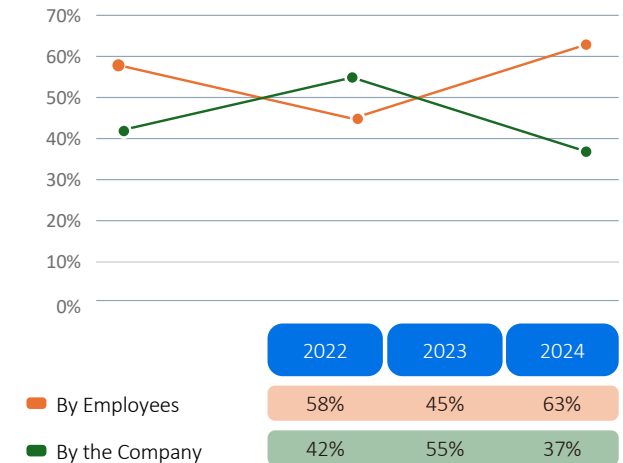
6.1 Social Public Welfare

While the headlamps produced by TYC contribute to driving and road safety by lighting up the roads, in terms of social welfare, the Company also hope to "light up every corner of the world" by helping the disadvantaged and the society. Therefore, the "TYC Tainan City Charity" and the "Compassion and Love Foundation" have been established. The fund is primarily financed through TYC's regular donations, which are made twice a year, and through voluntary donations from internal employees on a monthly basis (accounting for 63%). The Foundation coordinates all donations in terms of planning, execution, and announcement. The assistance is mainly given to disadvantaged families and social welfare organizations. In 2024, the Foundation donated to 30 emergency cases and 23 organizations, with a total donation amount of NT\$1,607,200. This brought the total donated amount over the past years to NT\$27,823,460. The donations were based on four core themes—"Dreams for Schools," "Supporting the Physically Disabled," "Sending Warmth to the Underprivileged," and "Love Actions"—to foster a more secure and better community environment and promote the development of a sustainable society through social care.

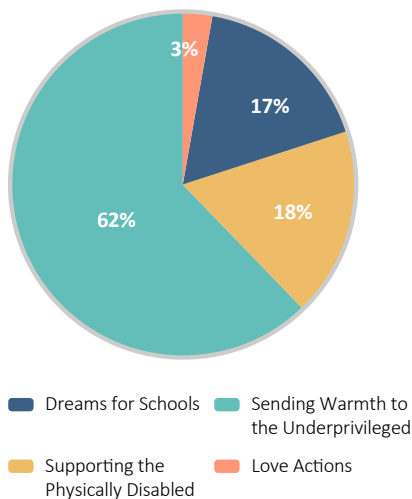
Total Amount Donated in 2024



Percentage of Employee/Company Donations in 2024



Percentage of Donations in 2024 by Theme



Poster of Blood Donation



Certificate of Appreciation from Chi Mei Hospital



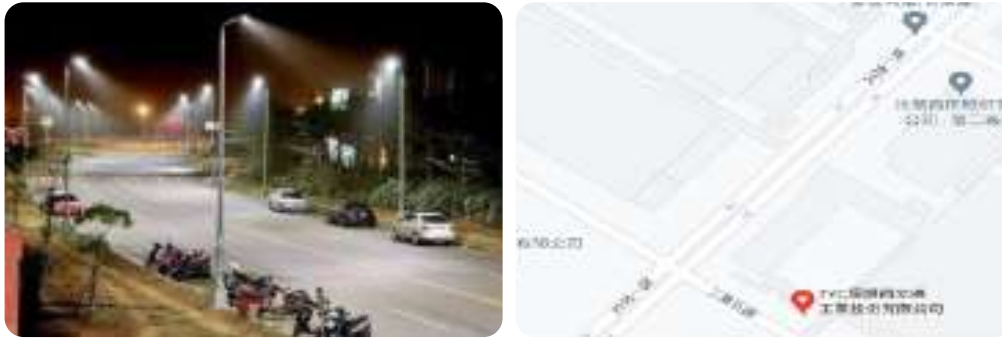
Donation Receipt From the Taiwan Fund for Children and Families

6.2 Community Involvement

At TYC, we are committed to upholding the spirit of caring for the community and fostering social inclusion, in order to create a more secure and better community environment.

Lighting up Roads with Streetlight Adoption

Broadening the mission from "lighting up the roads for safe driving" to "lighting up the roads for all kinds of road safety," TYC has shouldered the maintenance of energy-saving streetlights in industrial parks since 2011; as of 2024, the Company has accordingly lit up the roads for 1,541,760 hours in total, contributing to road safety.



Adoption of Streetlamps - Science and Technology Industrial Park

Note: Taipower controls the streetlights based on sunrise and sunset. The average time the streetlights were on per day in Tainan City was 11 hours in 2024.

Green Environmental Protection: Earth Hour and Beach Cleanup

In 2024, we launched a series of events based on the topic "Protecting the Earth, Time is of the Essence." The first event was the beach cleanup held on April 21 in collaboration with Juoku Technology, DBM Reflex of Taiwan, and Tainan Community University; 165 volunteers collected 6,739 pieces of beach litter in the event, with plastics accounting for 72% of the litter. On the Earth Day on April 22, our plants joined the Earth Hour initiative to advocate energy saving and carbon reduction with practical actions.



TYC Beach Cleanup



Latest News on the
Official Website

Fire Safety Promotion and Donation

TYC has taken concrete actions to protect safety. The fire safety promotion and donation in 2024 are presented as follows:

- 1 Sponsoring the 2024 Fire Prevention Calendar and the video "City Heroes, From the Heart" with NT\$200 thousand.



Fire Prevention Calendar and
Promotional Video Presentation



Fire Prevention
Promotional Video

- 2 Receiving a certificate of appreciation from the Tainan City Government Fire Bureau with TYC's performance of sustainability in fire safety.



Award Ceremony for Fire Safety ESG



News Report

- 3 Donating to the Fire Bureau a multi-functional six-axis drone, which is the first professional drone to support firefighters in Taiwan, on TYC's 38th anniversary; worth of donation: NT\$1.2 million.



Group Photo at the Donation Ceremony



News Report

Demonstration of Lighting Expertise and Local Connections Based on Worldwide Marketing and Profound Development in Tainan

TYC was invited by the Tainan City Government to take part in the "Taiwan Design Expo in Tainan" and demonstrate its professional capabilities and industrial influence as a world-leading vehicle lighting manufacturer.



Introduction to the Expo



Taiwan Design Expo in Tainan

Support to Environmental Education

Paying attention to environmental education, TYC sponsored Chia Nan University of Pharmacy and Science for organizing the Ministry of Education's "2024 Student Competition on Taijiang Environmental Issues" to help develop the sustainable thinking of the next generation. The amount of sponsorship was NT\$6,000.



Certificate of Appreciation

Caring for the Neighborhood

In 2024, the Company donated 3,000 kg of rice (300 packages) to Zhongliao Mazu Temple, which is located near the Tech Park Plant. Through the local temple's understanding of the community, the rice was given to the underprivileged families for their enjoyment, thus realizing neighborly care.



Donation of White Rice

6.3 Academia Collaboration

TYC works closely with universities and colleges for industry-academia collaboration, combining its corporate expertise and the academic strength to foster the sustainable competitiveness in the industry.

Academia

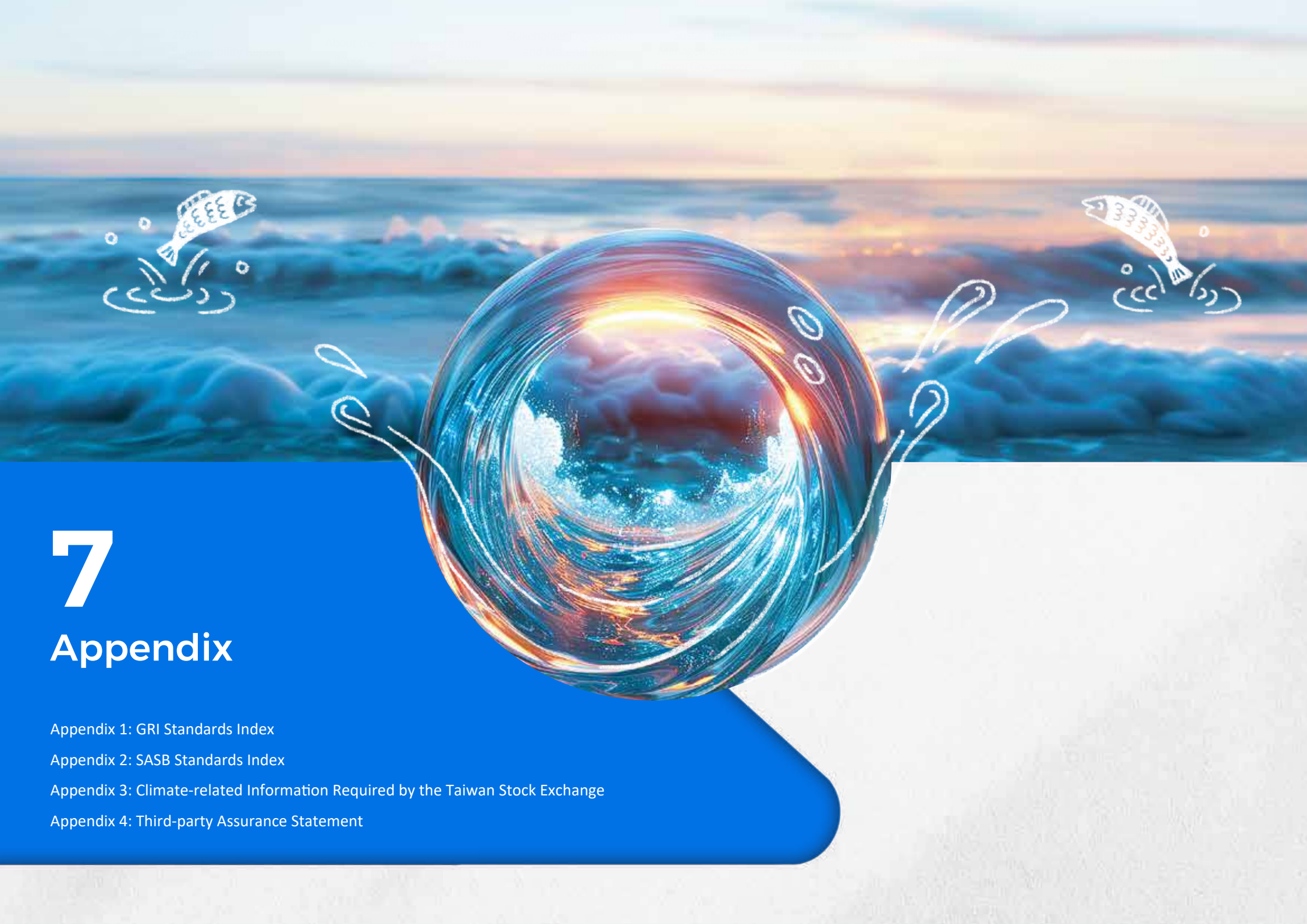
Content of Collaboration

Department of Greenery,
National University of Tainan

The Company has provided salary, tuition subsidy, and rental subsidy to allow students to enter and learn in the workplace early and cultivate the talent needed for enterprise development. From 2018 to 2024, with a total of 64 people benefiting accordingly, the cumulative amount of scholarships amounted to \$940,200.

Department of Mechanical Engineering,
National Kaohsiung University
of Science and Technology

TYC has formally signed the "Scholarship and Workplace Internship Contract," which provides students with scholarships during their study period and internship opportunities during summer and winter vacations to enhance their practical application skills and enable them to seamlessly join the Company after graduation. In 2024, a total of 1 student participated in the program and the scholarship amount was NT\$20,000.



7

Appendix

Appendix 1: GRI Standards Index

Appendix 2: SASB Standards Index

Appendix 3: Climate-related Information Required by the Taiwan Stock Exchange

Appendix 4: Third-party Assurance Statement

Appendix 1: GRI Standards Index

Statement of Use	TYC has reported for the period from January 1, 2024 to December 31, 2024 in accordance with the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021
Applicable GRI Sector Standards	No applicable GRI Sector Standards.

GRI 2: General Disclosures 2021

The Organization and its Reporting Practices	2-1	Organizational details	2.1 Company Introduction	21
	2-2	Entities included in the organization's sustainability reporting	About the Report	02
	2-3	Reporting period, frequency and contact point	About the Report	02
	2-4	Restatements of information	About the Report	02
	2-5	External assurance	About the Report	02
Activities and Workers	2-6	Activities, value chain and other business relationships	2.2 Business Overview	24
	2-7	Employees	5.2 Structural Analysis of Employees	81
	2-8	Workers who are not employees	5.2 Structural Analysis of Employees	81
Governance	2-9	Governance structure and composition	1.1 Sustainability Promotion and Development 2.4 Corporate Governance	06 29
	2-10	Nomination and selection of the highest governance body	2.4 Corporate Governance	29
	2-11	Chair of the highest governance body	2.4 Corporate Governance	29
	2-12	Role of the highest governance body in overseeing the management of impacts	1.1 Sustainability Promotion and Development 2.6 Risk Management	06 39

Governance	2-13	Delegation of responsibility for managing impacts	1.1 Sustainability Promotion and Development	06
	2-14	Role of the highest governance body in sustainability reporting	About the Report	02
	2-15	Conflicts of interest	2.4 Corporate Governance	29
	2-16	Communication of critical concerns	2.4 Corporate Governance	29
	2-17	Collective knowledge of the highest governance body	2.4 Corporate Governance	29
	2-18	Evaluation of the performance of the highest governance body	2.4 Corporate Governance	29
	2-19	Remuneration policies	2.4 Corporate Governance	29
	2-20	Process to determine remuneration	2.4 Corporate Governance	29
	2-21	Annual total compensation ratio	5.3 Talent Attraction and Retention	83
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	A Message from the Chairman	04
	2-23	Policy commitments	2.7 Information Security Management	40
			5.1 Human Rights Management	80
	2-24	Embedding policy commitments	2.5 Ethics, Integrity and Legal Compliance	36
			2.7 Information Security Management	40
			5.1 Human Rights Management	80
	2-25	Processes to remediate negative impacts	2.5 Ethics, Integrity and Legal Compliance	36
			5.1 Human Rights Management	80
	2-26	Mechanisms for seeking advice and raising concerns	2.5 Ethics, Integrity and Legal Compliance	36
	2-27	Legal Compliance	2.5 Ethics, Integrity and Legal Compliance	36
	2-28	Membership associations	2.1 Company Introduction	21

Stakeholder Engagement	2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement	08	
	2-30	Collective bargaining agreements	5.6 Labor-management Relations	93	1. No trade unions have been established and no collective bargaining agreements have been signed. 2. Labor-management meetings are held regularly.
GRI 3: Material Topics 2021					
Disclosures on Material Topics	3-1	Process to determine material topics	1.3 Sustainability Topics and Material Topic Analysis	11	
	3-2	List of material topics	1.3 Sustainability Topics and Material Topic Analysis	11	
Material Topic: Economic Performance					
GRI 3: Material Topics 2021	3-3	Management of material topics	2. Sustainable Management and Ethical Governance	19	
			Management Approach of Economic Performance	20	
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	2.2 Business Overview	24	
	201-4	Financial assistance received from government	2.2 Business Overview	24	
Material Topic: Business Ethics and Integrity					
GRI 3: Material Topics 2021	3-3	Management of material topics	2. Sustainable Management and Ethical Governance	19	
			Management Approach of Economic Performance	35	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	2.5 Ethics, Integrity and Legal Compliance	36	
	205-3	Confirmed incidents of corruption and actions taken	2.5 Ethics, Integrity and Legal Compliance	36	
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2.5 Ethics, Integrity and Legal Compliance	36	
Material Topic: R&D and Intellectual Property Management					
GRI 3: Material Topics 2021	3-3	Management of material topics	3. Climate Change and Sustainable Environment	44	
			Management Approach of R&D and Intellectual Property Management	45	

GRI 301: Materials 2016	301-1	Materials used by weight or volume	3.2 Manufacturing Process Improvement and Recycling	54
GRI302: Energy 2016	302-5	Reductions in energy requirements of products and services	3.2 Manufacturing Process Improvement and Recycling	54
Material Topic: Climate Change Response				
GRI 3: Material Topics 2021	3-3	Management of material topics	3. Climate Change and Sustainable Environment	44
			Management Approach of Climate Change Response	57
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	3.3 Responses to Risks and Opportunities of Climate Change	58
GRI 302: Energy 2016	302-1	Energy consumption within the organization	3.4 Energy and GHG Management	66
	302-3	Energy intensity	3.4 Energy and GHG Management	66
	302-4	Reduction of energy consumption	3.4 Energy and GHG Management	66
GRI 305：排放2016	305-1	Direct (Scope 1) GHG emissions	3.4 Energy and GHG Management	66
	305-2	Energy indirect (Scope 2) GHG emissions	3.4 Energy and GHG Management	66
	305-3	Other indirect (Scope 3) GHG emissions	3.4 Energy and GHG Management	66
	305-4	GHG emissions intensity	3.4 Energy and GHG Management	66
	305-5	Reduction of GHG emissions	3.4 Energy and GHG Management	66
Material Topic: Energy Management				
GRI 3: Material Topics 2021	3-3	Management of material topics	3. Climate Change and Sustainable Environment Management Approach of Energy Management	44 65
GRI 302: Energy 2016	302-1	Energy consumption within the organization	3.4 Energy and GHG Management	66
	302-2	Energy consumption outside the organization	3.4 Energy and GHG Management	66
	302-3	Energy intensity	3.4 Energy and GHG Management	66
	302-4	Reduction in energy consumption	3.4 Energy and GHG Management	66

GRI 305: Emissions 2016	302-5	Reductions in energy requirements of products and services	3.4 Energy and GHG Management	66
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Material Topic: Resource Recycling and Utilization

GRI 3: Material Topics 2021	3-3	Management of material topics	3. Climate Change and Sustainable Environment Management Approach of Resource Recycling and Utilization	44 70
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GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	3.7 Resource Recycling and Utilization	71
	306-2	Management of significant waste-related impacts	3.7 Resource Recycling and Utilization	71
	306-3	Waste generated	3.7 Resource Recycling and Utilization	71
	306-4	Waste diverted from disposal	3.7 Resource Recycling and Utilization	71
	306-5	Waste directed to disposal	3.7 Resource Recycling and Utilization	71

Material Topic: Human Rights Management

GRI 3: Material Topics 2021	3-3	Management of material topics	5. Friendly and Healthy Workplace Management Approach of Human Rights Management	78 79
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GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	2.4 Corporate Governance 5.2 Structural Analysis of Employees	29 81
	405-2	Ratio of basic salary and remuneration of women to men	5.3 Talent Attraction and Retention	83

GRI406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	5.1 Human Rights Management	80
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GRI409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.2 Due Diligence of Supply Chain	76
			5.1 Human Rights Management	80

Material Topic: Labor-management Relations

GRI 3: Material Topics 2021	3-3	Management of material topics	5. Friendly and Healthy Workplace Management Approach of Labor-management Relations	78 92
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GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.3 Talent Attraction and Retention	83
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	5.4 Employees' Rights and Benefits	86
	401-3	Parental leave	5.4 Employees' Rights and Benefits	86
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	5.6 Labor-management Relations	93
Material Topic: Occupational Health and Safety				
GRI 3: Material Topics 2021	3-3	Management of material topics	5. Friendly and Healthy Workplace Management Approach of Employee Health and Safety	78
				94
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	5.7 Occupational Health and Safety	94
	403-2	Hazard identification, risk assessment, and incident investigation	2.6 Risk Management	39
			5.7 Occupational Health and Safety	94
	403-3	Occupational health services	5.7 Occupational Health and Safety	94
	403-4	Worker participation, consultation, and communication on occupational health and safety	5.7 Occupational Health and Safety	94
	403-5	Worker training on occupational health and safety	5.7 Occupational Health and Safety	94
	403-6	Promotion of worker health	5.7 Occupational Health and Safety	94
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.7 Occupational Health and Safety	94
	403-8	Workers covered by an occupational health and safety management system	5.7 Occupational Health and Safety	94
	403-9	Work-related injuries	5.7 Occupational Health and Safety	94
	403-10	Occupational Diseases	5.7 Occupational Health and Safety	94

Voluntary Disclosures (Including General Supplementary Topics)

Topic-specific Standards: 200 Economic

GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	6.1 Social Public Welfare	105
			6.2 Community Involvement	106
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	4.1 Local Procurement	75
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.7 Information Security Management	40

Topic-specific Standards: 300 Environmental

GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.6 Pollution Prevention Management	69
GRI 303: Water and Effluents 2018	303-2	Management of water discharge-related impacts	3.5 Water Resource Management	68
	303-3	Water withdrawal	3.5 Water Resource Management	68
	303-4	Water discharge	3.5 Water Resource Management	68
	303-5	Water consumption	3.5 Water Resource Management	68
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	4.2 Due Diligence of Supply Chain	76
	308-2	Negative environmental impacts in the supply chain and actions taken	4.2 Due Diligence of Supply Chain	76

Topic-specific Standards: 400 Social

GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	5.5 Human Resources Development and Training	88
			5.7 Occupational Health and Safety	94
	404-3	Percentage of employees receiving regular performance and career development reviews	5.5 Human Resources Development and Training	88
GRI-407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	5.1 Human Rights Management	80
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	5.1 Human Rights Management	80
			4.2 Due Diligence of Supply Chain	76

GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	5.1 Human Rights Management	80
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	4.2 Due Diligence of Supply Chain	76
	414-2	Negative social impacts in the supply chain and actions taken	4.2 Due Diligence of Supply Chain	76
GRI 416: Customer Health and Safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.1 Product Development and Patent Management	46
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	2.3 Product Image and Customer Relationship Management	27
	417-2	Incidents of non-compliance concerning product and service information and labeling	2.3 Product Image and Customer Relationship Management	27
	417-3	Incidents of non-compliance concerning marketing communications	2.3 Product Image and Customer Relationship Management	27

Appendix 2: SASB Standards Index

Sustainability Disclosure Topics & Metrics for TRANSPORTATION / Auto Parts

TOPIC	CODE	METRIC	CATEGORY	UNIT OF MEASURE	RESPONSE
Energy Management	TR-AP-130a.1	1. Total energy consumed, 2. Percentage grid electricity 3. Percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	1. Total energy consumption 119,633.04 GJ. 2. Electricity consumption percentage 99.73%. 3. No renewable energy was used, so the percentage of renewable energy used was 0%.
Hazardous Waste Management	TR-AP-150a.1	1. Total amount of waste from manufacturing 2. Percentage hazardous 3. Percentage recycled	Quantitative	Metric tons (t), Percentage (%)	1. The total amount of waste generated was 739.3 metric tons. 2. There was no hazardous waste, so the percentage of hazardous waste was 0%. 3. The percentage of waste recycled was 35%.
Product Safety	TR-AP-250a.1	Number of products recalled	Quantitative	Number	Not applicable
Design for Fuel Efficiency	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency or reduce emissions	Quantitative	Presentation currency	Not applicable
Materials Sourcing	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Quantitative	N/A	Refer to 2.6 Risk Management
Materials Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	Quantitative	Percentage (%)	100% of the wire material inside the lamp can be recycled.
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content	Quantitative	Percentage (%)	Refer to 3.2 Improve Manufacturing Process
Competitive Behavior	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Presentation currency	0 dollars
Activity Metrics	TR-AP-000.A	Number of parts produced	Quantitative	Number	Automobile Lamp: 6,886,462 units Motorbike Lamp: 1,097,665units Other Note: 0 units
Activity Metrics	TR-AP-000.B	Weight of parts produced	Quantitative	Metric tons (t)	Automobile Lamp: 12,760.08tons Motorbike Lamp: 523.09 tons Other Note: 0 tons
Activity Metrics	TR-AP-000.C	Area of manufacturing plants	Quantitative	Square meters (m ²)	The manufacturing plants cover a total area of 123,075 square meters.

Note: 1. Other - All categories other than automotive lamps.
2. This appendix refers to the SASB standards for disclosure in the Comparison Table and does not purport to follow the SASB standards for disclosure.

Appendix 3: Climate-related Information Required by the Taiwan Stock Exchange

Item	Content	Answer
1	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	The Company refers to the framework from TCFD (Task Force on Climate-Related Financial Disclosures) to conduct risk assessment and management of climate change issues through the Sustainability Committee, and to effectively reduce the financial impact of climate change risks and opportunities through the involvement of top management, cross-function communication, and integration of the Company's resources. The General Manager (Chair of the Sustainability Committee) supervises the implementation of the promotion countermeasures and reports the promoting plan and operating result to the Board of Directors annually. Please refer to the details of governance in 3.3 Responses to Risks and Opportunities of Climate Change.
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	Please refer to the details of strategies and risk management in 3.3 Responses to Risks and Opportunities of Climate Change.
3	Describe the financial impact of extreme weather events and transformative actions.	Please refer to the details of strategies and risk management in 3.3 Responses to Risks and Opportunities of Climate Change.
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	Please refer to the details of strategies and risk management in 3.3 Responses to Risks and Opportunities of Climate Change.
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors, and major financial impacts used should be described.	Minor scenario: A scenario with low emissions and a temperature rise within 2°C; warming under control, resulting in less physical risks. Severe scenario: A scenario with high emissions and a temperature rise within 4°C. Scenario analysis (including 2°C or more severe scenarios): Please refer to the details of strategies and risk management in 3.3 Responses to Risks and Opportunities of Climate Change.
6	If there is a transition plan for managing climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks.	For the actions in response to transition risks and related issues, etc., we will continue to implement ISO 14064-1 to keep in line the requirements of government regulations. In the face of physical risks and related issues, the Company will adjust the operating strategies and take specific countermeasures. Please refer to the details of strategies, risk management and indicators and objectives in 3.3 Responses to Risks and Opportunities of Climate Change.
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	The Company has not yet done any planning for an internal carbon pricing mechanism.
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Please refer to the details of indicators and objectives in 3.3 Responses to Risks and Opportunities of Climate Change.
9	GHG inventory and confirmation of status and reduction targets, strategies, and specific action plans (separate from 1-1 and 1-2)	Please refer to Tables 1-1 and 1-2.

1-1 The Company's GHG Inventory and Assurance Information for the Last 2 Years

1-1-1 GHG Inventory Information

Describe the GHG emissions (tCO₂e), intensity (tCO₂e/ton), and data coverage for the last 2 years.

Item	Unit	2023	2024
Scope 1: Direct GHG Emissions	tCO ₂ e	366.2	397.6
Scope 2: Energy Indirect GHG Emissions	tCO ₂ e	16,748.4	15,710.6
Scope 3: Other Indirect GHG Emissions	tCO ₂ e	6,105.5	4,125.1
Operating Revenue (Individual)	NT\$1 million of revenue	12,664.1	13,374.7
Scope 1 GHG Emission Intensity (Total Emissions / Operating Revenue (Individual))	tCO ₂ e/NT\$1 million of revenue	0.03	0.03
Scope 2 GHG Emission Intensity (Total Emissions / Operating Revenue (Individual))	tCO ₂ e/NT\$1 million of revenue	1.32	1.17
Scope 3 GHG Emission Intensity (Total Emissions / Operating Revenue (Individual))	tCO ₂ e/NT\$1 million of revenue	0.48	0.31

1-1-2 GHG Assurance Information

Describe the status of the assurance for the last 2 years ended on the date of the annual report, including the scope of the assurance, the assurance organization, the assurance criteria, and the opinion on the assurance.

Item / Year	2023	2024
Assurance Scope	Parent company An-ping plant, Tech Park Phase 1~3, excluding subsidiaries	Parent company An-ping plant, Tech Park Phase 1~3, excluding subsidiaries
Assurance Institution	BV	BV
Assurance Principles and Assurance Opinion	According to ISO14064-1, it complies with the reasonable assurance level of the agreement for scope one and two, and limited assurance level for scope three.	According to ISO14064-1, it complies with the reasonable assurance level of the agreement for scope one and two, and limited assurance level for scope three.

Note: The explanatory notes of the relevant implementation are mainly based on the announcement of the Taiwan Stock Exchange.

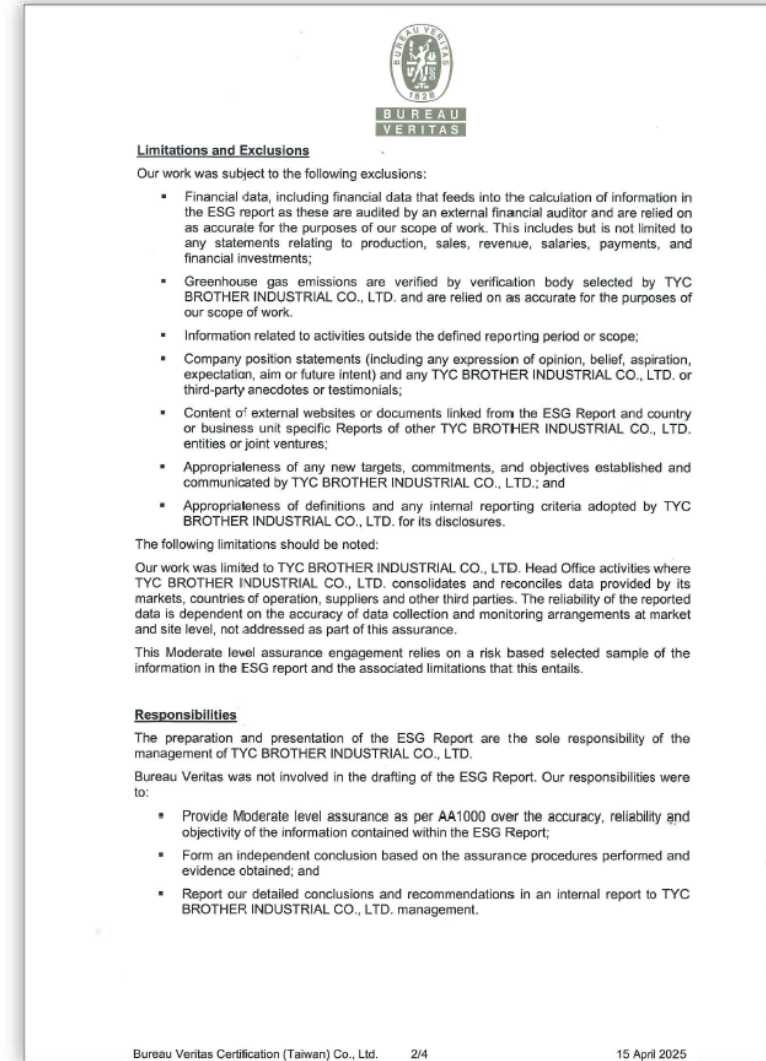
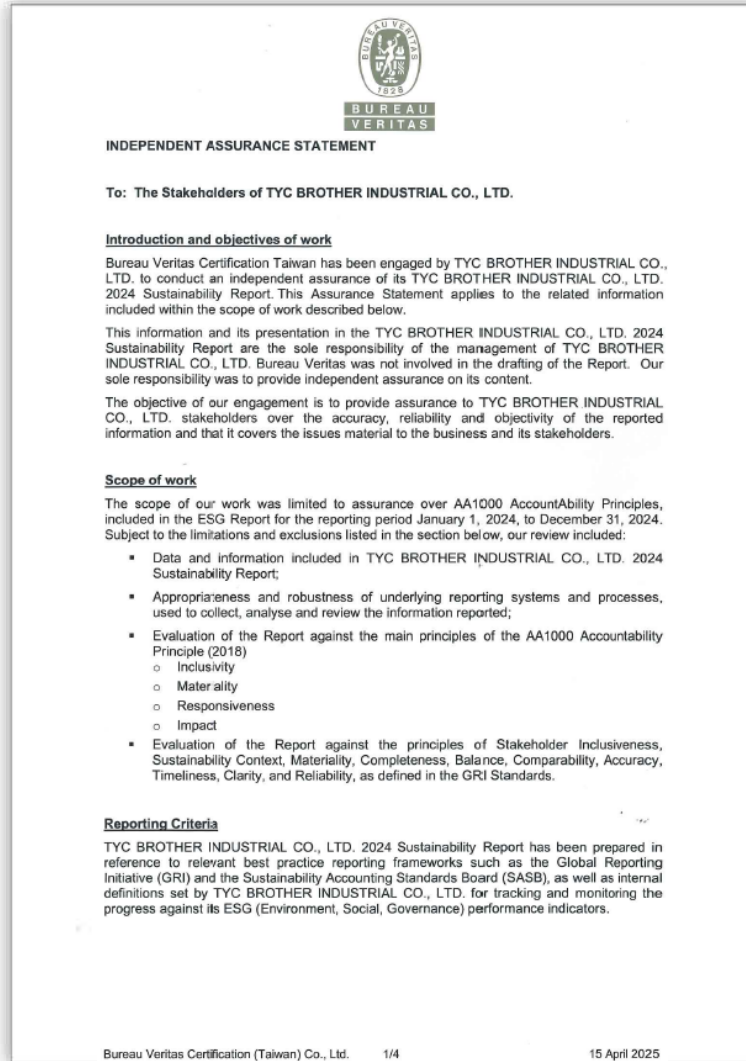
1-2 GHG Reduction Targets, Strategies and Specific Action Plans

Describe the GHG reduction base year and data, reduction targets, strategies and specific action plans, and achievement of reduction targets.

Indicator	Objectives	Specific Actions
Greenhouse Gas Emissions	With 2022 as the base year for the carbon emissions per unit of product (4.38 tCO₂e per unit of product). • Short-term: 5% reduction by 2025. • Mid-term: 7% reduction by 2028. • Long-term: 10% reduction by 2030.	Implementing energy management with planned annual improvements to reduce energy consumption and GHG emissions; performance in 2024: 1. 3.83 tCO₂e of emissions per unit of product, which was 0.55 tCO₂e (12.55%) less than the carbon emissions per unit of product in 2022. 2. 5,421 tons of in-house water recycled and reused. 3. Completed installation of the 1,200RT chiller system in Building E of a Tech Park plant. 4. Replacement of the old injection equipment. 5. Improvement of the air compressor system. 6. Virtualization of 17 hosts. 7. Introduction of the ISO 50001 energy management system, with the certification expected to be obtained in 2026.

Note: The explanatory notes of the relevant implementation are mainly based on the announcement of the Taiwan Stock Exchange.

Appendix 4: Third-party Assurance Statement



Appendix 4: Third-party Assurance Statement



**BUREAU
VERITAS**

Assessment Standard

The assurance process was conducted in line with the requirements of the AA1000 Assurance Standard (AA1000AS v3), Type 1 at a Moderate level of assurance.

Summary of work performed

As part of our independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of TYC BROTHER INDUSTRIAL CO., LTD.;
2. Review of documentary evidence produced by TYC BROTHER INDUSTRIAL CO., LTD.;
3. Review performance data listed in report with sampling basis;
4. Visits to 1 site located in Taiwan (Tainan City);
5. Evaluate the design of internal systems, processes and controls for data collection, aggregation, analysis and reporting, including assessing the appropriateness of assumptions made, estimation techniques used and reporting boundaries;
6. Assess the disclosure and presentation of TYC BROTHER INDUSTRIAL CO., LTD. 2024 Sustainability Report to ensure consistency with assured information.

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external Assurance of Sustainability Reports, based on current best practice in independent assurance.

The work was planned and carried out to provide reasonable, rather than absolute assurance and we believe it provides a reasonable basis for our conclusions.

Our findings

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in TYC BROTHER INDUSTRIAL CO., LTD. 2024 Sustainability Report are accurate, reliable and free from material mistake or misstatement;
- The Report provides a fair representation of TYC BROTHER INDUSTRIAL CO., LTD.'s activities over the reporting period;
- The information is presented in a clear, understandable and accessible manner, and allows readers to form a balanced opinion over TYC BROTHER INDUSTRIAL CO., LTD.'s performance and status during the reporting period;
- The Report properly reflects the organisation's alignment to and implementation of the AA1000 Assurance Standard v3 principles of Inclusivity, Materiality, Responsiveness and Impact in its operations. Further detail is provided below;
- TYC BROTHER INDUSTRIAL CO., LTD. has established appropriate systems for the collection, aggregation and analysis of relevant information;

Alignment with the principles of AA1000 Accountability Principle (2018)

Inclusivity

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**BUREAU
VERITAS**

TYC BROTHER INDUSTRIAL CO., LTD. has processes in place for engaging with key stakeholders including socially responsible investors, clients, employees, supply chain and local community; and has undertaken a number of formal stakeholder engagement activities in 2024 covering a range of material topics such as Economic, Social and Environment.

Materiality

The Report addresses the range of environmental, social and economic issues of concern that TYC BROTHER INDUSTRIAL CO., LTD. has identified as being of highest material importance. The identification of material topics has considered both internal assessments of risks and opportunities to the business, as well as stakeholders' views and concerns.

Responsiveness

TYC BROTHER INDUSTRIAL CO., LTD. is responding to those issues it has identified as material and demonstrates this in its policies, objectives, indicators and performance targets. The reported information can be used by the organisation and its stakeholders as a reasonable basis for their opinions and decision-making.

Impact

TYC BROTHER INDUSTRIAL CO., LTD.'s management system can monitor, measure and be accountable for how their actions affect their broader ecosystems.

Statement of Independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental, health, safety, and social accountability with over 195 years history. Its assurance team has extensive experience in conducting verification over environmental, social, ethical and health and safety information, systems, and processes.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, has over years combined experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Assurance of Sustainability Reports.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with TYC BROTHER INDUSTRIAL CO., LTD., its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

Bureau Veritas Certification Taiwan
3F-B, No. 16, Nanjing E. Rd., Sec. 4, Songshan District, Taipei 10553, Taiwan R.O.C.
29 May 2025

Technical Reviewer: Lily Chuang *Lily Chuang*
Verifier: Ava Liu *Ava Liu*




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堤維西交通工業股份有限公司
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