



SUSTAINABILITY REPORT 2024



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01.About the Report

Report Overview

Plastron Precision Co., Ltd. (hereinafter referred to as "Plastron" or "the Company") is publishing its first Sustainability Report starting from 2025. The purpose of this report is to help all stakeholders understand how we are committed to implementing corporate sustainability. The report provides detailed information on our actions and performance in key areas such as corporate governance, environmental sustainability, and social responsibility. It also includes issues of concern raised by stakeholders

Report Publication Date and Frequency

The reporting period for this report is from January 1, 2024, to December 31, 2024. Some data may include information prior to January 1, 2024, or after 2025. The company publishes this report annually.

Current Version: "Published in June 2025"

Next Version: "Scheduled to be published in June 2026"

Report Scope and Boundaries

This report covers Plastron Precision Co., Ltd. and its subsidiaries, including Plastron Electronic Technology (Anhui) Co., Ltd., Plastron Technology (Shenzhen) Co., Ltd., and Plastron Electronic Technology (Suzhou) Co., Ltd. These entities account for 100% of the consolidated financial statements' total revenue. The financial information in this report is consistent with the audited financial statements. If specific disclosures apply to certain parts of the report, additional notes will be provided.

Basis for Preparation

This report was prepared in accordance with the 2021 edition of the Global Reporting Initiative (GRI) Standards. The information in the report also aligns with the "Rules for Preparing and Submitting Sustainability Reports by Listed Companies" of the Taiwan Stock Exchange, as well as the United Nations Sustainable Development Goals (SDGs), the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB), ISO 26000 Guidance on Social Responsibility, and other domestic and international standards.

Data Collection and Calculation

The financial information in this report is based on statistics and calculations from annual reports, government agencies, and publicly available information on related websites. Any special calculation methods or sources of information will be noted in the report.

The data and information disclosed in this report were compiled by the relevant departments and are based on methods that comply with international or local regulations. If no applicable international standards exist, industry standards or practices are referenced.

Review and Verification

To ensure the transparency and credibility of the information disclosed, as well as to enhance the comparability and materiality of the report, the following process was followed:

-The Sustainability Development Management Promotion Committee and its subgroups are responsible for ensuring the completeness and accuracy of the data.

-The Sustainability Development Management Promotion Committee (led by the General Manager's Office) reviews and consolidates the data.

-The Sustainability Development Management Promotion Committee (led by the General Manager's Office) finalizes the annual Sustainability Report.

-The report is reviewed by the Chairman.

-The report is approved by the Board of Directors before being published on the company's website.

Accessing the Report and Contact Information

The electronic version of Plastron's Sustainability Report (in both Chinese and English) can be downloaded from the company's website: <https://www.plastronconn.com>

To continuously improve the quality and content of Plastron's Sustainability Report and to enhance communication with stakeholders, we welcome any suggestions or feedback.

Company Address: 3F., No.1, Ln. 11, Ziqiang St., Tucheng Dist., New Taipei City 23678, Taiwan (R.O.C.)

Contact Person: Wang Chih-Tseng

Phone: +886-2-2267-2346

Email: sales@plastronconn.com

02.Chairman's Statement

Dear colleagues, shareholders, stakeholders, and long-term partners of Plastron:

At this critical juncture where global enterprises are actively advancing toward net-zero transformation and sustainability, Plastron is formally releasing its first "2024 Sustainability Report". For us, this marks a highly significant milestone. It not only demonstrates our commitment to transparent corporate governance but also reflects our determination to integrate Environmental, Social, and Governance (ESG) factors into our operational strategies.

Since its inception, Plastron has adhered to the core values of "innovation, quality, and professionalism." We have continuously invested in the research and development of high-quality, innovative solutions and approached global market challenges with a rigorous mindset. The publication of this sustainability report is not only a disclosure of our actions and achievements in sustainability but also a comprehensive review and forward-looking plan for our management systems.

In this report, we systematically disclose our specific practices and initial outcomes in areas such as greenhouse gas inventories, energy conservation and carbon reduction, effective resource utilization, labor rights, occupational safety, corporate governance, and stakeholder engagement. These efforts align with international sustainability standards (such as GRI, SASB, and TCFD), striving to achieve the best balance between local implementation and global standards.

I would like to extend my special thanks to every colleague for their dedication and commitment. It is because of your efforts in turning ESG from a concept into action that our business operations and social responsibilities have been able to coexist harmoniously. I also thank all stakeholders for your advice and encouragement, which have made Plastron more systematic and resilient on its journey toward sustainability.

Looking ahead, we will continue to strengthen our sustainability governance framework by setting quantifiable KPIs and mid-to-long-term goals, deepen our ESG risk management mechanisms, and further refine our supply chain management and green innovation initiatives. We deeply understand that sustainability management is not only a tool for controlling corporate operational risks but also a key driver for enhancing overall competitiveness and creating shared value (CSV).

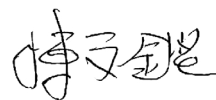
We sincerely hope that this report will serve as an important bridge for communication between Plastron and all sectors of society. In the future, we will continue to uphold the values of "innovation, quality, and professionalism," driving the integration of business, society, and the environment to create a more sustainable and resilient future for generations to come.

Wishing you all peace and success as we move forward together!

Sincerely

On behalf of all colleagues at Plastron

Chairman




03

Sustainability at Plastron

- 3.1 Sustainability Development Management Promotion Committee
- 3.2 Stakeholder Identification and Communication Channels
- 3.3 Material Issues Identification and Analysis
- 3.4 Contribution to the United Nations Sustainable Development Goals (SDGs)
- 3.5 Sustainability Commitments and Goals

03.Sustainability at Plastron

3.1 Sustainability Development Management Promotion Committee

Plastron established the "Sustainability Development Management Promotion Committee" in 2025 to integrate and promote the company's sustainability-related responsibilities. The committee is currently led by the General Manager's Office, which is responsible for formulating sustainability strategies, supervising performance, reviewing and consolidating data provided by various departments for the annual sustainability report, and finalizing the report. The finalized report is then submitted to the Chairman for review. Under the committee, there are five implementation groups: Green Environment Group, Corporate Governance Group, Employee Care Group, Social Welfare Group, and Sustainable Operations Group, responsible for promoting related businesses and providing data for the annual sustainability report compilation.

Organization Structure of the Sustainability Development Management Promotion Committee



3.2 Stakeholder Identification and Communication Channels

Plastron has identified six key stakeholders based on the AA1000SES Stakeholder Engagement Standard (SES), which includes five principles: dependency, responsibility, influence, tension, and multi-perspective. The stakeholders are: government agencies, customers, suppliers, employees, shareholders/investors, and local communities. The communication methods and channels with these stakeholders are as follows.

Stakeholder	Significance to Plastron	Key Issues	Communication Channels	Communication Frequency
 Government Agencies	Compliance with government regulations, active cooperation with policies, and fulfilling social responsibilities.	• Operational performance • Integrity and regulatory compliance • Occupational safety and health • Energy and greenhouse gas management • Low-carbon circular technology • Water resource management • Waste management • Climate change risks and opportunities	Contact Window: General Affairs Department (Ms. Kuo) & Business Department (Mr. Wang) TEL: +886-2-2267-2346	Irregular
			Maintain good interaction with regulatory authorities	Irregular
			Participate in seminars and meetings organized by regulatory authorities	Irregular
			Receive official letters from the competent authorities and assist in promoting various policies.	Irregular
 Customers	Provide high-quality products and services to meet customer needs and expectations.	• Customer relationships • Innovation and R&D • Low-carbon circular technology • Integrity and regulatory compliance	Contact Window: sales@plastronconn.com	Irregular
			Regular customer satisfaction surveys	Regular
			Participate in technical forums, seminars, and customer-organized supplier meetings	Irregular
			Comply with client requirements and audits concerning products, environment, and responsibility, and collaborate on prevention and continuous improvement.	Irregular
 Suppliers	Suppliers are critical to Plastron's operational future, and the company manages suppliers rigorously to reduce risks and costs.	• Sustainable supply chain • Innovation and R&D	Contact Window: Procurement Department (Ms. Lin) TEL: +886-2-2267-2346	Irregular
			Procurement and Supplier Communication	Irregular
			Regular supplier audits and visits	Regular

Stakeholder	Significance to Plastron	Key Issues	Communication Channels	Communication Frequency
 Employees	Plastron prioritizes its employees, viewing them as the foundation of the company's sustainability.	- Talent development - Employee rights and equality - Labor relations - Occupational safety and health	Contact Window: HR Department (Ms. Kuo) TEL:+886-2-2267-2346	Irregular
			labor-management meetings	Irregular
			Employee suggestion boxes	Irregular
			Annual free health checkups and consultations	Regular
 Shareholders/Investors	Shareholders and investors are the backbone of Plastron. The company aims to maximize their interests through stable and transparent management.	- Operational performance - Integrity and regulatory compliance - Corporate governance and risk management	Contact Window: Spokesperson & Investor Relations Contact (Mr. Wang) TEL: +886-2-2267-2346	Irregular
			Regular updates on operational and financial performance	Regular
			Annual shareholders' meetings and reports	Regular
			Establish an investor section on the company website	Irregular
 Local Communities	Plastron actively fulfills its social responsibilities to create positive social impacts.	Community and public welfare	Contact Window: General Affairs Department (Mr. Chen) TEL: +886-2-2267-2346	Irregular
			Regular community engagement activities	Irregular
			Participate in meetings held in the industrial zone	Irregular

3.3 Material Issues Identification and Analysis

Material Sustainability Issues Identification

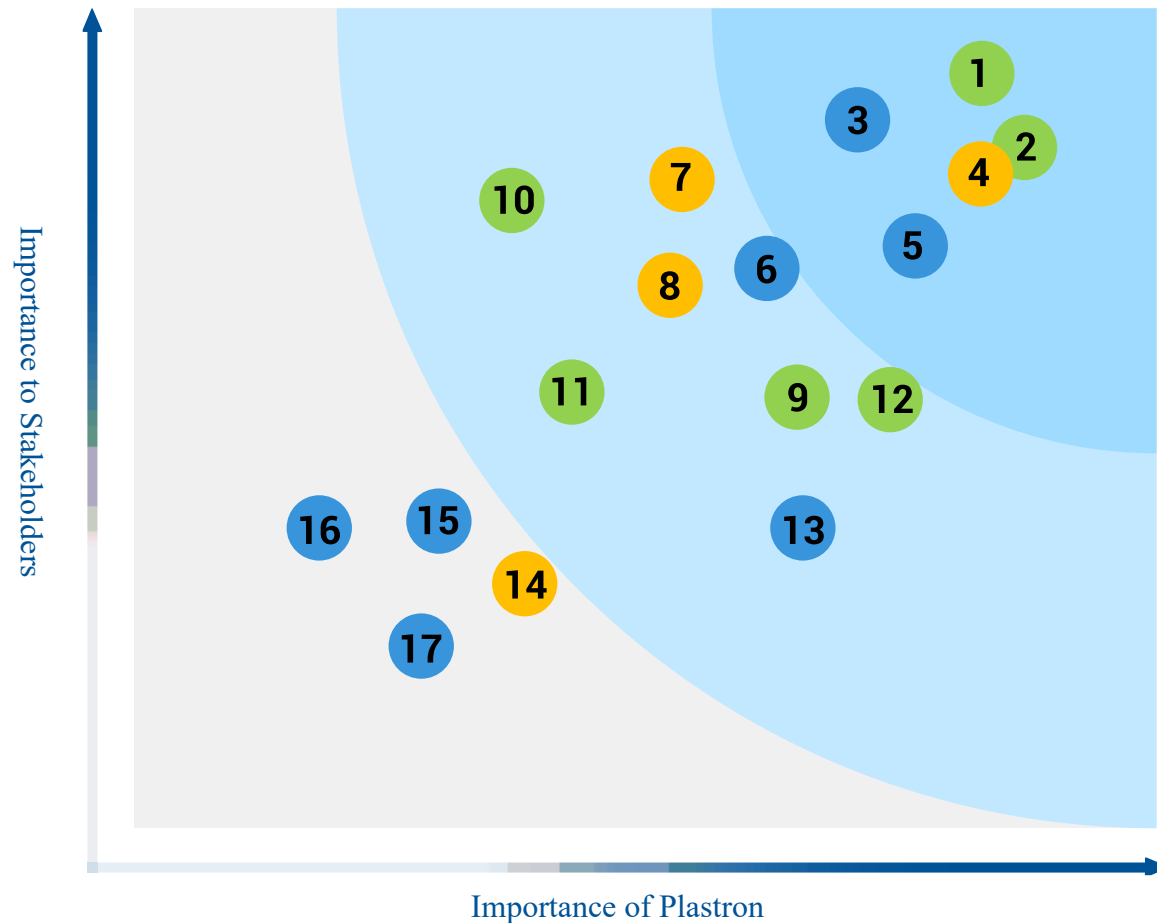
The company, based on the GRI (Global Reporting Initiative) guidelines, the United Nations Sustainable Development Goals (SDGs), internal development goals, and industry-specific issues, identifies internal and external factors that may impact its sustainable operations. Through on-site interviews and feedback from external experts, the company considers the issues of concern to stakeholders and ultimately compiles a list of 17 major sustainability topics.

Focus	Major Themes	Significance for Plastron
 Environment	Low-carbon circular technology Energy and greenhouse gas management Climate change risks and opportunities Waste management Water resource management Environmental management	The company, based on the GRI (Global Reporting Initiative) guidelines, the United Nations Sustainable Development Goals (SDGs), internal development goals, and industry-specific issues, identifies internal and external factors that may impact its sustainable operations. Through on-site interviews and feedback from external experts, the company considers the issues of concern to stakeholders and ultimately compiles a list of 17 major sustainability topics.
 Society	Sustainable supply chain Occupational safety and health Labor relations Employee rights and equality Talent development Customer relationships Community and public welfare	Enhance the sustainability of the supply chain, reduce supply chain risks, grow together with suppliers, and achieve a win-win situation. Ensure the health of all employees and create a safe workplace environment, striving towards the goal of developing a risk-free work environment. The company is committed to implementing human rights policies and providing open communication channels, ensuring that colleagues in the workplace receive fair development opportunities and can experience a friendly work environment. Outstanding talent is one of the key factors in enhancing a company's core competitiveness. The company is committed to providing colleagues with better treatment than the industry standard and thereby continuously injecting momentum into the company. Create maximum customer value, maintain high-quality customer relationships, and achieve sustainable business operations. To bring positive impact to society and enhance the company's corporate social responsibility reputation.
 Corporate Governance	Corporate governance and risk management Innovation and R&D Integrity and regulatory compliance Operational performance	Through identifying, analyzing, and assessing environmental and social risks, and establishing countermeasures, the company can ensure stable operations. Continuously conduct innovative applications of technology and products, striving to enhance the value of the Plastron brand. The company upholds the philosophy of integrity-based operations and establishes a comprehensive legal foundation, ensuring sustainable and ethical business practices. Enhance business performance, maintain the interests of all stakeholders, and lay a solid foundation for the sustainable development of the enterprise.

Analysis of Major Sustainability Issues

In 2024, Plastron considered the two dimensions of "importance to stakeholders" and "importance to Plastron." External consultant experts then comprehensively scored each issue based on the "degree of positive/negative impact" and "likelihood of occurrence" within each dimension, multiplying these scores to obtain a single value for each dimension. By combining the scores from both dimensions for each issue, the "Major Sustainability Issues Matrix" was developed. This matrix categorizes the issues into 5 highly important topics, 8 moderately important topics, and 4 less important topics.

Major Sustainability Issue Matrix of Plastron



Color Categorization: *Governance Issues* *Environmental Issues* *Social Issues*

Highly Important Issues

- 1 Energy and greenhouse gas management
- 2 Waste management
- 3 Occupational safety and health
- 4 Operational performance
- 5 Employee rights and equality

Moderately Important Issues

- 6 Sustainable supply chain
- 7 Integrity and regulatory compliance
- 8 Corporate governance and risk management
- 9 Environmental management
- 10 Water resource management
- 11 Climate change risks and opportunities
- 12 Low-carbon circular technology
- 13 Customer relationships

Less Important

- 14 Innovation and R&D
- 15 Talent development
- 16 Labor relations
- 17 Community and public welfare

3.4 Contribution to the United Nations Sustainable Development Goals (SDGs)

Plastron aligns its sustainability efforts with the United Nations SDGs, integrating them into its business strategy. The following table outlines how the company's 2024 sustainability issues align with the SDGs.

SDGs Goal	Plastron's Initiative	Relevant Section
3	Occupational safety and health	9.4 Focus on occupational health
4	Talent development	9.2 Lead professional development
5	Employee rights and equality	9.3 Create a friendly workplace
6	Water resource management	8.4 Energy and resource utilization
7	Energy and greenhouse gas management	8.1 Climate change response
8	Operational performance Labor relations	9.3 Create a friendly workplace 6.1 Robust corporate governance
9	Sustainable supply chain Innovation and R&D	7.4 Sustainable supply chain 7.2 Sustainable innovation and R&D
10	Employee rights and equality Labor relations	9.3 Create a Warm workplace
11	Community and public welfare	10. Committed to Action, Promoting Social Good
12	Sustainable supply chain Waste management Environmental management	7.4 Sustainable supply chain 8.2 Pollution prevention

SDGs Goal	Plastron's Initiative	Relevant Section
	Low-carbon circular technology Energy and greenhouse gas management Climate change risks and opportunities Environmental management	8. Green Cycle, Achieving Environmental Sustainability
	Integrity and regulatory compliance Corporate governance and risk management	6.2 Comprehensive risk management
	Customer relationships	7.3 Optimizing customer experience

3.5 Sustainability Commitments and Goals



Sustainability Commitments

- Implement the foundation of robust operations, continuously reduce operational risks, and embed professional ethics of anti-corruption and information security into corporate culture development.
- Comply with environmental regulations in operational areas and actively seek opportunities to reduce greenhouse gas emissions.
- Promote a "people-first" approach by adhering to occupational safety regulations and creating a friendly workplace environment.

Short, Medium, and Long-Term Sustainability Goals

Strategy Focus	Short-Term Goals	Medium-Long Term Goals
Robust and Compliant Operations	The number of incidents involving fraud, corruption, or breach of integrity is 0. The number of major environmental, social, and economic sanctions incidents is 0. The percentage of employees who signed the "Integrity and Honesty Commitment Letter" is 100%. The percentage of procurement staff who received sustainable procurement related training is 100%. The percentage of suppliers that signed contracts containing integrity clauses is 100%. The percentage of suppliers that signed the "Business Ethics and Integrity Commitment Letter" and the "Trade Compliance and Legal Commitment Letter" is 100%. Suppliers of products containing tantalum, tungsten, tin, and gold returned the "CMRT (Conflict Minerals Reporting Template)" survey form at a rate of 100%. The annual routine evaluation of environmental and social responsibility criteria for suppliers of production materials achieved a 100% pass rate. The number of major IT security incidents that occurred is 0. The number of customer privacy breaches that occurred is 0.	Enhance the regular disclosure of information related to sustainable development Enhance the ranking of corporate governance evaluation Obtained ISO 27001 Information Security Management System Certification
Innovation and Value Creation	The pass rate for products tested according to RoHS standards is 100%. Achieve mass production of customized connectors for the automotive industry	Continuously develop innovative green low-carbon products
Green and Sustainable Environment	The annual generation volume of hazardous waste from the production base (Anhui plant) is ≤90 tons. The number of times wastewater discharge exceeds the standard is 0. The annual number of exceedances of emissions standards is 0. Carry out energy management and energy-saving renovations Conduct a corporate-wide carbon inventory based on ISO 14064	Continuously reduce greenhouse gas emissions Obtained ISO 50001 Energy Management System Certification Set greenhouse gas reduction targets in accordance with SBTi requirements
Happy Workplace	The implementation achievement rate of the company's annual training program is above 85%. The percentage of employees who undergo regular performance evaluations on a yearly basis is 100%. The percentage of procurement staff who received training on sustainable procurement is 100%. The number of human rights violations against employees that occurred annually is 0 The annual number of major fire safety incidents is 0. The annual number of major production safety incidents is 0. The number of fatalities caused by occupational injuries is 0. The number of occupational disease cases is 0.	Obtained ISO 45001 Occupational Health and Safety Management System Certification Continuously improve the training systems for each position, fostering a lifelong learning environment Establish a more diverse and smooth promotion and rotation channel
Social Well-being	Continuously promote various community participation and charity activities.	

2024 Quantitative Goal Achievement Status

Strategy Focus	Goal	2024 Performance	Achievement Status
Robust and Compliant Operations	No incidents of fraud, corruption, or breach of integrity.	0	Fully Achieved
	No major environmental, social, or economic penalties.	0	Fully Achieved
	The percentage of employees who signed the "Integrity and Honesty Commitment" is 100%.	100%	Fully Achieved
	The percentage of procurement staff who received training on sustainable procurement is 100%.	100%	Fully Achieved
	The percentage of suppliers who signed contracts containing integrity clauses is 100%.	100%	Fully Achieved
	The percentage of suppliers that signed the "Business Ethics and Integrity Commitment Letter" and the "Trade Compliance and Legal Commitment Letter" is 100%.	100%	Fully Achieved
	Suppliers of products containing tantalum, tungsten, tin, and gold returned the "CMRT (Conflict Minerals Reporting Template)" survey form at a rate of 100%.	100%	Fully Achieved
	The annual routine evaluation of environmental and social responsibility criteria for suppliers of production materials achieved a 100% pass rate.	100%	Fully Achieved
	The number of major IT security incidents that occurred is 0.	0	Fully Achieved
Innovation and Value Creation	100% of products meet RoHS standards.	100%	Fully Achieved
Green and Sustainable Environment	Hazardous waste generation at the Anhui production base ≤ 90 tons.	32.10 tons	Fully Achieved
	No wastewater or exhaust gas violations.	0 violations	Fully Achieved
	The annual number of exceedances of emissions standards is 0.	0 violations	Fully Achieved
	The percentage of suppliers that signed the guarantee letter on not using hazardous substances is 100%.	100%	Fully Achieved

Strategy Focus	Goal	2024 Performance	Achievement Status
Happy Workplace	Annual training program implementation rate ≥ 85%.	Taipei HQ: 100% Anhui Plant: 87%	Fully Achieved
	100% of employees undergo performance evaluations.	Taipei HQ: 78.26% Anhui Plant: 100%	Partially Achieved
	Annual percentage of employees who received training on preventing discrimination and human rights violations is 100%The annual number of human rights violations against employees is 0.	Taipei HQ: 65.22% Anhui Plant: 100.00%	Partially Achieved
	The annual number of human rights violations against employees is 0.	0	Fully Achieved
	The number of major fire safety disasters occurring each year is 0.	0	Fully Achieved
	The annual number of major production safety incidents is 0.	0	Fully Achieved
	The number of fatalities resulting from occupational injuries is 0.	0	Fully Achieved
	The number of occupational disease cases is 0.	0	Fully Achieved





About Plastron

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4.1 Company Overview

04

04. About Plastron

4.1 Company Overview

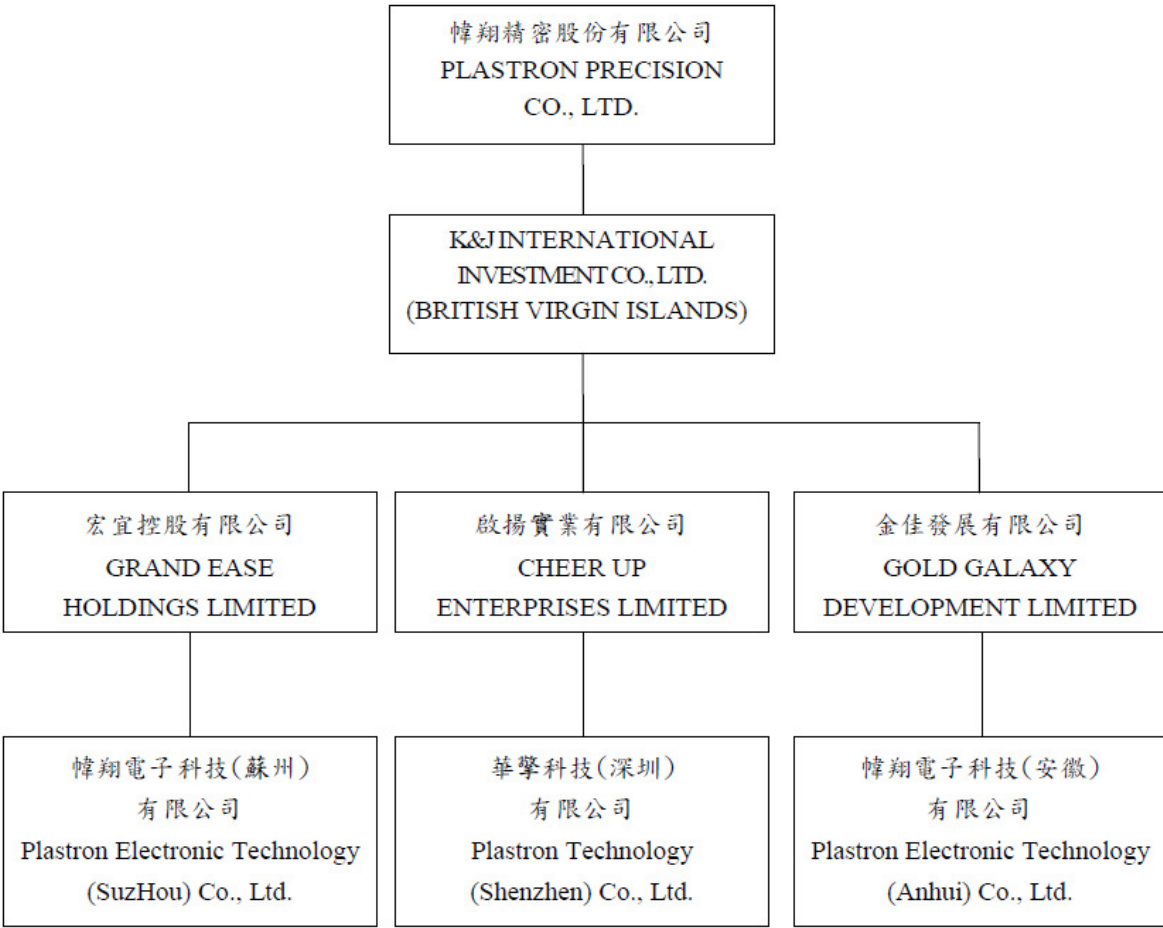
4.1.1 Plastron Business

Plastron was established in 1988 and has over 35 years of professional experience in the design and manufacturing of connectors. With robust R&D capabilities and specialized division of labor, the company has achieved a high level of autonomy in product design, mold design, production manufacturing (injection molding, precision stamping, electroplating, and final assembly). Headquartered in Tucheng District, New Taipei City, the company operates production bases in Mainland China, leveraging a cross-strait division of labor and resource-sharing model for global expansion. Guided by the principles of integrity and professionalism, Plastron is customer-centric, fully utilizing its vertical integration manufacturing advantages. Through high-quality integrated services in terms of quality, production capacity, and delivery, the company has gained recognition and trust from global leading manufacturers.



Company Name	Plastron Precision Co., Ltd.
Date of Establishment	April 26, 1988
Paid-in Capital	NTD 1,498,675,310
Stock Code (OTC)	6185
Chairman/President	Chen Wen-Chien / Kuo Chao-Chen
Headquarters Address	3F., No.1, Ln. 11, Ziqiang St., Tucheng Dist., New Taipei City 23678, Taiwan (R.O.C.)
Main Products	Peripheral equipment for industrial use, power supplies, network communication devices, automotive electronic products, and connectors for consumer Electronic.
Main Operating Locations	Headquartered in Tucheng, Taiwan, with main manufacturing bases in Mainland China. Sales offices are established in Suzhou, Shenzhen, Kunshan, Anhui, and Taiwan.

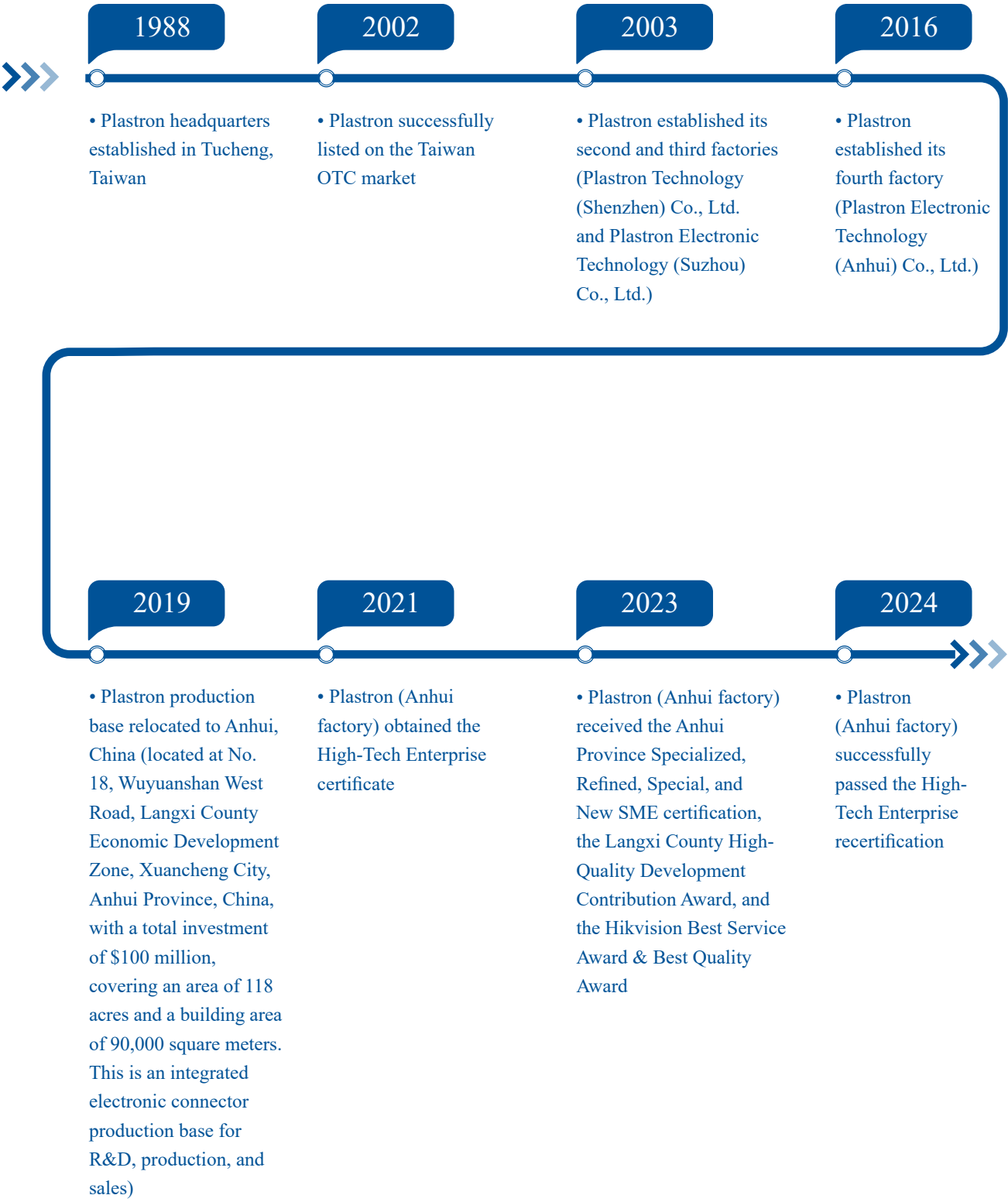
Affiliate Companies Organization



Industry Coverage of Overall Affiliate Business Operations

Connector Research, Development, and Sales	Plastron Precision Co., Ltd. Plastron Electronic Technology (Anhui) Co., Ltd. Plastron Electronic Technology (Suzhou) Co., Ltd. Plastron Technology (Shenzhen) Co., Ltd.
Third-Party Investment Ventures	K&J INTERNATIONAL INVESTMENT CO., LTD. / GRAND EASE HOLDINGS LIMITED / CHEER UP ENTERPRISES LIMITED / GOLD GALAXY DEVELOPMENT LIMITED

Development Milestones



Plastron Value Chain

Upstream Raw Materials Industry	Midstream Connector Manufacturing	Downstream Application Industries
Metal Materials	Plastron	Telecommunications Industry
Electroplating Materials		Notebook Computer Industry
Plastic Materials		Peripheral Equipment for Notebook Computers
Other Materials (Zinc Alloys, Base and Housing Welding, Sealing Materials, Ceramics, Glass)		Automotive Industry
		Aerospace/Military
		Consumer Electronic
		Industrial Sector
		Other Industries



Global Operations Map



1 Manufacturing Base

Anhui



5 Sales Offices

Taiwan

Anhui

Shenzhen

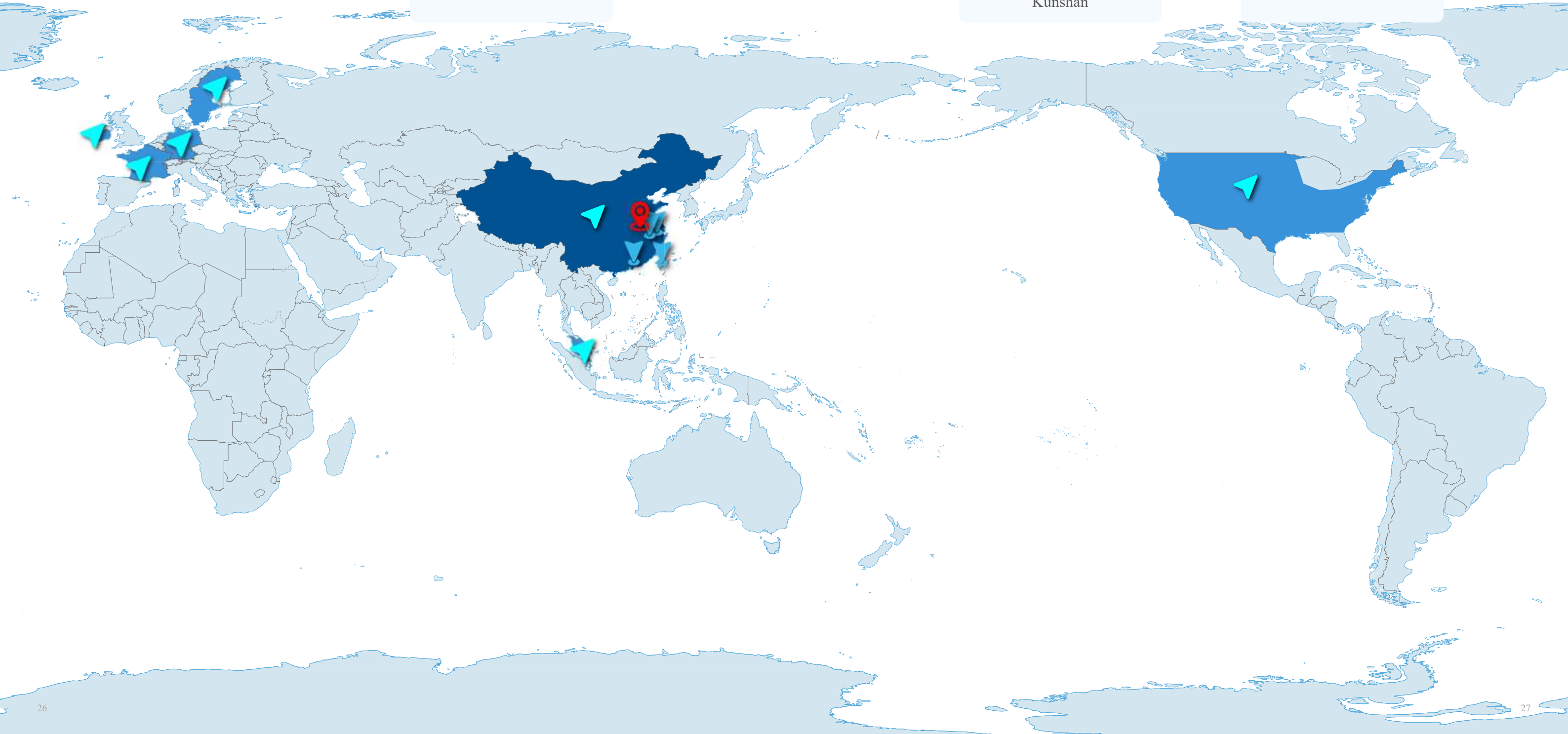
Suzhou

Kunshan



7 Sales Countries

China	Ireland
France	Sweden
USA	Malaysia
Germany	(Southeast Asian Countries)



Plastron Representative Products



4.1.2 Corporate Culture and Core Values

Plastron upholds the principles of integrity and professionalism. In the face of a rapidly changing business environment, the company continues to set high standards for itself, striving to enhance its product innovation capabilities, manufacturing innovation capabilities, and quality assurance capabilities. Plastron is committed to creating a future where the company, society, and the environment can thrive together sustainably.



Business Philosophy

"Research and Development, Innovative Technology"
 "Total Quality Management, Pursuit of Perfection"
 "Enhance Efficiency, Reduce Costs"



Vision

Plastron is dedicated to pursuing high-quality products that meet customer needs.



Mission

Plastron focuses on the design, production, and sales of high-tech connectors and electronic device solutions. Plastron's final products are applied across various industries, including Industry 4.0, IPC (Industrial PCs), Medical Devices, Cloud Computing, Servers, Automotive Systems, Transportation, Notebook Computers, and Consumer Electronic.

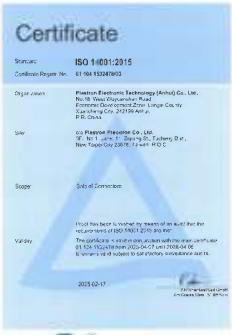


Honors and Certifications

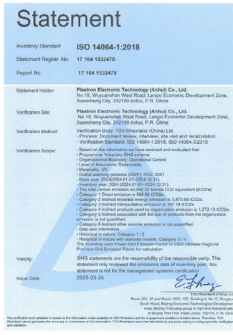
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05. Honors and Certifications

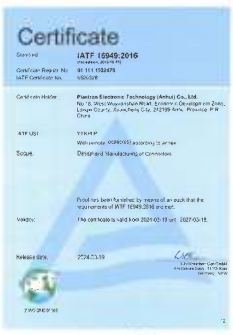
System Certification



Statement



Certificate



Annex to certificate



ISO 14001:2015

ISO 9001:2015

IATF 16949:2016

Honorary Awards

2023 Anhui Province Langxi County High-Quality Development Contribution Award

2023 Anhui Province Specialized, Refined, Special, and New SME

2024 Anhui Province Xuancheng City Certified Enterprise Technical Center

2024 Anhui Province Xuancheng City Langxi County Healthy Enterprise

2024 Hikvision Best Quality Award

2024 Hikvision Best Service Award

2024 High-Tech Enterprise



Public Association Participation

Plastron participates in public associations to stay informed about the latest industry trends and future developments. As of the end of the reporting period, seven of the company's products have passed the USB-IF compliance test and are authorized to use the USB-IF logo.

Certification Date	Product Name
05/25/2022	USB Type-C Connector
11/21/2010	USB Connector, A Type Receptacle/KA04-R-04-M-U-03-C
07/15/2010	4 Pin USB Connector, A Type Receptacle/KA04-R-04-M-U-01-K
04/12/2010	4 Pin USB Connector, A Type Receptacle/KA04-R-04-T-VU-03-H
04/12/2010	4 Pin USB Connector, A Type Receptacle/KA04-R-04-S-VU-03-H
04/12/2010	4 Pin USB Connector, A Type Receptacle/KA04-R-04-T-VU-03-H
06/03/2007	4 Pin USB Connector, A Type Receptacle/KA04-048



Langxi County Automobile Parts Industry Association Vice President Unit



Langxi County General Chamber of Commerce (13th Executive Committee) Unit



Xuancheng City Foreign Investment Enterprise Association Member Unit



06

Steady Development, Integrity and Compliance in Operations

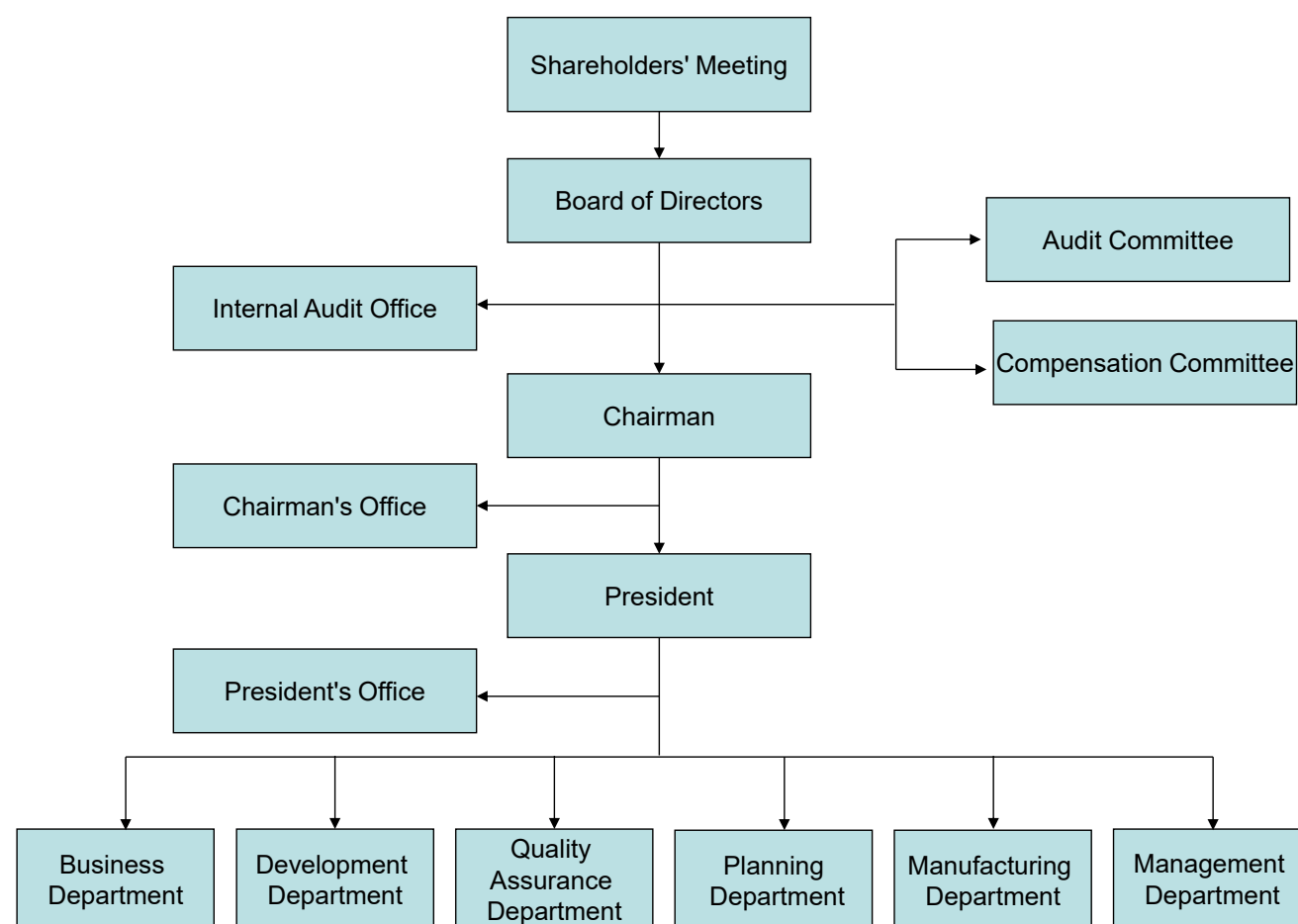
- 6.1 Robust Corporate Governance
- 6.2 Comprehensive Risk Management
- 6.3 Enhancing Digital Resilience

06. Steady Development, Integrity and Compliance in Operations

6.1 Robust Corporate Governance

6.1.1 Board of Directors Operations

Governance Organizational Structure



Major Departments and Their Responsibilities

Department	Responsibilities
Chairman's Office	1. Assist in setting short-term, medium-term, and long-term operating strategies and goals. 2. Oversee the formulation of the company's overall business system planning and operational guidelines. 3. Develop annual operational plans.
President's Office	1. Coordinate organizational operations, improve processes, and oversee adjustments to the responsibilities of various units. 2. Assist senior management in making operational decisions and analyses. 3. Plan and execute legal-related tasks.
Business Department	1. Product marketing and customer service. 2. Product planning and market research analysis.
Development Department	1. Research and establish new product development processes. 2. Design, process, and manufacture precision molds. 3. Develop new manufacturing processes.
Quality Assurance Department	1. Establish quality standards. 2. Plan and maintain the quality system. 3. Provide testing engineering and technical support. 4. Promote and execute functional evaluation operations for incoming materials, manufacturing processes, and finished goods. 5. Calibrate all testing instruments and manage related testing affairs. 6. Lead quality meetings and improvement activities. 7. Plan and promote the quality management system to ensure compliance with established standards. 8. Lead customer audits and manage improvements and follow-ups for non-conforming items.
Planning Department	1. Develop and execute the company's production plans. 2. Plan manufacturing processes, schedule production progress, and manage inventory and sales coordination. 3. Plan and manage the scheduling of production material requirements.
Manufacturing Department	1. Manufacture connectors. 2. Improve production efficiency and yield rate. 3. Control and execute manufacturing costs.
Management Department	1. Financial Management: Manage, plan, and allocate funds. 2. Accounting: Prepare budgets, establish robust accounting systems, reflect actual asset, liability, and profit/loss situations in real-time, and provide operational analysis information. 3. Information Technology: Develop software and maintain hardware for information systems, develop and maintain the company website, and design web pages. 4. Human Resources: Manage human resources, plan training and education, and establish a robust organizational structure. 5. General Affairs: Provide support services for the entire company, maintaining normal operations.
Internal Audit Office	1. Audit, review, and supervise the company's internal control systems. 2. Establish, amend, and review the company's internal audit system. 3. Plan and promote the standardization of regulations and review the company's internal regulations.

Board Operations

The Company's Board of Directors convenes at least once per quarter. The agenda of the regular board meetings shall include, but is not limited to, the following: minutes and execution status of the previous meeting, important financial and business reports, internal audit reports, other significant matters, matters deferred from the previous meeting, pre-scheduled agenda items for the current meeting, and any ad hoc motions. Major resolutions of the Board are promptly disclosed on the Market Observation Post System (MOPS) and the Plastron investor relations website.

The Board of Directors, in accordance with the "Company's Articles of Incorporation," adopts a candidate nomination system. Directors are elected by the shareholders' meeting from a list of candidates, with a term of three years, and may be re-elected consecutively. The implementation of the election process is carried out in accordance with relevant laws and regulations, including the Company Law and the Securities and Exchange Act. Among the board seats, at least three directors must be independent directors, and the number of independent directors shall not be less than one-fifth of the total number of directors. Information regarding the election of directors is also promptly disclosed on the Market Observation Post System (MOPS) and the Plastron investor relations website.

If a director has a personal interest in a matter under discussion, or if the director represents a legal entity that has a conflict of interest, the director must explain the key aspects of such conflict of interest at the meeting. If such a conflict may harm the interests of the Company, the director shall not participate in the discussion or voting and shall recuse themselves from the discussion and decision-making process. Furthermore, the director shall not act as a proxy for other directors in exercising their voting rights. A director's spouse, relatives within the second degree of consanguinity, or companies controlled by or affiliated with the director shall be deemed to have a conflict of interest in the same manner as the director themselves.

2024 Director Attendance Overview				
Title	Name	Actual Attendance	Proxy Attendance	Attendance (%)
Chairman	Chen Wen-Chien	7	0	100%
Director	Yu Ming-Chung	7	0	100%
Director	Kuo Chao-Chen	6	1	85%
Director	Wu Chien-Tung	7	0	100%
Independent Director	Chen Wen-Yu	7	0	100%
Independent Director	Sia Fan-Gei	7	0	100%
Independent Director	Lu Fu-Qi	7	0	100%

Board Member Compensation and Performance Evaluation

According to Article 20 of the Company's Articles of Incorporation, if the Company makes a profit in its annual financial statements, it shall allocate no less than 1.5% of the profit as employee compensation and no more than 2% as compensation for directors and supervisors. However, if the Company has accumulated losses, the amount shall be retained to offset the losses first. The compensation for independent directors is determined based on the evaluation results of the "Compensation Committee Organization Regulations" and the "Board Performance Evaluation Procedures," considering factors such as individual responsibilities, risks, time invested, and the achievement rate and contributions of the independent directors. The compensation is approved by the Compensation Committee and submitted to the Board for resolution.

The Company has established the "Board Performance Evaluation Procedures," which cover the performance evaluation of the entire Board, individual directors, and functional committees. The evaluation items include the understanding of the Company's goals and missions, awareness of director responsibilities, level of participation in Company operations, internal relationship management and communication, directors' professional expertise and continuous education, and internal control. The evaluation methods include self-assessment by the Board and self-assessment by individual directors. The performance evaluation results are submitted to the Board for review.

Audit Committee

In accordance with Article 14-4 of the Securities and Exchange Act, the Company established its Audit Committee on June 16, 2020. The committee is composed of all independent directors. In 2024, the Audit Committee held 6 meetings with a 100% attendance rate. The key work highlights for 2024 are summarized as follows:

1. Evaluation of the effectiveness of the internal control system for 2024.
2. Review and approval of the 2024 financial statements and profit distribution.
3. Review of legal compliance and amendments to relevant regulations.
4. Appointment and independence assessment of certified public accountants.
5. Appointment and removal of the chief accounting officer.
6. Discussion and resolution of the review or audit results of quarterly financial statements.

Title	Name	Actual Attendance	Proxy Attendance	Attendance(%)
Independent Director	Chen Wen-Yu	6	0	100%
Independent Director	Sia Fan-Gei	6	0	100%
Independent Director	Lu Fu-Qi	6	0	100%

Compensation Committee

The Company established the "Compensation Committee" in accordance with the "Regulations Governing the Establishment and Exercise of Powers of the Compensation Committee of Companies Listed on the Stock Exchange or Traded on the Over-the-Counter Market." The committee is chaired by an independent director, and its members meet the professional qualifications and independence requirements as stipulated in the regulations. The committee convenes at least twice a year. In 2024, the Compensation Committee consisted of 3 members, who attended all 3 meetings with a 100% attendance rate. The key resolutions are as follows:

1. Approval of the 2024 director compensation distribution amount, distribution principles, and the 2025 director compensation allocation ratio.
2. Approval of the 2024 employee compensation distribution amount and the 2025 employee compensation allocation ratio.
3. Approval of the transportation and accommodation expenses for the Board and functional committees.
4. Approval of the compensation for directors of subsidiaries.
5. Proposal for the phased issuance of employee stock options approved by the Financial Supervisory Commission in 2024 (1st issue of the 2nd phase). Resolution: This proposal was approved unanimously by all attending members.

- 6. Approval of the 2024 management personnel compensation distribution amount.
- 7. Approval of the 2025 compensation for the Chairman of the Board.
- 8. Approval of the 2025 salary and pension for the President.
- 9. Approval of the 2025 salary and pension for the Vice President.
- 10. Approval of the 2025 salary and pension for the Chief Financial Officer.
- 11. Proposal for the regular review of performance evaluation and compensation policies, systems, and related procedures for directors and management. Resolution: This proposal was approved unanimously by all attending members.

Title	Name	Actual Attendance	Proxy Attendance	Attendance (%)
Chairman	Chen Wen-Yu	3	0	100%
Member	Sia Fan-Gei	3	0	100%
Member	Lu Fu-Qi	3	0	100%

Board Diversity and Independence

Diversity of the Board:In accordance with Article 20 of the "Corporate Governance Best Practice Principles for Listed Companies," the composition of the Board considers diversity, and the number of directors who also serve as company executives does not exceed one-third of the total number of directors. In 2024, the Board consisted of 7 members from various professional fields, including business, manufacturing, technology, and finance. The age distribution ranged from 51 to 70 years, and the Board included one female member. The directors' diverse professional experiences enable them to provide valuable insights and expertise to support the Company's development.

Independence of the Board:According to Article 13 of the Company's Articles of Incorporation, the Board consists of 7 to 11 directors, with at least 3 independent directors, who must account for at least one-fifth of the total number of directors. In 2024, the Board had 7 members, including 3 independent directors, representing 43% of the Board. The qualifications, shareholdings, term limits, independence assessment, nomination, and appointment of independent directors comply with relevant regulations set by the competent authorities.

Board Members										
Basic Composition						Diversity				
Title	Nationality	Name	Gender	Employee Status	Age Range	Operational Management	Leadership Decision-Making	Industry Knowledge	Financial Accounting	Crisis Management
Chairman	Taiwan	Chen Wen-Chien	Male	✓	61-70	✓	✓	✓		✓
Director	Taiwan	Yu Ming-Chung	Male		61-70	✓	✓	✓		✓
Director	Taiwan	Kuo Chao-Chen	Male	✓	51-60	✓	✓	✓		✓
Director	Taiwan	Wu Chien-Tung	Male	✓	61-70	✓	✓	✓	✓	✓
Independent Director	Taiwan	Chen Wen-Yu	Male		61-70	✓	✓	✓		✓
Independent Director	Taiwan	Sia Fan-Gei	Female		61-70	✓	✓	✓	✓	✓
Independent Director	Taiwan	Lu Fu-Qi	Male		61-70	✓	✓	✓		✓

Director Training

The Company arranges training courses for directors to ensure they stay informed and maintain their core competencies. In 2024, a total of 16 training sessions were conducted, totaling 49 hours.

Title	Name	Organizing Unit	Course Title	Training Hours
Chairman	Chen Wen-Chien	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management	3
		Accounting Research and Development Foundation	Three-Step Approach to Sustainability Reporting	3
Director	Yu Ming-Chung	Securities and Futures Institute	Corporate Governance Disputes and Commercial Litigation	3
		Securities and Futures Institute	Sustainability Strategies and Planning for Listed Companies	3

Title	Name	Organizing Unit	Course Title	Training Hours
Director	Kuo Chao-Chen	Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management	3
		Accounting Research and Development Foundation	Three-Step Approach to Sustainability Reporting	3
Director	Wu Chien-Tung	Federation of Certified Public Accountants	Money Laundering Patterns and Tax Crime Cases	3
		Federation of Certified Public Accountants	Mergers and Acquisitions: Legal and Practical Exploration	4
Independent Director	Chen Wen-Yu	Securities and Futures Institute	Case Studies on Financial Statement Fraud	3
		Taipei Exchange	Briefing on Shareholder Rights for Emerging Listed Companies	3
Independent Director	Sia Fan-Gei	Securities and Futures Institute	Legal and Transaction Practices of Mergers and Acquisitions	3
		Taiwan Corporate Governance Association	Best Practices for Audit Committee Powers – Role of the Chairman	3
		Securities and Futures Institute	Climate Change and Its Impact on Corporate Finance	3
		Securities and Futures Institute	Carbon Trading Mechanisms and Carbon Management	3
Independent Director	Lu Fu-Qi	Securities and Futures Institute	Shareholder Meetings, Corporate Control, and Shareholder Strategies	3
		Taiwan Corporate Governance Association	Introduction to Corporate Governance Systems and the Role of Legal Personnel	3

6.1.2 Shareholder Rights

To protect the rights and interests of all shareholders, the Company adheres to the Company Law, Securities and Exchange Act, and other relevant regulations, treating all shareholders equally. All proposals, discussion topics, and election matters at shareholder meetings are voted on individually, ensuring shareholders' right to participate in decision-making. Voting results are disclosed immediately during the meetings to uphold the principles of fairness and transparency.

Shareholder Services

The Company has entrusted Fubon Securities Co., Ltd. to handle various shareholder services. In addition to disclosing major information on the Market Observation Post System (MOPS), the Company's official website features a "Stakeholder Relations" section, providing a dedicated contact window for investor relations and spokesperson contact information.

Stakeholder Relations Link:https://www.Plastron.com/zh_TW/stakeholder-contacts

Institutional Investor Relations

Since 2022, the Company has annually hosted online investor conferences at least once, as required by the Taiwan Stock Exchange or the Taipei Exchange. These conferences provide direct communication with institutional investors, offering updates on the Company's latest operations and future outlook to ensure transparency.

Internal Major Information Guidelines

The Company's significant decisions or events comply with the Taiwan Stock Exchange's regulations on the verification and disclosure of major information for listed companies. The Company has established "Procedures for Handling Major Information and Preventing Insider Trading," which regulate the workflows for handling major information and managing insider trading.

6.1.3 Economic Performance

Plastron's main product lines include board-to-board connectors, high-frequency connectors, and I/O connectors. To enhance product value and address future industrial developments in 5G communication, electric vehicles, smart cities, and Industry 4.0, the Company focuses on designing, manufacturing, and marketing connectors with broad applications. The primary development goals include high-precision high-frequency connectors, automotive connectors, industrial control connectors, and Type-C connectors.

2022-2024 Major Product Revenue (Unit: NTD Thousand)

Product	2022	2023	2024
Connectors	565,732.00	577,471.00	394,046.00
Others	23,844.00	6,716.00	7,870.00
Total	589,576.00	584,187.00	401,916.00

The basis for the 2024 employee and director compensation is calculated based on the 2024 pre-tax net income (before deducting employee and director compensation) after deducting accumulated losses. The Company allocates 1.5% for employee compensation and 2% for director compensation.

2022-2024 Financial Performance (Unit: NTD Thousand)

Indicator	2022	2023	2024
Operating Revenue	589,576.00	584,187.00	401,916.00
Operating Cost	392,018.00	401,140.00	340,661.00
Earnings Per Share	0.29	0.66	0.06
Cash Dividend Per Share	0.30	0.52	0.30
Employee Salaries and Benefits	157,085.00	113,379.00	117,705.00

The Company complies with tax laws and regulations in the jurisdictions where it operates, fulfilling its social responsibility as a taxpayer.

2022-2023 Tax Governance (Unit: NTD Thousand)

Indicator	2022	2023
Income Tax Expense	4,633	29,572
Pre-Tax Net Income	48,498	127,922

Plastron did not receive any financial subsidies from the government in 2022-2024.

6.1.4 Ethical Business Practices

Plastron adheres to the principles of ethical business practices and has established relevant regulations, including the "Code of Commercial Conduct and Ethics," which clearly define guidelines for preventing conflicts of interest, avoiding self-serving opportunities, maintaining confidentiality, and ensuring fair transactions. In 2024, all employees signed the "Integrity and Honesty Commitment" with a 100% participation rate. Additionally, in all external contracts, the Company upholds the principles of good faith and mutual benefit, ensuring fair contract terms and actively fulfilling contractual obligations. The Company has implemented evaluation mechanisms for clients and suppliers, detailing the rights and responsibilities of both parties in contracts and including clauses on ethical behavior. In 2024, all suppliers signed contracts that included ethical behavior clauses, achieving a 100% compliance rate.

Plastron did not engage in any anti-competitive, anti-trust, or monopolistic practices in 2024.

Key Provisions of the "Code of Commercial Conduct and Ethics"

- Business Ethics Guidelines:** The Company promotes fair competition, honest business practices, prohibits bribery, and eradicates corruption.
- Conflict of Interest:** Regulations address conflicts involving competitors, business opportunities, financial transactions, loan activities, declared conflicts of interest, family members, and employment.
- Gifts and Entertainment:** Clear guidelines are provided for accepting and offering gifts and entertainment.
- Compliance with Anti-Bribery Laws:** The Company adheres to the "Foreign Corrupt Practices Act" and other relevant anti-bribery laws.
- Protection and Use of Company Assets:** Rules govern the appropriate use and protection of company assets.
- Intellectual Property and Confidentiality:** The Company protects intellectual property and ensures the confidentiality of sensitive information.
- Accuracy of Financial Reporting and Public Communications:** The Company ensures the accuracy of financial reports and other public disclosures.
- Company Records:** Regulations ensure the accuracy and completeness of company records.
- Compliance with Laws and Regulations:** The Company adheres to all relevant laws and regulations.
- Discrimination and Harassment:** The Company prohibits all forms of discrimination and harassment.
- Health and Safety:** The Company prioritizes the health and safety of employees.
- Protection of Whistleblowers and Anonymous Complaints:** The Company protects whistleblowers and ensures the confidentiality of anonymous complaints.
- Encouraging Employee Participation in Community Activities:** The Company supports employee involvement in community engagement.



Plastron strictly prohibits retaliation against employees who seek help or report known or suspected unethical behavior. Any employee found to retaliate against whistleblowers will face disciplinary action, up to and including termination of employment. Regarding conflicts of interest, both internal and external stakeholders may report concerns to the Audit Committee, management, internal audit supervisor, or other appropriate supervisors through the following channels:



Taipei Complaint Email	hr@plastron.com.tw
Taipei Complaint Hotline	+886-2-2267-2346
Anhui Complaint Email	PLALX-HR@plastron.com.tw
Anhui Complaint Hotline	+86-0563-7378618
Shenzhen Complaint Email	PLASZ-HR2@plastron.com.tw
Shenzhen Complaint Hotline	+86-0563-7378618
Suzhou Complaint Email	plawj-rs@plastron.com.tw
Suzhou Complaint Hotline	+86-512-63408897

6.2 Comprehensive Risk Management

6.2.1 Regulatory Compliance

To ensure that the Company's quality, environmental, occupational health, safety, ethical business practices, and product environmental management comply with legal and regulatory requirements, Plastron has established the "Procedures for Legal and Regulatory Compliance." This process covers all stages, from the collection and approval of legal information to training, clearly defining the responsibilities of each department and ensuring a closed-loop management system. Standardized forms, such as the "Legal and Regulatory Compliance Checklist" and "Legal and Regulatory Compliance Inspection Form," have been developed to ensure the implementation process is standardized, well-documented, and effective in managing compliance risks.

Compliance Status

In 2024, the Company did not face any significant environmental, social, or economic penalties or incidents.

6.2.2 Risk Management

Internal Control System

Plastron, in accordance with the "Regulations for the Establishment of Internal Control Systems by Publicly Issued Companies," has established internal control policies and various internal regulations to manage risks and conduct evaluations. The internal audit department regularly and irregularly reviews the implementation of internal control systems. The Company's management leverages operational management mechanisms to implement internal controls and oversee risk management.

The internal audit department operates as a dedicated unit, staffed by two full-time, impartial auditors who report directly to the Board of Directors. The department conducts audits of internal units and subsidiaries independently of other departments, ensuring objectivity. It assists in the continuous implementation of overall operations, organizational functions, and system establishment.

Internal Audit Operations

- 1.The audit department prepares an annual audit plan based on risk assessments and Board directives before the end of each year, which is submitted to the Board for approval and execution.
- 2.The audit department performs routine audits, irregular audits, and self-inspection tasks.
- 3. Audit reports are submitted and presented as required.
- 4.The audit department tracks findings of internal control deficiencies and unusual incidents at least quarterly to ensure that relevant departments have taken appropriate corrective actions.
- 5.The audit department submits required reports via the internet-based information system within the specified timeframe, as stipulated by the "Regulations for the Establishment of Internal Control Systems by Publicly Issued Companies."

In 2024, all departments completed their internal audit tasks for the year, and all identified deficiencies were corrected within the approved timeline. The internal audit process was highly effective.

Risk Items and Mitigation Measures



Governance

External cyber-attacks and computer viruses posing information security threats

The Company actively implements data backup mechanisms, enhances employee awareness of external malicious attacks, and strictly prohibits the use of unknown computer programs.

Impact of interest rate, exchange rate fluctuations, and inflation on the Company's profitability

- 1. Interest Rates:Interest expenses for 2025 are expected to account for 0.001% of revenue, having no significant impact on overall operations. The Company will continue to evaluate bank lending rates and maintain good relationships with banks to secure favorable rates when borrowing is needed.
- 2. Exchange Rates: The Company closely monitors exchange rate fluctuations and plans currency transactions with banks to maintain a certain hedging ratio, reducing exchange rate risks.
- 3. Inflation:The Company continuously monitors changes in the market prices of key raw materials to avoid significant fluctuations in procurement costs that could erode profit margins.

Policies and profitability or losses related to high-risk, high-leverage investments, loans to others, guarantees, and derivative transactions

The Company has established procedures such as the "Procedures for Acquiring or Disposing of Assets" (which include regulations on derivative transactions), "Procedures for Lending Funds to Others," and "Procedures for Guarantees" to govern such activities. Any derivative transactions the Company engages in are aimed at mitigating risks associated with existing foreign currency assets and liabilities.

Impact of significant domestic and international policy or legal changes on the Company's financial and business operations

The Company remains highly attentive to global political and economic developments and legal changes. In the most recent year, there were no significant impacts on the Company's financial and business operations.

Impact of technological advancements and industry changes on the Company's financial and business operations

Some connector companies are narrowing the gap with international giants in terms of R&D capabilities. They also have significant local advantages in cost, response speed, and proximity to customers. In recent years, international connector leaders have begun collaborating with domestic connector companies that have high-precision manufacturing capabilities and fast response times on certain advanced products. This has objectively increased product competitiveness. The Company plans to fully implement automation in production and reporting, enabling quick responses to small batch orders, rapid quoting, and timely sampling to meet customer requirements.



Economic

Risk Items and Mitigation Measures



Economic

Expected benefits, risks, and mitigation measures for factory expansion

The Company conducts thorough industrial evaluations and adopts conservative operational and financial strategies for capacity expansion plans. It aims to continuously improve manufacturing processes and technology and develop new products to achieve cost advantages. The advantages gained through these efforts will ensure the Company's profitable growth, diversify risks, and enhance long-term competitiveness.

Risks associated with concentrated procurement or sales

1. Procurement: The Company's primary raw materials are engineering plastics and copper. It maintains good relationships with existing suppliers and actively introduces new suppliers to increase sourcing options and bargaining power. Most raw materials have at least two suppliers to avoid stockouts. Current suppliers are delivering normally, and alternative suppliers will increase production in case of emergencies.

2. Sales: The Company's main products are board-to-board connectors, high-frequency transmission connectors, and I/O connectors, which are part of the upstream Electronic industry. Customers include traders, industry peers, and manufacturers of electronic and communication products. Currently, board-to-board connectors account for a large proportion of sales. The Company will continue to develop new customers and adjust its sales product structure to reduce the risks associated with overly concentrated sales.

Impact of significant shareholder changes (directors, supervisors, or shareholders owning more than 10%) on the Company

As of the end of 2024, changes in the shareholdings of the Company's directors or shareholders owning more than 10% did not have a significant impact on the Company's financial and business operations.



Environmental

Waste Management Records

Detailed records of hazardous waste disposal and regular updates to waste lists.

Wastewater Management

Dedicated personnel monitor pollution factors at wastewater discharge points weekly using test kits to ensure compliance with regulations.

Noise Management

Monthly noise source inspections are conducted.



Social

Fire Safety Inspections

Strict daily inspections of fire equipment are conducted, and any fire hazards or damaged components are promptly repaired.

Equipment Safety Records

Equipment maintenance and repair records are strictly maintained to ensure long-term stable operation.

Occupational Health and Safety Management

Daily occupational health and safety inspections are conducted to ensure no safety hazards are overlooked.

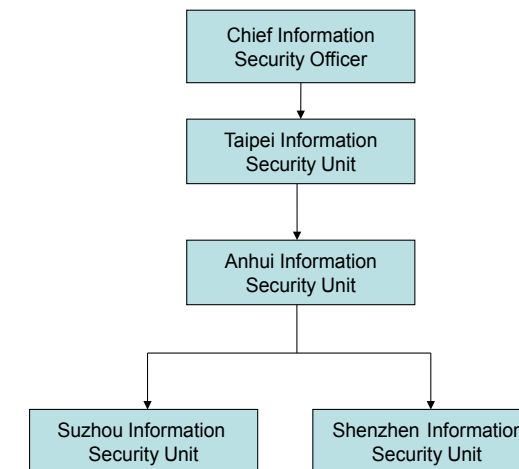
6.3 Enhancing Digital Resilience

6.3.1 Information Security Management Organizational Framework

To effectively implement information security efforts, Plastron adopts a dual-line of defense management framework for information security. The first line of defense is executed by the information departments of each subsidiary within the Group, responsible for carrying out information security operations. The second line of defense is overseen by the Taipei Information Department, which monitors and manages the implementation of information security policies, assesses related cybersecurity risks, and coordinates comprehensive information security management activities.

The Company's dedicated information security unit is managed by the Information Department. On November 6, 2023, the Board of Directors approved the establishment of an Information Security Manager and two Information Security Officers. These personnel are responsible for formulating, implementing, and managing information security policies, as well as periodically reviewing and adjusting these policies. They report the execution status of information and communication security to the management team on a monthly basis, ensuring the continuity and effectiveness of operations.

Plastron Information Security Organization Chart



6.3.2 Information Security Management

Plastron has established relevant operational procedures in accordance with legal regulations and business requirements, including "Information Security Policy," "Internal Control Information Workflow," "Information Management Procedures," "Information System Backup, Disaster Recovery, and Emergency Plan Procedures," "Computer Room Equipment Maintenance Procedures," "Personal Data Protection Management Procedures," and "Confidentiality and Prevention Management Programs." These measures ensure the lawful and authorized access to company information and the reliable operation of information systems. The Company also conducts regular information security education and training programs to enhance employees' knowledge of information security. Additionally, to obtain cybersecurity alerts, threat information, and vulnerability data, the Company has joined the Information Security Information Sharing and Analysis Center (ISAC) and the Taiwan Computer Network Crisis Handling and Coordination Center (TWCERT/CC), and has acted upon their recommendations. As of the end of 2024, the Company did not suffer any significant cybersecurity incidents or related losses, with a total investment of NT\$4.1 million in information security-related expenses.

Information Security Protective Measures

Content	Key Control and Protective Measures
Information Security Policy and Management	1. Established an information security management framework, including responsibility allocations, incident classification, and reporting procedures. 2. Regularly reviewed and revised information security-related operational procedures.
Asset Classification and Control	1. "Information Asset Inventory" reveals asset classification and risk management. 2. Conducted regular inventory of information assets.
Information Personnel Security and Management	1. Defined graded information security responsibilities and work norms. 2. Different permissions were assigned based on job positions and content.
Physical and Network Environment Security Management	1. Computer rooms are equipped with temperature and humidity controls, uninterruptible power systems, and daily machine room inspection logs. 2. Controlled access to machine rooms to ensure the security of the information environment (non-information personnel machine room entry records). 3. Configured firewalls, analyzed firewall logs regularly, and maintained the latest firewall versions. 4. Installed antivirus software on servers and office computers, with central host monitoring and 24-hour automatic virus definition updates. 5. Configured email filtering servers and established rules to block suspicious or malicious emails. 6. Deployed Chunghwa Telecom's intrusion prevention system to block malicious connections, ransomware, and phishing attacks in real time.
Backup and System Restoration Testing	1. Followed the "3-2-1 Backup Principle" (3 copies of data backup, 2 different storage media, 1 offsite backup). 2. Performed daily incremental backups, weekly full backups, and monthly cloud backups (Taiwan Telecom hicloud). 3. Conducted annual core system backups (backup server operation status log). 4. Conducted annual core system restoration and testing (information system backup and restoration inspection form).
Access Control	1. Access to information systems and files required application and approval (Information System Request Form). 2. Assigned permissions based on the principle of minimal privilege according to user roles.
System Development and Maintenance	1. Internal system development required approval through relevant procedures (Information System Request Form). 2. Conducted source code security scanning before system deployment. 3. Signed "Vendor Information Security Responsibility Agreements" for outsourced development.
Vulnerability Scanning and Social Engineering	1. Conducted annual computer system vulnerability scanning. 2. Conducted annual social engineering drill tests.
Education and Training	1. Information security personnel received 12 hours of "Information and Communication Security Professional Training" or "Information and Communication Security Functional Training" annually. 2. Office personnel received 3 hours of "Information Security General Knowledge Training" annually.
Information Liaison	1. Joined the Information Security Information Sharing and Analysis Center (ISAC). 2. Joined the Taiwan Computer Network Crisis Handling and Coordination Center (TWCERT/CC). 3. Received and acted upon cybersecurity information and recommendations from these organizations.
Internal Audit Operations	1. Annual internal audits were conducted by audit personnel based on the above operational content.

2024 Information Security Education Records



Taipei Headquarters: Ransomware and Social Engineering Prevention Training



Anhui Plant: Ransomware and Social Engineering Prevention Training

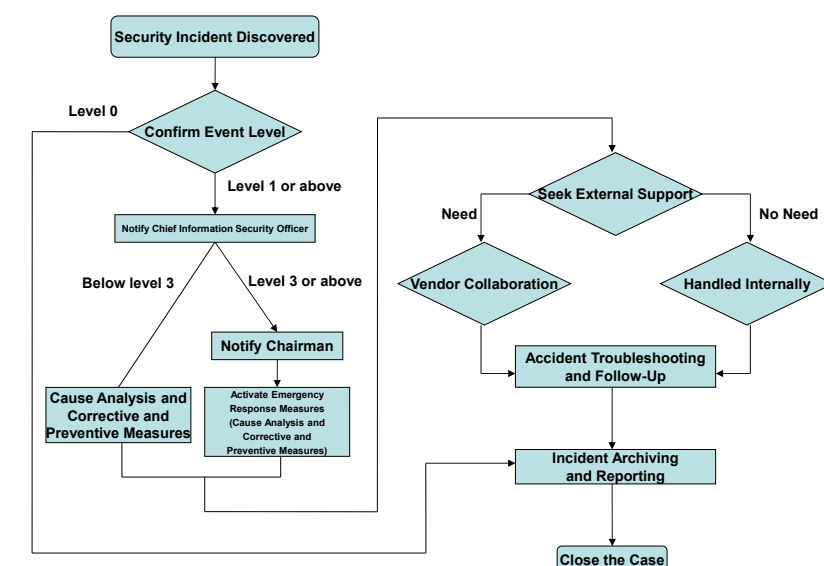
In addition to education and training, the Company conducts annual social engineering drill tests. According to the 2024 Social Engineering Email Test Report, most test subjects demonstrated a high level of awareness and did not open the test emails. However, a small number of test subjects failed to verify the sender's identity and were deceived by the test emails. The Company plans to conduct additional training for these individuals to further strengthen their awareness of information security.

2024 Social Engineering Email Test Results

Total test subjects: 164
 Number of individuals who clicked on one or more test emails: 35 (21.34% of total test subjects)
 Number of individuals who opened one or more test links: 2 (1.22% of total test subjects)
 Number of individuals who opened one or more test attachments: 19 (11.59% of total test subjects)

Plastron has included cybersecurity check control operations in its annual audit items, conducting at least one audit annually. The Company also implements annual internal control system self-inspection operations, which include cybersecurity checks. The Company summarizes the effectiveness of internal control implementation and submits the results to the Audit Committee and the Board of Directors for review and confirmation, with the findings disclosed in the annual report.

Plastron Information security incident notification processing flow chart





07

Innovation and Quality Excellence

- 7.1 Ensuring Product Quality
- 7.2 Sustainable Innovation and R&D
- 7.3 Optimizing Customer Experience
- 7.4 Sustainable Supply Chain

07. Innovation and Quality Excellence

7.1 Ensuring Product Quality

7.1.1 Quality Culture

Long-term Quality Objective: Achieve a product defect rate of zero.

Quality Philosophy: Scientific rigor, objective fairness, accurate reliability, and timely service.

Short-term Production Strategy: Strengthen production vertical integration capabilities, improve production efficiency, enhance product quality, and refine manufacturing management.

Long-term Production Strategy: Enhance precision manufacturing capabilities and increase automation in production equipment.

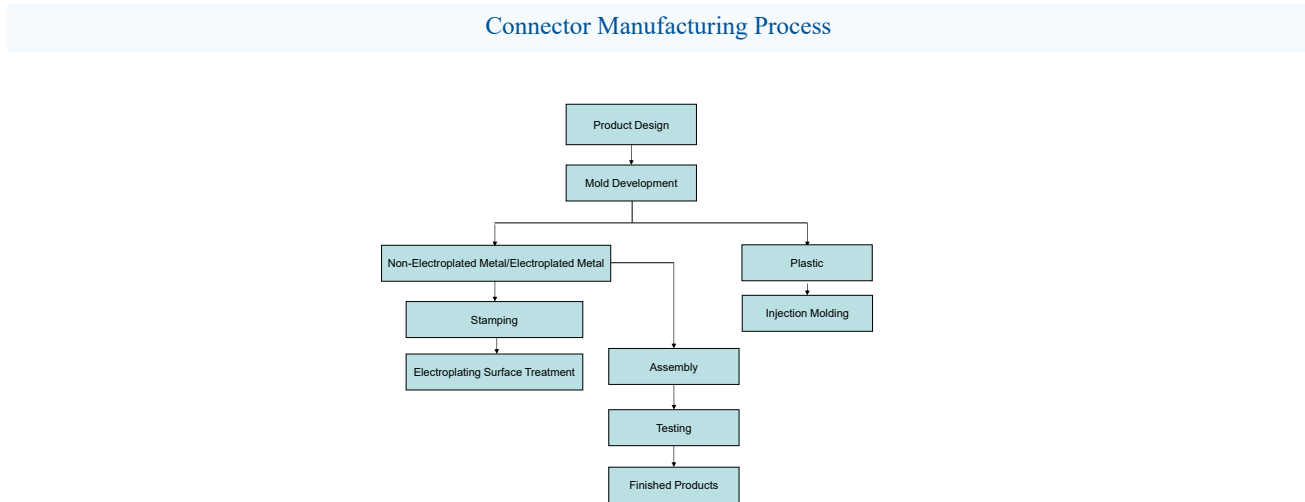
7.1.2 Quality Control

The Plastron Anhui Plant has obtained ISO 14001:2015, ISO 9001:2015, and IATF 16949:2016 international environmental and quality management system certifications, and complies with RoHS requirements for controlling hazardous substances. The Company's connector products are reliable, competitive, and environmentally friendly. From research and development to assembly, the Company implements strict quality control measures to ensure product stability. Additionally, automated and semi-automated machinery is used to minimize human error.

Production Volume and Value for the Past Three Years (Unit: Thousand Pieces/NTD Thousand)			
Product	2022	2023	2024
Connectors	60,037	41,811	42,571

Vertical Integration of Product Design and Manufacturing Capabilities

The Company possesses comprehensive manufacturing capabilities, including product design, mold development, metal stamping, electroplating, plastic injection molding, and automated production. These capabilities enable the Company to meet customer product needs and delivery timelines while maintaining cost and quality control advantages.



Rapid Mold Development Capabilities

Connectors are composed of plastic injection-molded components and terminals. The processing of plastic materials is critical to producing high-precision, high-density, and heat-resistant intermediate products. Terminal processing requires consideration of material contact resistance, durability, and bending to meet customer specifications. To achieve the required design specifications and ensure quality stability, the Company relies on advanced mold and fixture design. With years of experience in mold development and plastic injection molding, the Company's technical team can quickly develop and design various molds and fixtures for production. This enables the Company to respond swiftly to market changes and diverse customer demands, despite the rapid pace of market evolution.

Automated Production Lines

Given the diversity of connector products, the Company actively establishes appropriate production scales to manufacture specialized and innovative products. Simultaneously, mature and standardized products are transitioned to automated production lines to reduce production costs, effectively control quality, and ensure timely delivery.

For inventory management, the Company has implemented an automated reporting system that connects warehouse operations with production data. This system allows for real-time tracing of abnormalities in products, from raw material entry to finished goods storage, while saving time and reducing the risk of human error in data collection and entry.

Product Reliability Verification

The Company has established electrical, physical, and environmental testing laboratories to inspect the quality of raw materials, finished products, and samples. All laboratory personnel undergo training and obtain relevant professional certifications before conducting tests to ensure both their safety and the reliability of test results. To maintain optimal operation of testing equipment, the Company manages an "Equipment Inventory List," detailing environmental data such as temperature and pressure conditions, as well as maintenance procedures for each piece of equipment.

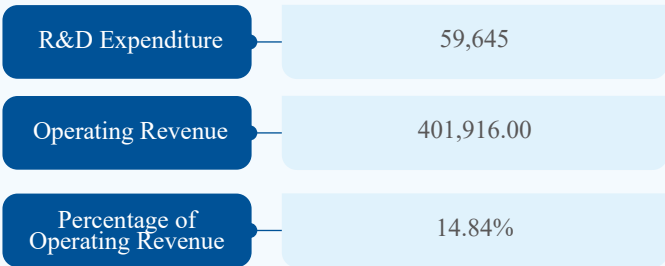
7.2 Sustainable Innovation and R&D

7.2.1 Technological Innovation

The Company primarily develops various board-to-board connectors and USB and network connectors. In 2024, the focus was on custom connector development and OEM services, targeting industries such as industrial peripherals, power supplies, network communication devices, automotive Electronic, and consumer Electronic.

To enhance product value and address future industrial developments in 5G communication, electric vehicles, smart cities, and Industry 4.0, the Company integrates design, manufacturing, and marketing efforts, focusing on broadly applicable board-to-board connectors as the main product line. Development efforts are concentrated on high-frequency precision connectors, automotive connectors, industrial control connectors, and Type-C connectors.

2024 R&D Expenditure and Revenue (Unit: NTD Thousand)



Green Process or Product Development Progress

Process Optimization:In 2024, the Company implemented a brush plating to dot plating conversion in electroplating processes, enhancing precision in local control, resulting in more uniform plating layers and reduced material usage.

Time	Successful Product Development
By March 25, 2025	2.54mm pitch automotive connectors
	2.2mm pitch automotive connectors
	6-pin irregular automotive connectors
	2 customized components
	2 series of industrial SMC products

Green Products in Development:The Company is currently collaborating with Siemens to develop nickel-palladium plating technology, focusing on creating green products that reduce carbon emissions.

7.2.2 Intellectual Property and Patents

To address infringement risks arising from market, product, and technological trends, the Company has established the "Intellectual Property Investigation Procedures" to conduct patent investigations during new product development and customer order acceptance. This effectively mitigates infringement concerns and strengthens competitive advantages for sustainable operations. Additionally, all employees are required to sign the "Business Secrets and Intellectual Property Rights Agreement" to protect trade secrets and intellectual property rights.

As of the end of 2024, the Company has obtained 29 utility patents and 4 invention patents, demonstrating its commitment to innovation and R&D.

7.3 Optimizing Customer Experience

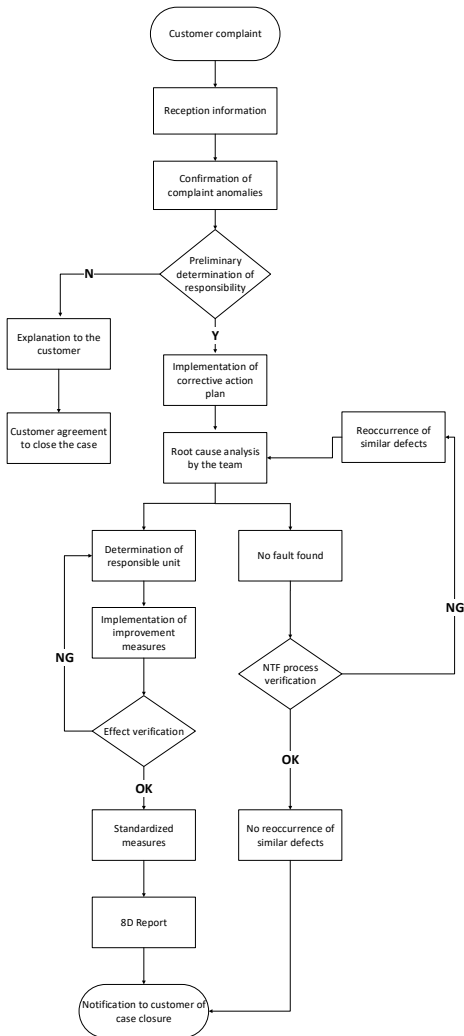
7.3.1 Customer Service

Plastron prioritizes customer needs, offering tailored solutions through customized products. To achieve this, the Company has established detailed procedures such as the "Product Requirement Evaluation Process" and the "Product Development Request Process." By continuously optimizing innovative R&D processes, the Company ensures that customers' products and technologies maintain a competitive edge.

Customer Complaints

The Company is committed to providing prompt and effective customer complaint resolution. For customer feedback and complaints, interim responses are provided within one business day (8 working hours), while long-term solutions are addressed within seven business days (56 working hours). In 2024, the Company received 26 complaints related to products and services, achieving a 100% complaint resolution rate and a 100% customer satisfaction rate for resolutions.

Customer Complaint Handling Process



Customer Satisfaction Surveys

To understand customer feedback on quality, delivery, service, and green management, and to improve service quality, the Company's business unit conducts biannual customer satisfaction surveys in May and November for all existing customers. The results are compiled into a "Customer Satisfaction Analysis Report," which includes score data, trend analysis, satisfied and dissatisfied items, reason analysis, and improvement strategies. Follow-up actions are tracked to ensure implementation by the specified deadlines. For automotive customers, the semi-annual customer satisfaction score is combined with the "Delivery Performance Survey Form" for comprehensive evaluation.

In 2024, the customer satisfaction scores for the Taipei headquarters and Anhui Plant averaged 92.5 and 89, respectively. The Company also received an "A" rating from customers for product quality and achieved a zero defect rate for products sold to Siemens in Germany.

7.3.2 Customer Privacy

Plastron is committed to ensuring the confidentiality, integrity, and availability of information while strictly protecting the privacy and security of customer, supplier, and personal data. The Company adheres to confidentiality agreements and personal data protection laws, assigning different access permissions based on job roles. In 2024, there were no incidents of customer privacy violations or data-related complaints or violations.

7.3.3 Responsible Marketing

Although Plastron is not a consumer-end product manufacturer, the Company has established the "Product Labeling and Traceability Procedure" to ensure compliance with international regulations such as EU REACH, RoHS, WEEE, EuP, and halogen-free requirements for downstream customers. In 2024, there were no incidents of non-compliance with product and service information or labeling regulations.

The Company invested over NTD 3 million in 2024 on marketing channels, including its official website, participation in exhibitions, and LinkedIn advertisements. These efforts successfully expanded the European market through exhibitions and partnerships, securing new automotive and industrial control customers such as BHTC, Bury, ABB, and KOSTAL. Additionally, the establishment of a dedicated automotive sales team successfully entered Chinese automotive brands, yielding significant market expansion effects.

2024 Exhibition List

2024 Munich Electronica Exhibition,
Germany Plastic pellets

Shenzhen (Futian) China Electronic Show

Chengdu International Industrial Expo

South China International Industrial Expo

Shanghai Munich

Vietnam Consumer Electronic and Information Technology Exhibition

14th Shenzhen International Connector, Cable, and Processing Equipment Exhibition

China International Industrial Expo

Shenzhen Munich

26th Shenzhen High-Tech Fair

German Munich

7.4 Sustainable Supply Chain

7.4.1 Supplier Management

The Company's primary raw materials include engineering plastics, electroplated metals, copper, and steel. Plastron has established stable supply relationships with its suppliers, with alternative suppliers available to ensure smooth procurement without stockouts. As of the end of 2024, the Company had approximately 446 suppliers (including raw material suppliers and miscellaneous suppliers), all based in mainland China.

Major and Alternative Suppliers

Major Material

Copper

Steel

Plated materials

Plastic materials

Major Suppliers

Kunshan Yongji, Dongguan XinyuCheng

Ningbo Qiyi Metal, Shandong Jianhua Metal

Shenzhen FuJun

Dongguan Gengyun, Green Pool

Alternative Suppliers

Fujian Zijin

Jinjunwei

Yikang, Jiekai, Jianle

Plastron views excellent supplier relationships as a key element of sustainable corporate development. The Company aims to collaborate with suppliers and contractors to form an industrial chain that is friendly to society and the environment. To achieve this, the Company has established the "Supplier Management Procedure," detailing the entire lifecycle management of suppliers, including the search, development, and qualification of new suppliers, management of existing suppliers, sample approval, supplier audits, and supplier guidance.

Before formal collaboration with new suppliers, the procurement unit must conduct an initial screening using the "Supplier Preliminary Screening Record," based on five criteria. Suppliers passing the initial screening, along with those who have not transacted for over a year and seek to resume transactions, undergo online questionnaire certification and on-site confirmation evaluations by the Company's evaluation team. Suppliers failing the certification are not qualified as approved suppliers. In 2024, all 36 new suppliers passed the evaluation.

Initial Screening Criteria

1. Business/Qualification Licensing

2. Product Quality Capability

3. Technical Capability

4. Delivery Capability

5. Non-Quality Related System Development (including ISO 14001, ISO 45001)

6. Signing the Corporate Social and Environmental Responsibility Commitment (including guarantees against harmful substances, business ethics and integrity commitments, and trade compliance commitments)

The Company also conducts monthly performance evaluations of production material suppliers based on quality, delivery, additional freight, cooperation, and service levels. Results are compiled in the "Supplier Monthly Evaluation Table."

Monthly Evaluation Grades and Measures	
A Grade	A-grade suppliers receive preferential treatment, such as increased orders. For automotive connector products, A-grade suppliers are prioritized.
B Grade	B-grade suppliers maintain the existing management approach.
C Grade	For C-grade suppliers, the procurement unit issues a "Corrective (Preventive) Measure Form" and notifies the supplier in writing to improve. If a supplier receives a C-grade twice consecutively or twice within a year, the Quality Assurance or R&D department will provide guidance for improvement.
D Grade	For D-grade suppliers requiring continued collaboration, the Quality Assurance and R&D departments will provide guidance. If the supplier's grade remains D after guidance, the transaction will be terminated.

Additionally, the Company conducts semiannual risk identification for existing suppliers based on environmental, quality, delivery, pricing, and service criteria. Results are updated in the "Supplier Risk Identification and Control Table." Low-risk suppliers maintain the original management process, while medium or high-risk suppliers are controlled according to the "High-Risk Material Control Procedure." Annual supplier evaluations in December incorporate risk-level-based scoring criteria. Special evaluations may be conducted as needed, beyond regular and ad hoc evaluations. In 2024, all suppliers passed routine evaluations, and no major environmental or social violations were reported.

Routine Evaluation Scope

1. Quality Management

2. Hazardous Substance Management

3. Environmental Management

4. Occupational Health and Safety Management

5. Social Responsibility Fulfillment

Routine Evaluation Measures

Qualified Suppliers

For qualified suppliers, any non-compliance items not addressed with corrective measures or supporting documentation result in automatic disqualification and removal from the "Qualified Supplier List."

Unqualified Suppliers

For unqualified suppliers, new product introductions are immediately halted, and supplier eligibility is reviewed. Suppliers with potential and a willingness to improve may request re-evaluation in writing. If the second evaluation still fails, the transaction is terminated, and the supplier is barred from new supplier development for two years.

Sustainable Development Training for Procurement Staff

The Company annually trains all procurement staff based on the "Code of Commercial Conduct and Ethics," "Procurement Procedures," "Supplier Management Procedures," and "Supplier Evaluation Procedures." In 2024, all procurement unit personnel completed sustainable development training with a 100% pass rate on training effectiveness assessments.

7.4.2 Green Procurement and Conflict Minerals

Supplier Management of Hazardous Substances

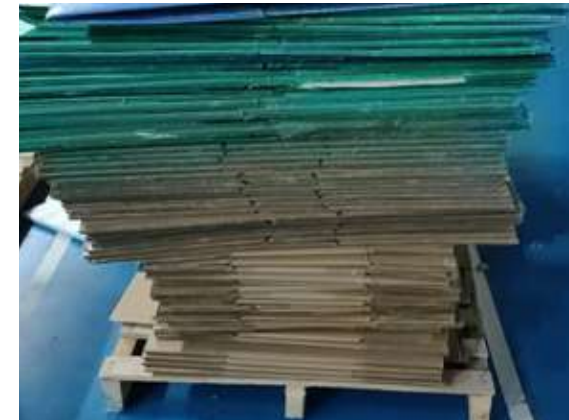
Plastron adheres to the "Environmental Hazardous Substance Management Procedure" to ensure supplier compliance with applicable laws and regulations (e.g., EU RoHS, WEEE Directive) and customer requirements. The Company also requires suppliers to confirm the presence of environmental labels (e.g., RoHS, GP) on product packaging to demonstrate compliance with environmental standards. Non-compliant or unlabeled shipments are rejected.

RoHS Labeling



Recycling of Packaging Materials

Plastic materials and pin suppliers use paper boxes or bags for packaging. After delivery to the Company's factory, collected waste paper boxes or bags are sold to Ji Jue Renewable Resources Co., Ltd., for recycling. In 2024, the Company recycled 2,808 kg of paper boxes and approximately 1,500 packaging bags.



Paper Box



Packaging Bag

Responsible Mineral Sourcing

Plastron strictly adheres to international standards and government and non-government regulations regarding conflict minerals. The Company conducts due diligence on the sourcing and supply chain of tin, tungsten, tantalum, and gold used in its products. All upstream suppliers are required to sign the "Conflict Mineral Procurement Policy," committing not to use metals from conflict zones and to provide a completed "CMRT" (Conflict Minerals Reporting Template). As of the end of 2024, the response rate was 100%, with no conflict minerals detected.

Plastron Conflict Mineral Procurement Policy Requirements for Suppliers

Suppliers must fulfill social and environmental responsibilities.

Suppliers must ensure that their products do not use "conflict minerals" from the Democratic Republic of Congo or surrounding countries.

Suppliers must trace the sources of all gold (Au), tantalum (Ta), tin (Sn), and tungsten (W) in their products. All suppliers must complete the "CMRT" (Conflict Minerals Reporting Template).

Suppliers must pass this requirement on to their upstream suppliers.



08

Green Cycle, Achieving Environmental Sustainability

- 8.1 Climate Change Response
- 8.2 Pollution Prevention
- 8.3 Biodiversity
- 8.4 Energy and Resource Utilization

08.Green Cycle, Achieving Environmental Sustainability

8.1 Climate Change Response

8.1.1 Greenhouse Gas Emissions Management

Greenhouse Gas Inventory

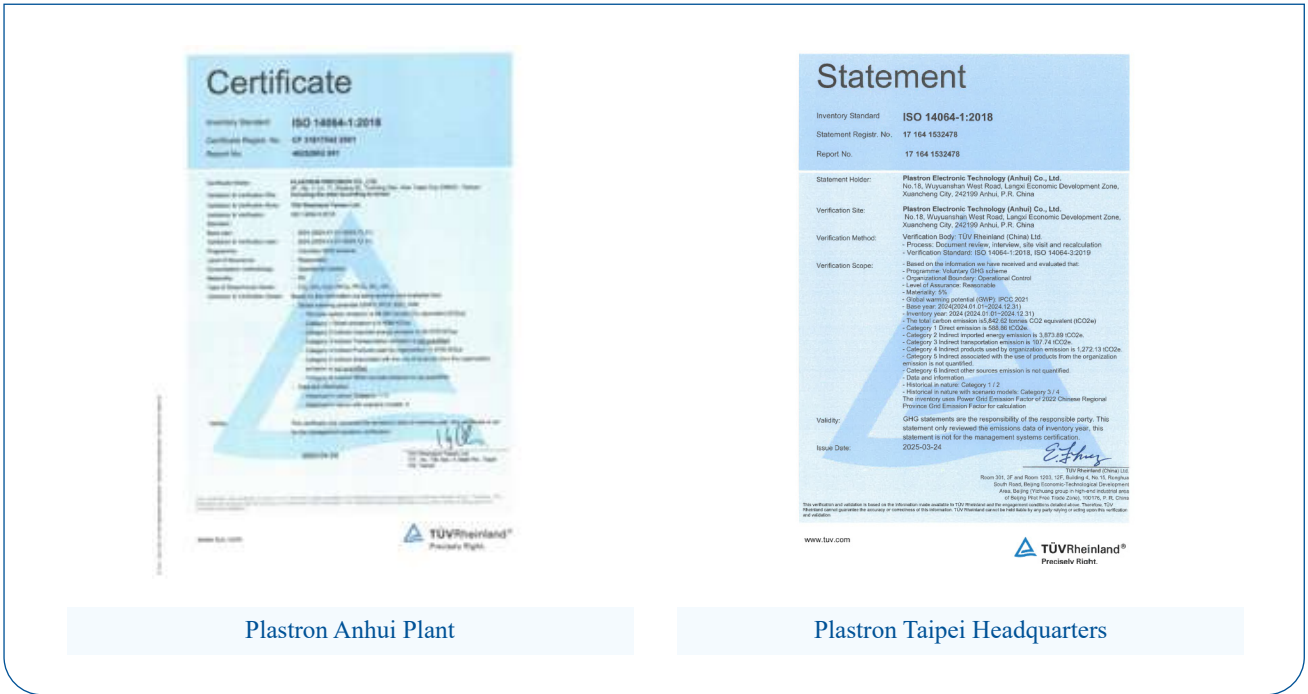
Plastron conducts greenhouse gas inventories for all its operational sites in accordance with ISO 14064 and ensures the transparency of emission data through external verification. The company systematically manages greenhouse gas emissions, updating its emission inventory annually as one of the tools for long-term emissions reduction. In 2024, the operational boundaries of Plastron's greenhouse gas inventory included its Taipei headquarters and Anhui plant.

Direct Emissions (Scope 1) and Energy Indirect (Scope 2) Emissions and Intensity

In 2024, the total Scope 1 and Scope 2 emissions from all Plastron operational sites amounted to 4,519.43 tons of CO₂e. The majority of these emissions, 86.83%, came from Scope 2, with the remaining 13.17% from Scope 1. The greenhouse gas emission intensity for 2024, measured in tons of CO₂e per million NTD of revenue, was 11.19.

Scope	2024 Emissions
Scope 1(tons CO ₂ e)	595.27
Scope 2 (tons CO ₂ e)	3,924.16
Total Emissions(tons CO ₂ e)	4,519.43
Emission Intensity (tons CO ₂ e/NTD million in revenue)	11.19

Plastron invited a third-party verification institution to independently verify the greenhouse gas inventory results for its main operational sites and obtained a verification certificate based on ISO 14064-3:2018.



8.1.2 Climate-Related Risk Management

TCFD (Task Force on Climate-related Financial Disclosures) Framework

To address the risks and impacts of climate change on Plastron, the company refers to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), established by the Financial Stability Board (FSB). The framework focuses on four core elements: "Governance," "Strategy," "Risk Management," and "Metrics and Targets." Plastron uses this framework to identify climate-related risks and opportunities across its value chain and formulate corresponding governance strategies.

Plastron's Practices	
Governance	A special committee overseen by the Board of Directors was established to manage climate risks, with the Chairman serving as the committee head. The committee reports regularly to the Board on implementation status and outcomes. The ESG working group, led by the President, coordinates and promotes climate-related initiatives.
Strategy	- Cross-department discussions to identify climate-related risks and opportunities. - Discussions on significant climate risks and opportunities and their potential operational impacts.
Risk Management	- Based on the TCFD framework, identify and prioritize climate risks and opportunities. - Establish risk prevention and management indicators based on risk assessment results. - Integrate climate risks into the company's operational risk management system.
Metrics and Targets	Conduct and update greenhouse gas emission inventories annually.



Risk	
Physical Risk  Description Factory sites affected by typhoons and abnormal rainfall Impact Description - Reduced production capacity, increased operating costs - Facility damage - Supply chain delays Impact Scope Upstream, Operations Adaptation Management Strategy - Develop new facilities and retrofit existing ones to enhance disaster resilience - Establish emergency plans - Increase supply chain diversity	Transformation Risk  Description Increasingly stringent environmental requirements Rising costs of carbon emission management Impact Description - Increased operational costs to meet customer, government, and stakeholder demands - Increased operating costs due to carbon emission management Impact Scope Upstream, Operations, Downstream Adaptation Management Strategy - Assess the introduction of eco-friendly materials - Continuously develop technologies and products to meet regulations and requirements - Evaluate product carbon footprints and identify potential reduction pathways

Opportunity	
Products and Services  Description Growing customer preference for green and low-carbon products and services Impact Description Potential to enhance market share by offering green, low-carbon products Impact Scope Operations, Downstream Adaptation Management Strategy Align with market trends by managing product lifecycle carbon footprints and meeting market expectations	Resource Efficiency  Description Improved energy efficiency and adoption of renewable energy Impact Description Enhanced energy efficiency and reduced operating costs through clean energy use Impact Scope Operations Adaptation Management Strategy - Inventory current energy consumption and infrastructure - Develop energy-saving plans - Assess and deploy clean energy systems

8.2 Pollution Prevention

8.2.1 Environmental Management and Regulatory Compliance

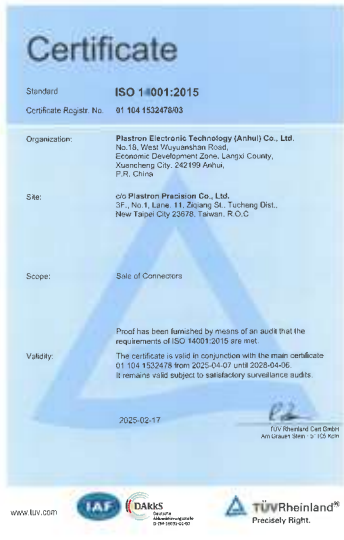
Plastron's Environmental Commitment

Assess high-energy-consuming equipment and implement energy management and energy-saving renovations.
Promote energy-saving practices among employees and encourage everyone to practice energy conservation and environmental protection in their daily work and life.
Actively seek opportunities to reduce greenhouse gas emissions and strive toward a low-carbon sustainable future.
Strictly comply with environmental regulations in the areas of operation.

Environmental protection and pollution prevention are integral parts of the company's operational management. Plastron adheres to a clear environmental policy: "Protect the environment, comply with regulations, provide green products; involve all employees, continuously improve, and operate an environmentally friendly business." This means the company is committed to minimizing negative environmental impacts during daily operations and actively preventing events that could harm the environment. Additionally, the company ensures that all operational activities comply with relevant laws and regulations.

To fulfill its environmental commitments, Plastron has established a comprehensive environmental management system. This includes not only the formulation and implementation of environmental protection measures but also regular specialized environmental protection training to ensure all employees possess the necessary knowledge and skills. These training sessions help create a safe and healthy working environment, further reducing environmental impacts.

The company's main operational sites have obtained ISO 14001 Environmental Management System certification. This internationally recognized standard indicates that the company has met high-level requirements in environmental management. Through this certification, Plastron demonstrates its commitment and practices in environmental protection and continuously improves its management system to achieve higher environmental standards. During the reporting period, the company did not experience any sudden environmental risks or violations of environmental regulations and was not subject to administrative penalties from regulatory authorities.



Certificate
Standard: ISO 14001:2015
Certificate Registr. No.: 91 164 153247803
Organization: Plastron Electronic Technology (Anhui) Co., Ltd.
No. 18, West Wuyangshan Road,
Economic Development Zone, Lingpi County,
Kuanzhong City, 242109 Anhui,
P.R. China
Site: c/o Plastron Precision Co., Ltd.
3F, No. 1, Lane 11, Zhiang St., Tucheng Dist.,
New Taipei City 22076, Taiwan, R.O.C.
Scope: Sale of Connectors
Validity: Proof has been furnished by means of an audit that the
requirements of ISO 14001:2015 are met.
The certificate is valid in conjunction with the main certificate
01 164 153247803 from 2022-04-01 until 2025-03-31.
It remains valid subject to satisfactory surveillance audits.
2025-03-31
www.tuv.com IAF DAKKS TÜV Rheinland

ISO 14001 Environmental Management System Certification

8.2.2 Air Pollution Prevention

Air Pollution Management Targets	Unit	2024 Target	2024 Achievement	Status
Exceedance of Emission Standards for Pollutants	Count	0	0	✓

Plastron's main production processes are located at its Anhui plant, where the primary air pollutants generated include suspended particles, volatile organic compounds (VOCs), sulfur dioxide, and nitrogen oxides. Based on the composition and properties of the process emissions, the company selects the best available technologies for waste gas treatment. Currently, it has built and operationalized exhaust treatment towers (including active and standby units), plastic injection molding exhaust treatment towers, and dust collection devices. These systems are inspected monthly to ensure the normal operation of environmental equipment, guaranteeing that air pollutant emissions comply with discharge permit requirements.



Exhaust Treatment Tower



Dust Collection Device

In 2024, the emissions of all air pollutants at Plastron's Anhui plant complied with legal and regulatory requirements, reflecting the effectiveness of the company's investments in emission management. Moving forward, Plastron will continue to implement measures to reduce air pollution, aiming to decrease pollutant emissions while increasing production.

8.2.3 Waste Management

Waste Management Targets	Unit	2024 Target	2024 Achievement	Status
Annual generation of hazardous waste	Tons	≤90	32.10	✓

To effectively achieve waste control and resource sustainability, Plastron has established and adheres to "Waste Control Operating Procedures" and "Hazardous Waste Management Regulations." In waste disposal, the company prioritizes the "3Rs" (Reduce, Reuse, Recycle) before considering incineration or landfilling as a last resort. Plastron strictly selects qualified waste disposal contractors and conducts regular audits to ensure that outsourced waste is disposed of legally and properly.



3Rs of Waste Management

Plastron has set up general waste warehouses and garbage sorting bins to promote waste classification. The company's general waste includes copper, iron, plastics, and packaging materials. Additionally, dedicated warehouses are established for the storage of hazardous waste, which is outsourced to qualified contractors for transportation and disposal.



Garbage Sorting Bins



General Waste Warehouse



Hazardous Waste Warehouse

In 2024, the total waste generated at Plastron's Anhui plant amounted to 59.57 tons, with 27.47 tons classified as non-hazardous general waste and 32.10 tons as hazardous waste.

8.3 Biodiversity

Plastron recognizes that its operational activities may have potential impacts on biodiversity. To address this, the company continuously monitors and assesses these impacts. To ensure compliance with local and international biodiversity protection laws and regulations, Plastron has established processes to collect and update relevant information and reviews all operational activities to confirm compliance with legal requirements.

The company employs a systematic risk management strategy, including risk identification and hazard detection, enabling it to identify factors that could negatively impact biodiversity in a timely manner. If any potential risks are identified during assessments, Plastron takes immediate mitigation measures, such as adjusting operational practices, adopting more environmentally friendly technologies or processes, to reduce impacts on biodiversity.

As of the end of 2024, all of Plastron's operational activities were located within industrial parks, far from natural protected areas and regions with high biodiversity. This not only helps minimize disturbances to local ecosystems but also ensures the sustainability and environmental friendliness of the company's operations.

Plastron is committed to strengthening biodiversity protection in the future, including but not limited to:

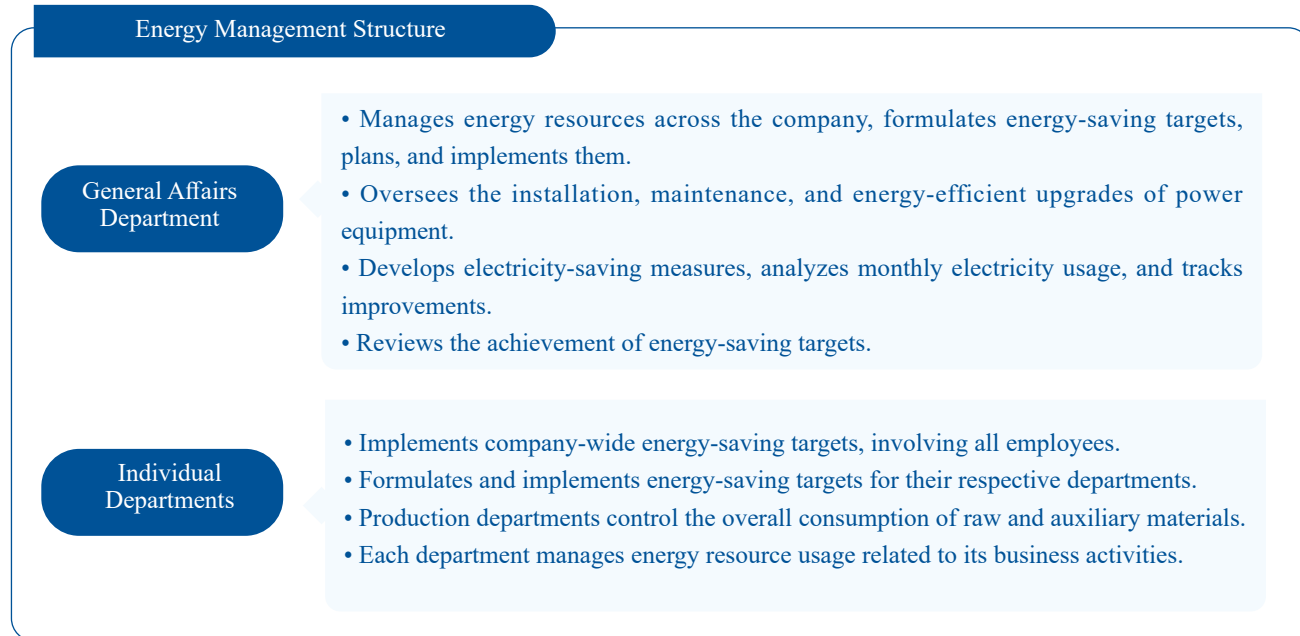
1. Continuously improving risk management mechanisms to ensure biodiversity protection is considered at every operational stage.
2. Enhancing employee training to raise awareness of biodiversity conservation.
3. Building closer partnerships with other organizations to explore and implement the best solutions for biodiversity protection.



8.4 Energy and Resource Utilization

8.4.1 Energy Management

Plastron actively engages in energy management by establishing "Energy-Saving and Consumption Control Procedures" to strengthen the management of energy resources (including electricity, water, oil, and paper) used within the company. Energy resource management is overseen by the company's general affairs department, with individual departments responsible for implementing energy-saving targets.



The types of energy used at Plastron's Anhui plant include electricity, natural gas, gasoline, and diesel. Electricity accounts for the largest share of energy usage, at 79.83%, followed by natural gas at 18.92%. In 2024, the company's primary energy-saving goal was to reduce electricity consumption, with measures implemented in both production and daily operations.

Energy-Saving Measures Implemented by Plastron in 2024 (Partial List)
Setting automatic machine shutdown PLC controls for dust collection motors/feeding vibrators during idle periods
Automatically shutting off blowers during machine downtime
Preventing the idling operation of punch press main motors
Upgrading pneumatic presses from 220AC to 24DC
Replacing factory streetlights with solar-powered lights
Upgrading large air handlers in electrical rooms to cabinet-style split-type air conditioners

Energy Savings from Green Office Measures Implemented by Plastron as of 2024



Energy-Saving

Office computers are set to energy-saving mode, automatically entering low-power sleep mode after 10 minutes of inactivity.

Air conditioning in office areas is set to maintain temperatures between 26°C in winter and 22°C in summer.

Elevators are inspected annually, and usage mechanisms are established for buildings with multiple elevators to reduce standby power consumption.

Rice cookers and photocopiers are set with timers, and power is turned off during non-working hours to reduce standby power waste.

Monthly electricity readings are recorded to review and improve energy usage.



Water-Saving

Monthly water usage is recorded, and pipes are inspected and repaired as needed.



Fuel-Saving

Company vehicles are inspected annually, and tire pressure is maintained at optimal levels.

Monthly fuel consumption records are kept, and a "Fuel Consumption Log" is compiled.

Video conferencing systems are installed to encourage remote meetings, reducing fuel consumption.



Paper-Saving

Office paper is purchased with PEFC certification for environmental sustainability.

Employees are encouraged to use double-sided printing on copiers, and paper recycling zones are established for the reuse of blank sides or other paper utilization measures.

Paperless operations are implemented using NOTES/ERP systems.

Monthly records of paper usage and photocopying are maintained to adjust and control paper consumption.

8.4.2 Water Resource Management

Water Usage and Water Stress

Against the backdrop of global climate anomalies causing droughts and water shortages, Plastron understands the importance of water resources for sustainable development. In water resource management, the company adopts a practical and continuously optimizing approach, refining its water resource risk control mechanisms to ensure water safety. Through daily training and measures to reduce waste, Plastron enhances water use efficiency.

Plastron uses the World Resources Institute's (WRI) "Aqueduct Water Risk Atlas" to conduct comprehensive water risk assessments for its main operational sites. These assessments include quantifying physical risks, qualitative physical risks, and regulatory and reputational risks to determine whether the sites are located in water-stressed areas.

Plastron Taipei Headquarters

Plastron's Taipei headquarters is located in Tucheng District, New Taipei City, and is classified as a low-risk area under the "Aqueduct Water Risk Atlas," with no water sources in water-stressed areas.

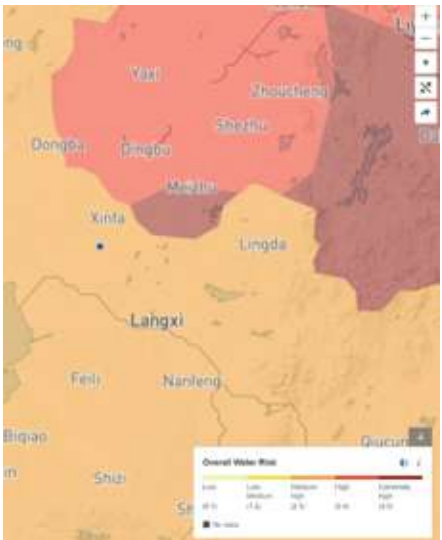


Plastron Taipei Headquarters WRI "Aqueduct Water Risk Atlas" Assessment Results

Plastron Anhui Plant

Plastron's Anhui plant is located in Langxi County, Xuancheng City, Anhui Province, and is classified as a medium-risk area under the "Aqueduct Water Risk Atlas." Although it is located in a high water-stress area, the plant currently does not face water shortages and does not source water from water-stressed areas. The company plans to strengthen its adaptive strategies, primarily through water-saving measures, to improve water resource efficiency.

Plastron Anhui Plant WRI "Aqueduct Water Risk Atlas" Assessment Results



Water-Saving Measures Implemented by Plastron in 2024



- Installing sensor-activated faucets in all restrooms
- Separating water flow in restrooms to adjust flushing based on needs
- Shutting off hot water supply in water coolers during unoccupied nighttime hours

Water Pollution Control and Management

Water Pollution Management Targets	Unit	2024 Target	2024 Achievement	Status
Exceedance of Emission Standards for Wastewater	Count	0	0	✓

Plastron's wastewater is primarily generated at its Anhui plant and includes both domestic and industrial wastewater. The plant has a wastewater treatment station on site, and treated wastewater is discharged into municipal sewage systems in compliance with standards. Additionally, Plastron has established three wastewater monitoring points to regularly monitor parameters such as chemical oxygen demand (COD), total phosphorus, and ammonia nitrogen on a monthly, quarterly, and annual basis. The company also commissions qualified third-party institutions to regularly inspect monitoring equipment. In 2024, all wastewater discharge indicators at Plastron's Anhui plant met the required standards.

Wastewater Monitoring Equipment



8.4.3 Circular Management

Plastron actively promotes the circular use of resources by classifying and recycling waste generated during production and daily operations. In 2024, the company achieved 100% recycling of general waste materials such as copper, iron, plastics, and packaging paper. For hazardous waste, the recycling rate was 27.48%.

Green Office Measures Implemented by Plastron as of 2024 to Reduce Waste at Source

Reduce Plastic and Waste	Disposable meal boxes are not provided in public dining areas; employees are encouraged to bring their own containers.
Recycle and Reuse	Recycling zones are set up in office areas. Employees are encouraged to recycle office supplies like paper clips, paper bags, staples, and binder clips for reuse.

8.4.4 Environmental Beautification

In terms of environmental beautification, the company has placed flower racks outside the main entrance of its Taipei office and maintains them regularly. Additionally, office areas are cleaned daily, with major cleanups conducted annually. The company also ensures the safety of office supplies by avoiding products containing specific harmful chemicals.

Green Office Measures Implemented by Plastron as of 2024 to Promote Environmental Awareness



- Posting green office-related slogans and promotional materials in office areas, such as reminders to turn off lights near switches.
- Encouraging employees to take stair walks between floors to reduce elevator usage.
- Promoting casual business attire during summer to reduce air conditioning usage.
- Encouraging employees to drive efficiently, avoid hard acceleration and frequent braking, minimize idling, maintain moderate cabin temperatures, and reduce unnecessary loads.



09

Practical Action, Happy Workplace

- 9.1 Talent Attraction and Retention
- 9.2 Leading Professional Development
- 9.3 Creating a Warm Workplace
- 9.4 Focus on Occupational Health

09. Practical Action, Happy Workplace

9.1 Talent Attraction and Retention

9.1.1 Employee Recruitment

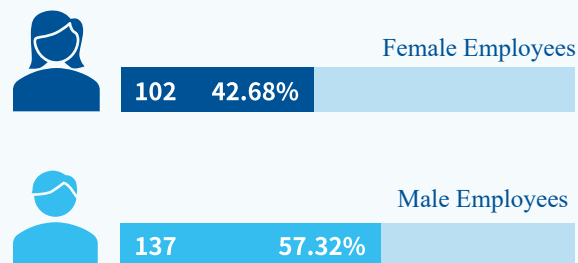
Plastron is a workplace filled with human warmth, recruiting outstanding talents from diverse backgrounds, including different countries, ethnicities, genders, and ages, through various channels such as open recruitment and campus recruitment. The company leverages new media to attract a wide range of elites and promotes the integration of diverse groups.

To implement inclusive and diverse cultural practices, Plastron strictly prohibits employment discrimination. During the recruitment of new employees, the company does not allow any influence based on race, gender, age, color, religion, political affiliation, sexual orientation, marital status, or physical or mental disabilities. As of December 31, 2024, Plastron's total workforce numbered 239 employees, with 110 new hires in 2024. The new recruits did not show a significant bias toward a single gender, and there were no major changes or seasonal variations compared to the previous year.

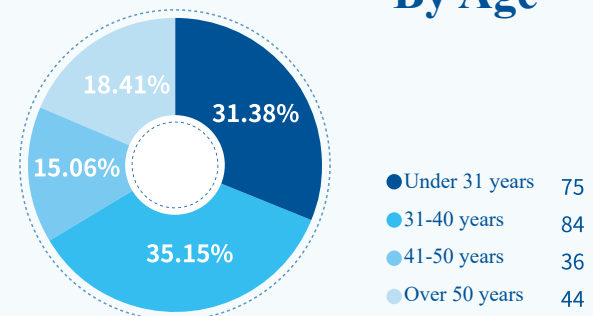


Total Employees
239

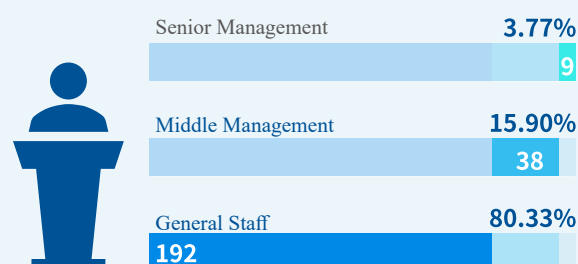
By Gender



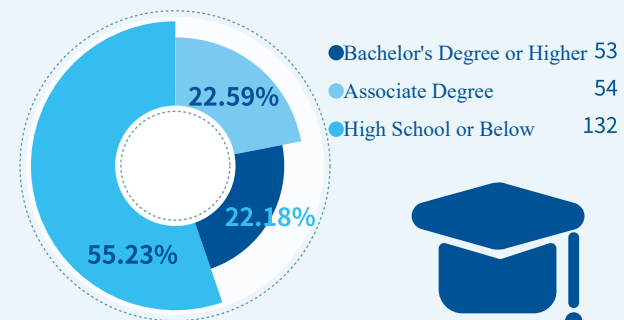
By Age



By Position Level

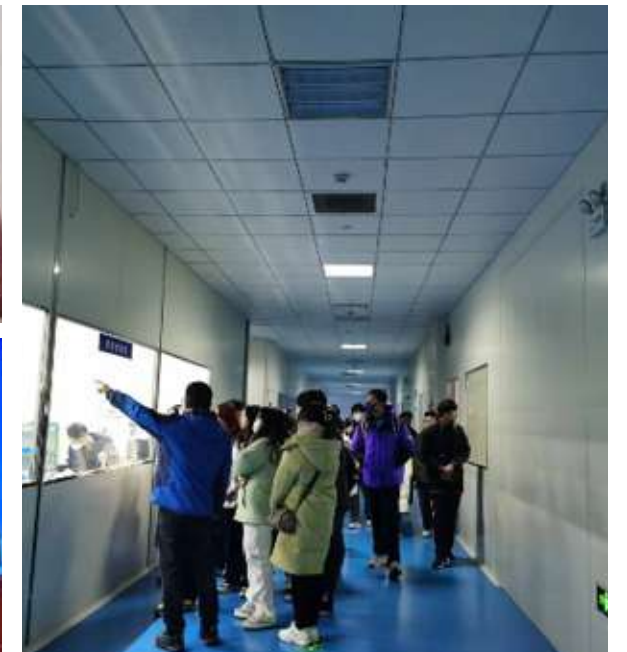
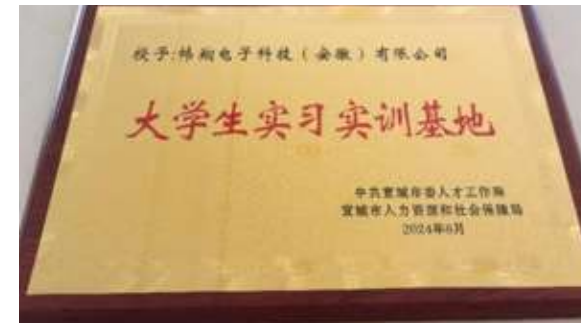


By Education Level



To support local education and help interns transition smoothly into the workplace, Plastron collaborates with local governments to establish university student internship and training centers, providing internship opportunities for local students. By combining practical work with theoretical knowledge, the company aims to reduce the gap between academic learning and real-world application.

University Student Internship and Training Center



Plastron is also committed to providing suitable job opportunities for disadvantaged groups, such as the poor, to help alleviate their employment pressures. During the reporting period, the company received the "Certificate of Recognition for Employing Key Groups" from the Langxi County Public Employment and Talent Service Center.



Certificate of Recognition for Employing Key Groups

9.1.2 Employee Retention

Plastron recognizes that employees are the company's most valuable asset and actively promotes employee retention and re-employment of retirees to ensure the sustainable development of talent resources and create a stable and vibrant work environment.

In terms of employee retention, the company is committed to providing comprehensive career development opportunities and welfare systems, including regular training, promotion pathways, and performance-based rewards, allowing employees to grow continuously in their work and realize their personal value. Additionally, Plastron places importance on work-life balance by offering flexible working hours and health-promoting activities to enhance employees' sense of belonging and satisfaction, thereby reducing turnover rates.

For retired employees, the company implements a "Post-Retirement Re-employment" program, encouraging experienced senior employees to continue contributing their professional knowledge and skills on a part-time or consultancy basis after retirement. This not only helps preserve valuable experience and assists younger employees in their growth but also allows retired employees to remain engaged in the workplace, maintaining social connections and opportunities for self-realization.

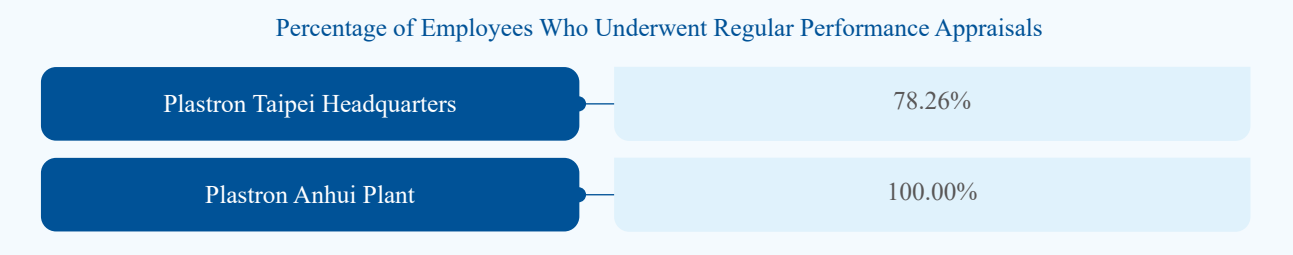
9.2 Leading Professional Development

9.2.1 Promoting Employee Development

Plastron has established a comprehensive employee performance management mechanism based on its "Performance Appraisal Management Procedures" and "Human Resource Management Procedures." The company provides diversified career planning and promotion pathways, tailoring development plans according to employees' professional abilities and personal traits. For employees in different functional sequences, the Human Resources Department establishes specialized performance appraisal systems to ensure that appraisal indicators are reasonable and meet the needs of each position. Performance appraisal results are regularly linked to salary adjustments, job level promotions, and bonus rewards to motivate employees to continuously improve themselves and create greater value for the company.

During the work process, supervisors maintain close communication with employees, providing necessary guidance and support. After performance appraisals are completed, management informs employees of the results and reviews issues encountered during work, helping employees analyze the root causes of problems and propose improvement suggestions and specific measures to facilitate their ongoing growth and progress.

If employees have significant objections to the current performance appraisal results, they may file a formal complaint through the "Employee Complaint/Report Management Control Procedure."



9.2.2 Comprehensive Employee Training

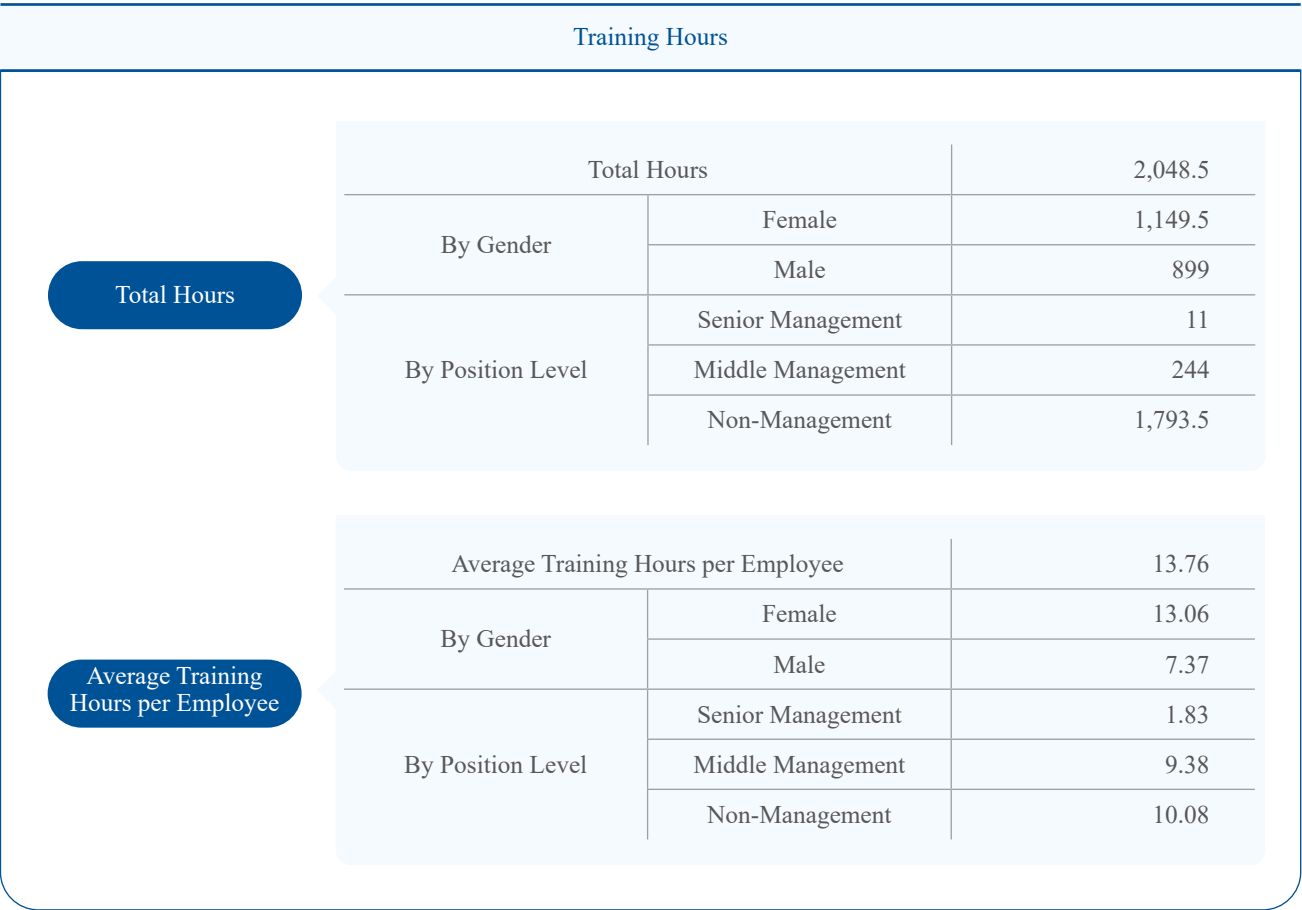
Plastron places great importance on employees' career development and professional growth, striving to build a learning-oriented organization where every employee can continuously improve in their work.

The company regularly hosts various professional courses and workshops covering technical skills, management capabilities, and innovative thinking. Industry experts and senior internal colleagues are invited to share practical experiences and the latest trends. Additionally, Plastron provides an online learning platform, allowing employees to engage in self-directed learning anytime and anywhere to enhance their professional competence and competitiveness.

The company also emphasizes fostering employees' understanding of sustainable development concepts. In its annual training programs, it includes courses related to ISO 14001 environmental management system internal audits to encourage employees to broaden their horizons and skills, contributing to the company's sustainable development.

Plastron further encourages employees to participate in external training and certification exams, offering related support and assistance to help employees obtain professional qualifications and international certifications, thereby expanding their career development possibilities. The company believes that continuous learning and growth enable employees to fully realize their potential in their work and drive innovation and progress for the company.

In the future, Plastron will continue to invest resources in perfecting its employee development and training systems, creating a work environment filled with learning opportunities and growth momentum, allowing employees and the company to jointly pursue the goal of sustainable development.



9.3 Creating a Warm Workplace

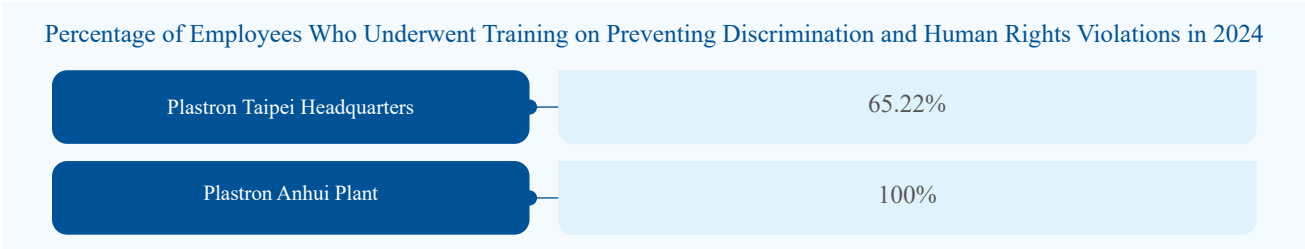
9.3.1 Labor Rights

Plastron adheres to the "United Nations Universal Declaration of Human Rights," the "United Nations Global Compact," and "International Labour Conventions" by establishing policies such as the "Code of Business Conduct and Ethics," "Procedures for Preventing Discrimination and Harassment," "Procedures for Preventing Forced Labor," and "Procedures for Prohibiting Child Labor." The company continuously improves labor conditions and benefits for employees and holds suppliers and contractors to the same standards.

Human Rights Policies	
Freedom of Association	Plastron respects employees' freedom to assemble and form associations, establishing a communication platform between labor and management to safeguard employees' rights.
Youth Labor	The "RBA Handbook" and "Procedures for Prohibiting Child Labor" explicitly prohibit the employment of child labor. The Human Resources Department strictly implements a dual-document verification mechanism during recruitment to ensure compliance. If child labor is inadvertently hired, the company will immediately settle their wages, stop any labor activities, and arrange for the child to be safely returned to their place of residence, requiring confirmation of receipt from the child's parents or guardians. Additionally, the company will provide necessary support to ensure the child receives compulsory education. If the child becomes ill or disabled during their time at the company, Plastron will cover all medical and living expenses during the treatment period to ensure their rights and well-being are protected.
Anti-Discrimination	The "Employee Recruitment Management Procedures" state that during recruitment, salary determination, benefits, training, promotions, job assignments, disciplinary actions, or termination of employment, there shall be no discrimination based on nationality, ethnicity, gender, age, height, weight, marital status, or education level. Except for job types or positions explicitly prohibited by law for women, female candidates shall not be rejected or held to higher standards based on gender.
Anti-Harassment and Abuse	The "Procedures for Preventing Discrimination and Harassment" clearly define physical and verbal harassment, abuse, preventive measures, complaint channels, and investigation procedures in the workplace. A complaint mechanism is established to protect employees from harassment and abuse, ensuring that complainants are not retaliated against or treated unfairly.
Opposition to Forced Labor	All employees should equally and voluntarily sign labor contracts in accordance with the law. The use of convicts, fugitives, debt laborers, or contract workers is prohibited. No deposits shall be collected, no employment introduction fees shall be charged, and no ID or other documents shall be withheld. Employees' personal freedom shall not be restricted, and illegal searches are prohibited. During working hours, employees shall be entitled to prescribed meal and rest periods. After work, employees shall be free to manage their own time. Overtime work should be based on the principle of voluntariness, and employees must be ensured adequate rest.

To protect the rights of employees, the company has established a "Complaint and Whistleblower Management Control Procedure" and implemented specific measures to prevent workplace discrimination and harassment, along with dedicated complaint channels. All employees may file complaints through designated hotlines, letters, in-person meetings, fax, email, suggestion boxes, etc., either anonymously or with their names, and these complaints will be handled confidentially by designated personnel to safeguard employee rights. For more details, please refer to "Employee Communication."

In addition to orienting new employees on human rights policies and sexual harassment prevention policies on their first day, the company also requires all employees to thoroughly read the policy documents to confirm that all employees fully understand the company's policies for protecting employee rights.



In 2024, the company did not experience any sexual harassment incidents, nor were there any violations of the "Gender Equality in Employment Act" that resulted in penalties. Additionally, there were no cases of child labor, gender or sexual orientation discrimination, violations of freedom of association, or forced labor.

9.3.2 Compensation and Benefits

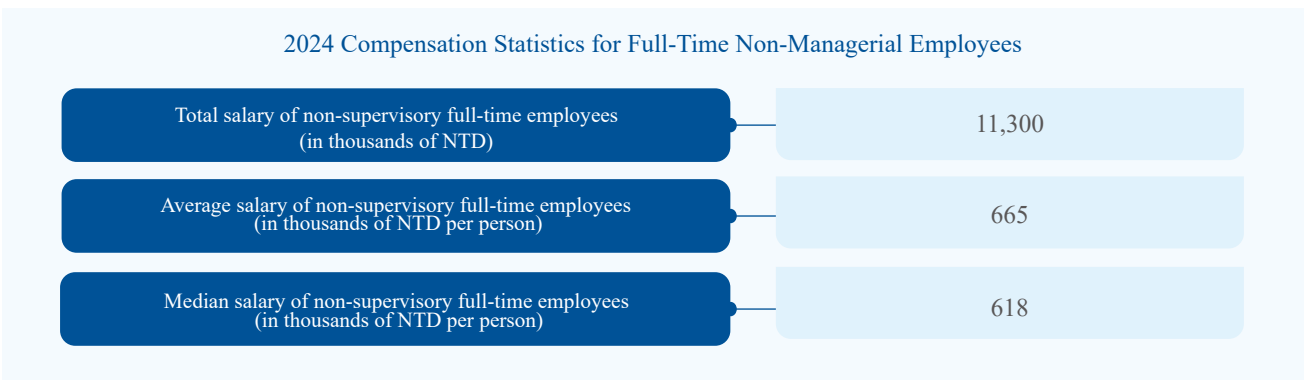
Salary

Plastron offers competitive market salaries and generous performance bonuses to all employees, continuously optimizing its compensation system. The company uses industry standard salary survey reports, references local price indices and industry salary levels, and reviews employee salary levels and reward systems to ensure that employee wages meet local minimum wage standards. Salary adjustments and talent promotions are based on quantifiable work targets and qualitative job behavior.

For employees with long service records and outstanding performance, Plastron has specially planned a stock option program as a long-term incentive. This program aims to closely link the company's overall operating profits with individual performance, sharing the fruits of enterprise growth with employees, motivating them to enhance their work performance, and strengthening their identification with the company's long-term development.

Plastron also places great emphasis on employees' moral integrity and green behavior. For those who significantly conserve materials or recycle waste, take responsibility during disasters, or produce outstanding research, inventions, or technological innovations, the company not only publicly commends them but also rewards them according to their contributions, through measures such as merit awards, bonuses, salary increases, or promotions, to recognize their exceptional performance and motivate all employees to improve collectively.

Additionally, Plastron actively implements a non-discriminatory recruitment policy, ensuring equal pay for equal work for male and female employees. Women who meet the recruitment criteria for production or work needs enjoy equal employment rights.



Non-Salary Benefits

Plastron places great importance on employees' physical and mental health and work-life balance, establishing a welfare committee to provide diversified employee welfare facilities so that employees can relax and bond with colleagues outside of work.

Welfare System

Paid Leave

Includes sick leave, occupational injury leave, marriage leave, maternity leave, prenatal examination leave, bereavement leave, flextime, annual leave, public holidays, and parental leave.

Holiday Benefits

Includes traditional festivals such as Lunar New Year, Dragon Boat Festival, and Mid-Autumn Festival.

Insurance

Employees are enrolled in pension insurance, occupational injury insurance, and unemployment insurance according to legal ratios from the month of employment. From the following month, they are enrolled in national health insurance, birth insurance (already merged into national health insurance), and housing provident fund, in accordance with government regulations.

Health Checkups

Employees who have been with the company for at least one year can participate in the company's annual health checkups free of charge.

Free Meals (Anhui Plant)

To alleviate employees' living pressures, the company provides free work meals for all employees.

Diverse Activities

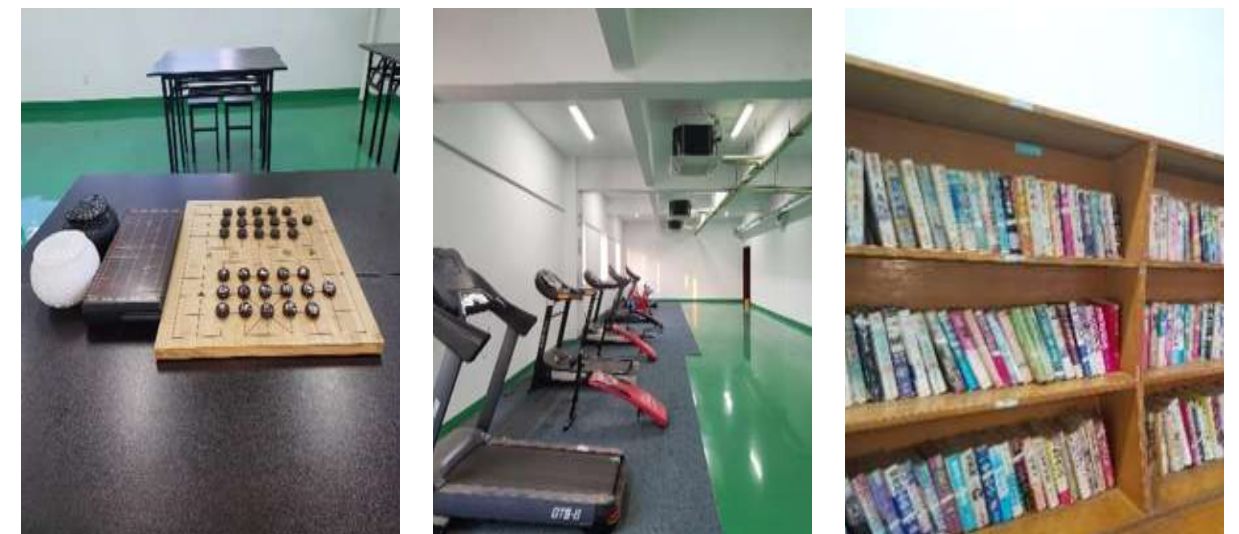
The company organizes various employee activities, such as basketball games and outdoor recreational events, to encourage participation and foster communication and interaction among employees in a relaxed and pleasant atmosphere.



Plastron believes that only by allowing employees to work in a healthy and happy environment can their creativity and potential be fully unleashed to create value for the company. Therefore, the welfare committee at Plastron's Taipei headquarters regularly develops annual employee cultural and physical fitness activities. At the Anhui plant, a spacious activity room is specially set up, equipped with various exercise equipment such as treadmills, exercise bikes, and dumbbells, allowing employees to exercise simply after work or during breaks to maintain physical health.

Additionally, the Anhui plant has karaoke facilities and a library where employees can sing freely, read books, relieve work pressure, and strengthen relationships with colleagues. These facilities and activities not only enrich employees' leisure lives but also enhance team cohesion and centripetal force.

Employee Activity Room



9.3.3 Employee Communication

The union serves as a crucial communication bridge between employees and the company. Plastron has long been actively supporting the lawful operation of the union, providing necessary resources and assistance, and regularly holding labor-management meetings to discuss issues of concern to employees, including salary adjustments, welfare systems, and workplace improvements. The union also has a women's committee to ensure that the voices of all employees are fully heard and receive reasonable responses and solutions, promoting labor-management harmony, safeguarding employee welfare, and collectively building a fair, transparent, and sustainably developing work environment.

Standardized Grassroots Union Construction Model



Plastron prefers employees to raise questions for consultation rather than ignore potential issues. The company has set up an employee suggestion box and an anonymous complaint mechanism. If employees believe that any individual or organizational behavior violates the company's code of business conduct or negatively impacts the company or its shareholders, or if it adversely affects morale, productivity, or personal safety, they can report through email, letters, or phone calls. The company will promptly verify the validity of the reported events and demand improvements from the relevant parties while protecting the identity of the whistleblower and strictly confidentiality.



Taipei Complaint Email	hr@plastron.com.tw
Taipei Complaint Hotline	+886-2-2267-2346
Anhui Complaint Email	PLALX-HR@plastron.com.tw
Anhui Complaint Hotline	+86-0563-7378618
Shenzhen Complaint Email	PLASZ-HR2@plastron.com.tw
Shenzhen Complaint Hotline	+86-0563-7378618
Suzhou Complaint Email	plawj-rs@plastron.com.tw
Suzhou Complaint Hotline	+86-512-63408897

9.3.4 Caring for Employees

Women's Home

Plastron deeply understands the diverse challenges female employees face in the workplace and has established the "Women's Home" organization to provide a supportive and caring environment. This dedicated space for female employees allows them to relax, communicate, and receive necessary support and resources after busy workdays.

The company supports the development and well-being of female employees by organizing activities such as workshops on the "Protection of Women's Rights Law" and career introductions through the "Women's Home" platform, helping female employees start or advance their careers. The company also periodically hosts various cultural and entertainment activities and civilization-building events to assist female employees in balancing work and family life, promoting self-growth and fostering stronger team cohesion and innovation energy.

Plastron also pays special attention to the health needs of female employees by providing relevant health information and resources, such as health and wellness training, medical checkups, and counseling services for marriage, family, and mental adjustment, ensuring that employees receive proper care in all aspects of physical, mental, and spiritual well-being.

The establishment of "Women's Home" reflects the company's commitment to gender equality and inclusive diversity. Plastron will continue to strive to create a friendlier, more inclusive work environment where every female employee can shine and realize their personal value.



Difficult Employees

Plastron is committed to helping employees in difficulty by organizing activities such as the "Warm Spring Festival" to assist those facing unexpected family accidents, disasters, low-income household status, disabilities, single-parent families (due to the death of one parent, not divorce), or high medical expenses, helping them overcome hardships.

9.4 Focus on Occupational Health

9.4.1 Occupational Safety Management System

Plastron consistently follows the "Safety First, Prevention Oriented, Comprehensive Governance" approach to safety production and adheres to relevant local regulations by establishing systems such as the "Occupational Health and Safety Control Measures" and "Environment and Occupational Health and Safety Control Procedures" to promote enterprise safety, health, and harmonious development.

The company has established a Safety Production Committee and implemented a safety production responsibility system, appointing a safety director and full-time safety officers to make decisions, supervise, and manage major safety production issues across the company. The Safety Production Committee regularly holds meetings to receive reports on safety production work from various departments and provides guidance on solving problems to minimize and eliminate various safety incidents.

2024 Major Fire/Production Safety Disaster Statistics

Major Fire Safety Disasters	0
Major Production Safety Disasters	0

9.4.2 Hazard Identification and Risk Management

To safeguard employees' safety and health, Plastron comprehensively implements hazard identification and risk assessment, taking effective measures to eliminate or reduce occupational health and safety risks. Specific actions include:

1. Hazard Identification

The company regularly conducts comprehensive hazard identification across all departments, workplaces, and workflows, covering machinery, chemicals, work environments, and personnel operations to ensure that all potential risks are effectively identified.

2. Risk Assessment

Based on the identification results, the "LEC Method" is used to assess the likelihood, frequency, and severity of each hazard, evaluating the risk level and categorizing it by risk grade. Significant hazards are identified and listed in a "Hazard Summary Table."

3. Control of Significant Hazards

For identified significant hazards, a list of critical tasks is compiled, and specialized control plans and emergency response plans are developed, including routine inspections, engineering improvements, and optimization of operating procedures. Employees are also provided with personal protective equipment (PPE) and regularly trained.

All measures established by the company will undergo a review before implementation to ensure that major risks are effectively controlled ,

For hazards involving dangerous chemicals, the "Identification of Major Dangerous Chemical Hazards" is followed for control.

4. Incident Investigation and Improvement

A risk management tracking mechanism is established to regularly review the effectiveness of control measures and, based on actual implementation, compile an "Incident Statistics Analysis Report" summarizing the causes, processes, and improvement measures of incidents. This serves as an important reference for the company's occupational health and safety management.

5. Employee Participation

Employees who discover incidents must immediately report them to the relevant personnel. The company will investigate the responsibilities of those involved in incidents or events and implement rewards or penalties according to the "Incentive and Penalty Management Procedures." Additionally, the company ensures that whistleblowers are not discriminated against or subjected to unfair treatment.

2024 Occupational Injury Statistics

Total Occupational Injuries	2
Total Serious Occupational Injuries ²	0
Recordable Occupational Injuries Rate (FR) ³	0.95
Recordable Serious Occupational Injuries Rate (SR) ⁴	0.00

²Severe occupational injuries refer to disabling injuries

³The recordable occupational injury rate (FR) is calculated as the total number of occupational injuries multiplied by 200,000 divided by the total hours worked

⁴The recordable severe occupational injury rate (SR) is calculated as the total number of severe occupational injuries multiplied by 200,000 divided by the total hours worked



9.4.3 Prevention of Occupational Safety and Health

Every summer, Plastron purchases traditional Chinese medicinal herbs (e.g., *Artemisia vulgaris*) to help outdoor workers stay cool. Additionally, central air conditioning is installed in all workplaces to ensure employees can work in suitable temperatures. Furthermore, for employees in occupations with occupational hazards, the company annually hires external professional institutions to conduct regular occupational hazard factor tests and provides medical checkups for all employees exposed to occupational hazard risks. In 2024, Plastron's occupational illness rate was 0.

9.4.4 Enhancing Safety Awareness

Plastron places great importance on employees' occupational safety and health, striving to enhance safety awareness and skills through systematic safety training. The company provides comprehensive occupational safety training programs for all employees, including pre-job safety training for new employees, chemical management training, and specialized training for specific job roles. Through diversified training methods such as training courses, on-site practices, and case analyses, the company continuously strengthens employees' understanding of occupational safety, ensuring that every employee grasps the necessary safety knowledge and operational standards.

Training and Education



Plastron also actively assists employees in participating in external training to ensure that safety management personnel and special equipment management personnel obtain the required qualification certificates before commencing work.

Additionally, the company regularly conducts safety drills and emergency response training, including chemical spill prevention drills, dangerous chemical spill prevention drills, and biannual factory fire drills. These exercises enhance employees' ability to respond to emergencies, ensuring that every employee can work in a safe and healthy environment.

Emergency Drills



Fire Drills



Chemical Spill Prevention



10

Committed to Action, Promoting Social Good

10.1 Supporting Local Development

10.2 Passion for Social Welfare

10. Committed to Action, Promoting Social Good

10.1 Supporting Local Development

Plastron has always been dedicated to promoting cultural and educational activities and actively engaging in social welfare initiatives. In 2024, the company was invited to participate in the "Yushan Starry Night Concert" and supported local community development through volunteer services and material donations. Moving forward, Plastron will continue to deepen its collaboration with local communities, working together to create a better society.

Yushan Starry Night Concert

The "2024 Yushan Starry Night Concert - Sun Moon Lake Chapter" is a summer event organized by the "Taiwan Acoustic Education Association," aimed at bringing people closer through music on cool summer nights. In 2024, Plastron was invited to participate in the "Yushan Starry Night Concert," providing positive momentum and recognition for the development of Sun Moon Lake as an internationally renowned tourist destination with a rich cultural and artistic atmosphere.



10.2 Passion for Social Welfare

Plastron actively engages in social welfare initiatives, focusing on long-term issues such as education, environmental protection, and support for disadvantaged groups. The company supports community development and public welfare projects through donations, volunteer services, and material contributions. Plastron encourages its employees to organize volunteer activities and maintain close interactions with local communities. In 2024, the company invited its employees to participate in a charity blood donation event, taking concrete actions to support social welfare and bringing warmth and care to those in need.

Pillars of Dreams - Helping Impoverished Students Achieve Their University Dreams

In the society we live in, many students still face the risk of dropping out due to economic hardships. They yearn for knowledge but struggle to afford tuition and living expenses. As a responsible member of society, Plastron feels a deep sense of duty to help these students. Committed to assisting impoverished students and spreading social love, Plastron donated 10,000 CNY during the reporting period to the Langxi County Committee, specifically for supporting the Langxi County Red Cross Society in aiding underprivileged students. This contribution helps these students continue their education and pursue their dreams.





11

Appendix

- 11.1 Overview of Sustainable Environment and Social Management Performance
- 11.2 GRI Guidelines Cross Reference Table
- 11.3 SASB Cross Reference Table
- 11.4 Electronic Components Industry Sustainability Disclosure Indicators

11.Appendix

11.1 Overview of Sustainable Environment and Social Management Performance

Environmental Management Related Data

• Greenhouse Gas Emissions

Scope	2024 Emissions
Scope 1 (tons CO ₂ e)	595.27
Scope 2 (tons CO ₂ e)	3,924.16
Total Emissions(tons CO ₂ e)	4,519.43
Emission Intensity (tons CO ₂ e / million NTD revenue)	11.19

• Energy Consumption

Energy Type	2024 Usage
Purchased Electricity (kWh)	5,258,324.00
Natural Gas (m ³)	115,178.00
Gasoline (liters)	9,045.00
Diesel (liters)	36.00
Total Consumption (MJ)	23,715.29

• Water Usage

Indicator	2024 Usage
Municipal Water (m ³)	23,871.00
Water Consumption per Unit Output (m ³ /1,000 products)	0.56

• Wastewater Discharge

Indicator	2024 Discharge
Domestic Wastewater (tons)	20,887.00
Industrial Wastewater (tons)	2,984.00
COD (kg)	173.00
Total Nickel (kg)	0.08
Total Nitrogen (kg)	107.00
Ammonia Nitrogen (kg)	59.00

• Air Pollution Emissions

Indicator	2024 Emissions
Total Emissions (kg)	484.07
Nitrogen Oxides (NO _x)(kg)	123.24
Sulfur Dioxide (kg)	106.65
Hydrogen Chloride (kg)	106.65
Hydrogen Cyanide (kg)	0.59
Particulate Matter (kg)	85.32
Volatile Organic Compounds (VOC)(kg)	61.62

• Waste Generation

Indicator	2024 Waste
By Treatment Method	
Recycled Waste(kg)	36,290.00
Non-Recycled Waste(kg)	23,280.00

Indicator	2024 Waste
By Category	
General Waste(kg)	27,470.00
Copper(kg)	16,120.00
Iron(kg)	4,100.00
Plastics(kg)	500.00
Packaging Paper Bags(kg)	6,750.00
Hazardous Waste(kg)	32,100.00
Waste liquids (kg)	7,580.00
Sludge(kg)	20,400.00
Waste Containers(kg)	1,130.00
Waste engine oil (kg)	490.00
Activated Carbon(kg)	860.00
Resins(kg)	110.00
Contaminated Materials(kg)	1,530.00

Human Resources Management Related Data

• 2024 Employee Distribution

Total Employees	239	
By Gender	Number	Percentage
Female Employees	102	42.68%
Male Employees	137	57.32%

By Age	Number	Percentage
Under 31 years	75	31.38%
31-40 years	84	35.15%
41-50 years	36	15.06%
Over 50 years	44	18.41%
By Position	Number	Percentage
Senior Management	9	3.77%
Middle Management	38	15.90%
General Staff	192	80.33%
By Education Level	Number	Percentage
Bachelor's Degree or Higher	53	22.18%
Associate Degree	54	22.59%
High School or Below	132	55.23%

• Occupational Injury Statistics

Indicator	2024 Data
Total Occupational Injuries	2
Total Serious Injuries ⁵	0
Occupational Injury Fatalities	0
Recordable Occupational Injury Rate (FR) ⁶	0.95
Recordable Serious Occupational Injury Rate (SR) ⁷	0.00

⁵Severe occupational injuries refer to disabling injuries.

⁶The recordable occupational injury rate (FR) is calculated as the total number of occupational injuries multiplied by 200,000 divided by the total hours worked.

⁷The recordable severe occupational injury rate (SR) is calculated as the total number of severe occupational injuries multiplied by 200,000 divided by the total hours worked.

• Compensation Statistics for Full-Time Non-Managerial Employees⁸

Indicator	2024 Data
Total Compensation for Full-Time Non-Managerial Employees	11,300
Average Compensation for Full-Time Non-Managerial Employees	665
Median Compensation for Full-Time Non-Managerial Employees	618

⁸Based on the regulations of the Taiwan Stock Exchange, the statistical basis is based on the territorial principle of statistics, referring to the employee information employed in Taiwan.

11.2 GRI Guidelines Cross Reference Table

Disclaimer	Plastron has followed the GRI guidelines for this report.
GRI 1 Standard Used	GRI 1: Foundation 2021
Industry-Specific GRI Standards	Not applicable

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details	About the Report	
	2-2 Entities included in the organization’s sustainability reporting	About the Report	
	2-3 Reporting period, frequency and contact point	About the Report	
	2-4 Restatements of information	This report is the first sustainability report published by Plastron, and there are no instances of restatement of information.	
	2-5 External assurance	About the Report	
	2-6 Activities, value chain and other business relationships	4.1.1 Plastron Business	
	2-7 Employees	9.1 Talent Attraction and Retention	
	2-8 Workers who are not employees	9.1 Talent Attraction and Retention	
	2-9 Governance structure and composition	4.1.1 Plastron Business	
	2-10 Nomination and selection of the highest governance body	6.1.1 Board of Directors Operations	
	2-11 Chair of the highest governance body	6.1.1 Board of Directors Operations	
	2-12 Role of the highest governance body in overseeing the management of impacts	6.1.1 Board of Directors Operations	
	2-13 Delegation of responsibility for managing impacts	6.1.1 Board of Directors Operations	
	2-14 Role of the highest governance body in sustainability reporting	6.1.1 Board of Directors Operations	
	2-15 Conflicts of interest	6.1.1 Board of Directors Operations	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	6.1.1 Board of Directors Operations	
	2-17 Collective knowledge of the highest governance body	6.1.1 Board of Directors Operations	
	2-18 Evaluation of the performance of the highest governance body	6.1.1 Board of Directors Operations	
	2-19 Remuneration policies	6.1.1 Board of Directors Operations	
	2-20 Process to determine remuneration	6.1.1 Board of Directors Operations	
	2-21 Annual total compensation ratio	6.1.1 Board of Directors Operations	
	2-22 Statement on sustainable development strategy	3.5 Sustainability Commitments and Goals	
	2-23 Policy commitments	3.5 Sustainability Commitments and Goals	
	2-24 Embedding policy commitments	3.5 Sustainability Commitments and Goals	
	2-25 Processes to remediate negative impacts	6.2 Comprehensive Risk Management	
	2-26 Mechanisms for seeking advice and raising concerns	6.1.4 Ethical Business Practices	
	2-27 Compliance with laws and regulations	6.2.1 Regulatory Compliance	
	2-28 Membership associations	4.1.1 Plastron Business	
	2-29 Approach to stakeholder engagement	3.2 Stakeholder Identification and Communication Channels	
	2-30 Collective bargaining agreements		Not applicable
GRI 3: Material Topics 2021	3-1 Process to determine material topics	3.3 Material Issues Identification and Analysis	
	3-2 List of material topics	3.3 Material Issues Identification and Analysis	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 201: Economic Performance 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Operational Performance"	
	201-1 Direct economic value generated and distributed	6.1.3 Economic Performance	
	201-2 Financial implications and other risks and opportunities due to climate change	6.1.3 Economic Performance	
	201-3 Defined benefit plan obligations and other retirement plans	6.1.3 Economic Performance	
	201-4 Financial assistance received from government	6.1.3 Economic Performance	
GRI 202: Market Presence 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Employee rights and equality"	
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	9.3.2 Compensation and Benefits	
	202-2 Proportion of senior management hired from the local community		Information disclosure is incomplete/Expected to be completed by the end of 2026
GRI 203: Indirect Economic Impacts 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Community and public welfare"	
	203-1 Infrastructure investments and services supported	10 Committed to Action, Promoting Social Good	
	203-2 Significant indirect economic impacts		During the reporting period, the company's production and operations did not involve this content.

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 204: Procurement Practices 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Sustainable supply chain"	
	204-1 Proportion of spending on local	7.4.1 Supplier Management	
GRI 205: Anti-corruption 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Integrity and regulatory compliance"	
	205-1 Operations assessed for risks related to corruption		Information disclosure is incomplete/Expected to be completed by the end of 2026
	205-2 Communication and training about anti-corruption policies and procedures	6.1.4 Ethical Business Practices	
	205-3 Confirmed incidents of corruption and actions taken	6.1.4 Ethical Business Practices	
GRI 206: Anti-competitive Behavior 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Integrity and regulatory compliance"	
	206-1 Legal actions for anti-competitive	6.1.4 Ethical Business Practices	
GRI 207: Tax 2019	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Integrity and regulatory compliance"	
	207-1 Approach to tax	6.1.3 Economic Performance	
	207-2 Tax governance, control, and risk management	6.1.3 Economic Performance	
	207-3 Stakeholder engagement and management of concerns related to tax	3.2 Stakeholder Identification and Communication Channels	
	207-4 Country-by-country reporting	6.1.3 Economic Performance	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 301: Materials 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Waste management"	
	301-1 Materials used by weight or volume	8.2.3 Waste Management	
	301-2 Recycled input materials used	8.2.3 Waste Management	
	301-3 Reclaimed products and their packaging materials	7.4.2 Green Procurement and Conflict Minerals	
GRI 302: Energy 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Energy and greenhouse gas management"	
	302-1 Energy consumption within the organization	8.4.1 Energy Management	
	302-2 Energy consumption outside of the organization	8.4.1 Energy Management	
	302-3 Energy intensity	8.4.1 Energy Management	
	302-4 Reduction of energy consumption	8.4.1 Energy Management	
	302-5 Reductions in energy requirements of products and services	8.4.1 Energy Management	
GRI 303: Water and Effluents 2018	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Water resource management"	
	303-1 Interactions with water as a shared resource	8.4.2 Water Resource Management	
	303-2 Management of water discharge related impacts	8.4.2 Water Resource Management	
	303-3 Water withdrawal	8.4.2 Water Resource Management	
	303-4 Water discharge	8.4.2 Water Resource Management	
	303-5 Water consumption	8.4.2 Water Resource Management	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 304: Biodiversity 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Environmental management"	
	304-1 Operational sites owned, leased,managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	8.3 Biodiversity	
	304-2 Significant impacts of activities, products and services on biodiversity	8.3 Biodiversity	
	304-3 Habitats protected or restored	8.3 Biodiversity	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	8.3 Biodiversity	
GRI 305: Emissions 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Water resource management"	
	305-1 Direct (Scope 1) GHG emissions	8.1.1 Greenhouse Gas Emissions Management	
	305-2 Energy indirect (Scope 2) GHG emissions	8.1.1 Greenhouse Gas Emissions Management	
	305-3 Other indirect (Scope 3) GHG emissions	8.1.1 Greenhouse Gas Emissions Management	
	305-4 GHG emissions intensity	8.1.1 Greenhouse Gas Emissions Management	
	305-5 Reduction of GHG emissions	8.1.1 Greenhouse Gas Emissions Management	
	305-6 Emissions of ozone-depleting substances (ODS)	11.1 Overview of Sustainable Environment and Social Management Performance	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	11.1 Overview of Sustainable Environment and Social Management Performance	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 306: Effluents and Waste 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Waste management"	
	306-1 Waste generation and significant waste-related impacts	8.2.3 Waste Management	
	306-2 Management of significant wasterelated impacts	8.2.3 Waste Management	
	306-3 Waste generated	8.2.3 Waste Management	
	306-4 Waste diverted from disposal	8.2.3 Waste Management	
	306-5 Waste directed to disposal	8.2.3 Waste Management	
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Sustainable supply chain"	
	308-1 New suppliers that were screened using environmental criteria	7.4.1 Supplier Management	
	308-2 Negative environmental impacts in the supply chain and actions taken	7.4.1 Supplier Management	
GRI 401: Employment 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Employee rights and equality"	
	401-1 New employee hires and employee turnover	9.1 Talent Attraction and Retention	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	9.3 Creating a Warm Workplace	
	401-3 Parental leave	9.3 Creating a Warm Workplace	
GRI 402: Labor/ Management Relations 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Employee rights and equality"	
	402-1 Minimum notice periods regarding operational changes	9.3.3 Employee Communication	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Occupational safety and health"	
	403-1 Occupational health and safety management system	9.4 Focus on Occupational Health	
	403-2 Hazard identification, risk assessment, and incident investigation	9.4 Focus on Occupational Health	
	403-3 Occupational health services	9.4 Focus on Occupational Health	
	403-4 Worker participation, consultation, and communication on occupational health and safety	9.4 Focus on Occupational Health	
	403-5 Worker training on occupational health and safety	9.4 Focus on Occupational Health	
	403-6 Promotion of worker health	9.4 Focus on Occupational Health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	9.4 Focus on Occupational Health	
	403-8 Workers covered by an occupational health and safety management system	9.4 Focus on Occupational Health	
	403-9 Work-related injuries	9.4 Focus on Occupational Health	
	403-10 Work-related ill health	9.4 Focus on Occupational Health	
GRI 404: Training and Education 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Talent development"	
	404-1 Average hours of training per year per employee	9.2 Leading Professional Development	
	404-2 Programs for upgrading employee skills and transition assistance programs	9.2 Leading Professional Development	
	404-3 Percentage of employees receiving regular performance and career development reviews	9.2 Leading Professional Development	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Employee rights and equality"	
	405-1 Diversity of governance bodies and employees	9.3.2 Compensation and Benefits	
	405-2 Ratio of basic salary and remuneration of women to men	9.3.2 Compensation and Benefits	
GRI 406: Non-discrimination 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Employee rights and equality"	
	406-1 Incidents of discrimination and corrective actions taken	9.3.1 Labor Rights	
GRI 407: Freedom of Association and Collective Bargaining 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Sustainable supply chain"and"Labor relations"	
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	7.4.1 Supplier Management 9.3Creating a Warm Workplace	
GRI 408: Child Labor 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Sustainable supply chain"and"Labor relations"	
	408-1 Operations and suppliers at significant risk for incidents of child labor	7.4.1 Supplier Management 9.3Creating a Warm Workplace	
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Sustainable supply chain"and"Labor relations"	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	7.4.1 Supplier Management 9.3Creating a Warm Workplace	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 410: Security Practices 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Occupational safety and health"	
	410-1 Security personnel trained in human rights policies or procedures	9.4 Focus on Occupational Health	
GRI 411: Rights of Indigenous Peoples 2016	3-3 Management of material topics		During the reporting period, the company's production and operations did not involve this content.
	411-1 Incidents of violations involving rights of indigenous peoples		During the reporting period, the company's production and operations did not involve this content.
GRI 413: Local Communities 2016	3-3 Management of material topics		During the reporting period, the company's production and operations did not involve this content.
	413-1 Operations with local community engagement, impact assessments, and development programs		During the reporting period, the company's production and operations did not involve this content.
	413-2 Operations with significant actual and potential negative impacts on local communities		During the reporting period, the company's production and operations did not involve this content.
GRI 414: Supplier Social Assessment 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Sustainable supply chain"	
	414-1 New suppliers that were screened using social criteria	7.4.1 Supplier Management	
	414-2 Negative social impacts in the supply chain and actions taken	7.4.1 Supplier Management	

GRI Standard	Disclosure Item	Corresponding Section	Reason for Omission/ Necessary Explanation
GRI 415: Public Policy 2016	3-3 Management of material topics		During the reporting period, the company's production and operations did not involve this content.
	415-1 Political contributions		During the reporting period, the company's production and operations did not involve this content.
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics		The company's products are not end-consumer products, so this disclosure is not applicable
	416-1 Assessment of the health and safety impacts of product and service categories		The company's products are not end-consumer products, so this disclosure is not applicable
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		The company's products are not end-consumer products, so this disclosure is not applicable.
GRI 417: Marketing and Labeling 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Customer relationships"	
	417-1 Requirements for product and service information and labeling	7.3.3 Responsible Marketing	
	417-2 Incidents of non-compliance concerning product and service information and labeling	7.3.3 Responsible Marketing	
	417-3 Incidents of non-compliance concerning marketing communications	7.3.3 Responsible Marketing	
GRI 418: Customer Privacy 2016	3-3 Management of material topics	3.3 Identification and Analysis of Material Topics:"Customer relationships"	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	7.3.2 Customer Privacy	

11.3 SASB Cross Reference Table

Accounting Indicators	Number	Indicator Description	Corresponding Section
Water Resource Management	TC-ES-140a.1	(1) Total water withdrawal, (2) total water consumption, percentage of areas with high or very high baseline water stress	8.4.2 Water Resource Management
Waste Management	TC-ES-150a.1	Quantity of hazardous waste generated during manufacturing and percentage recycled	8.4.3 Circular Management
Labor Practices	TC-ES-310a.1	Number of work stoppages and total days lost	9.4.3 Prevention of Occupational Safety and Health
Labor Practices	TC-ES-320a.1	(1)(a) Recordable occupational injury rate (TRIR) for (a) direct employees and (b) temporary workers, and (2) near miss rate (NMFR)	9.4 Focus on Occupational Health
	TC-ES-320a.2	Percentage of (1) factories and (2) first-tier supplier factories audited under RBA VAP or equivalent programs, categorized by (a) all factories and (b) high-risk factories	7.4.1 Supplier Management
	TC-ES-320a.3	(1) Non-conformance rate from RBA VAP or equivalent audits (CMA) and (2) related corrective action rate, categorized by (a) priority non-conformities and (b) other non-conformities, and further divided into (i) all factories and (ii) first-tier supplier factories	7.4.1 Supplier Management
Product Lifecycle Management	TC-ES-410a.1	Weight and percentage of end-of-life products and electronic waste recycled	8.2.3 Waste Management
Raw Material Procurement	TC-ES-440a.1	Description of risk management related to the use of critical materials	7.4.2 Green Procurement and Conflict Minerals

11.4 Electronic Components Industry Sustainability Disclosure Indicators

(Based on the "Regulations for the Preparation and Submission of Sustainability Reports by Listed/OTC Companies - Annex 8 to Annex 14")

Number	Indicator	Indicator Type	Corresponding Section
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	8.4.1 Energy Management
2	Total water withdrawal and total water consumption	Quantitative	8.4.2 Water Resource Management
3	Weight and percentage of hazardous waste generated	Quantitative	8.2.3 Waste Management
4	Description of occupational injury categories, number of incidents, and rates	Quantitative	9.4.3 Prevention of Occupational Safety and Health
5	Disclosure of product lifecycle management: weight of end-of-life products and electronic waste, and percentage recycled (Note 1)	Quantitative	8.2.3 Waste Management
6	Description of risk management related to the use of critical materials	Description	7.4.2 Green Procurement and Conflict Minerals
7	Total monetary losses from legal proceedings related to anticompetitive behavior	Quantitative	6.1.4 Ethical Business Practices
8	Main product production volume by product category	Quantitative	7.1.2 Quality Control

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