



2025

Sustainability Report

Chunghwa Precision Test Tech.



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Message from the President

To Our Stakeholders:

The semiconductor industry is at a critical juncture of profound transformation. For CHPT, 2025 represents not only the continued advancement of our technological leadership, but also the first year in which we begin translating our technological capabilities into tangible value as we transition into an "AI-driven sustainable enterprise." As artificial intelligence rapidly expands from cloud computing to edge applications, the global demand for computing power has translated into increasingly stringent requirements for precision test interfaces. In response to the dual waves of digital and green transformation, we remain committed to our core vision of "testing AI with AI." We transform sustainable governance into a moat for corporate competitiveness and are dedicated to building a highly resilient operating system within a rapidly evolving value chain.

Governance Excellence: Data-Driven Resilient Growth

A robust governance structure serves as the cornerstone of CHPT's steady and resilient course forward. For four consecutive years, we have ranked among the "top 5% of TPEx-listed companies" in the Corporate Governance Evaluations, reflecting our long-standing commitment to safeguarding shareholders' rights and interests and enhancing information transparency. To further embed sustainability into our decision-making, this year we formally established the "Sustainable Development Committee" under the Board of Directors. Comprising five directors with professional expertise, including three independent directors, the Committee is responsible for overseeing the implementation of ESG objectives and ensuring that our business operations can respond precisely to long-term environmental and social impacts.

In terms of operational performance, CHPT delivered highly resilient results in 2025, setting record highs across three key indicators: annual revenue, profitability, and dividends. Annual consolidated revenue reached NT\$4.806 billion, representing a substantial 33.3% increase from the previous year. This growth was primarily driven by surging demand for high-performance computing (HPC) chips. At various stages, revenue from test boards accounted for more than 40% of total revenue, officially establishing them as a core growth engine. We also continued to invest in research and development to solidify our leading position in advanced test interfaces. Through strategic collaboration and mutual investment with customers, we successfully integrated the technological strengths of both parties and jointly expanded into the global high-end testing market.

Technology Empowerment: Smart Design for Precision Waste Reduction

At CHPT, environmental protection and technological innovation are complementary pillars of our digital transformation journey. We have digitally upgraded our "All in House" business model, committing to a forward-looking approach that leverages AI to mitigate environmental impacts. Through precise control of parameters such as ambient humidity, chemicals, and temperature, combined with AI edge computing, we have successfully improved material input accuracy, thereby reducing human interference and resource waste at the source.



AI-Driven Precision Manufacturing: We have fully implemented three intelligent design systems—iSD, iPD, and iPHD. Following the adoption of the iSD system, certain projects achieved efficiency improvements of more than 60%. Through AI algorithms for intelligent layout design and cutting path optimization, combined with smart management to improve the utilization rate of specialized long-lead-time process equipment, thereby not only shortening product development cycles but also minimizing material waste at the source.



Resource Circularity Performance: In 2025, the Company achieved electricity savings of 832,192.11 kWh, while continuing to reduce greenhouse gas emission intensity. In water resources and waste management, we demonstrated outstanding efficiency, achieving a wastewater reuse rate of 60.55% and increasing the waste reuse rate to 74.65%. In addition, we have adopted street trees along the roads surrounding our plant, creating a 450-meter continuous ecological corridor. Combined with our rainwater harvesting system, these efforts have become a notable circularity highlight within the industrial park.



Supply Chain Win-Win: With green procurement accounting for 66.2% of total procurement, we work with our partners to build a low-carbon supply chain and extend our sustainability impact across the entire value chain.



Future Green Deployment: We plan to invest nearly NT\$3.6 billion in the development of green, smart buildings. Plant 3 is planned to incorporate solar-generated green electricity and an intelligent energy management system, significantly enhancing energy efficiency and serving as a key base for achieving our carbon reduction targets.

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Social Co-Prosperity: Knowledge Transfer and an Inclusive Workplace

The value of talent is the core engine driving successful transformation. In the AI era, we are committed to digitizing the domain expertise of senior engineers to enable the systematic transfer of technical experience. This year, the average total training hours per employee reached 24.2 hours. By consolidating extensive databases through our AI computing center, we are working toward near-zero design errors, ensuring that critical technologies can be steadily passed on across the organization.

Looking Ahead

Looking ahead to 2026, the global semiconductor market is expected to approach US\$1 trillion, with projected annual growth exceeding 20%. Development in the test interface sector has been equally significant. In 2025, the global probe card market rebounded to approximately US\$3 billion and is expected to grow by around 12% in 2026. In particular, the MEMS probe card market accounted for 68% of the overall probe card market in 2025, and its share is expected to increase to 71% by 2030.

For CHPT, with its comprehensive capabilities spanning materials, mechanical design, electrical performance, and AI-powered intelligent management, this represents not only significant growth in market demand, but also an exceptional opportunity for future development. Looking ahead, we are fully prepared. Our sound capital structure and strong cash flow are a clear reflection of the market's confidence in the Company's R&D capabilities and innovation momentum.

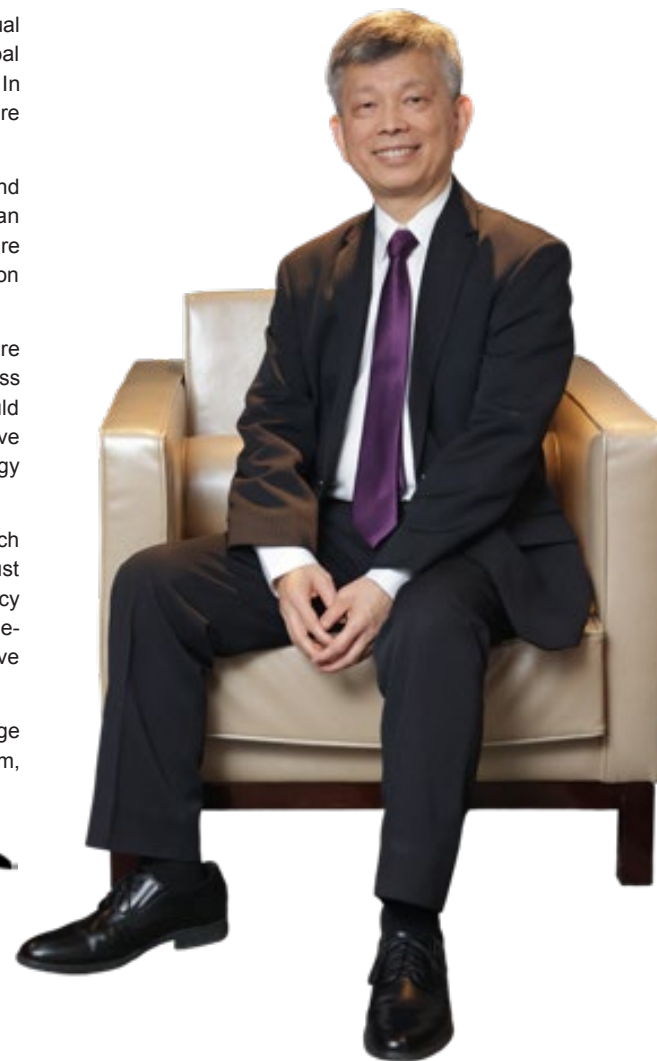
In terms of environmental sustainability, CHPT will further deepen its commitment to being nature-positive. We are not only committed to achieving our phased carbon reduction targets, but also plan to further expand our efforts across environmental and biodiversity-related issues. The Company firmly believes that business revenue growth should coexist with the environment. We plan to progressively restore the areas surrounding our headquarters to their native ecological state and, through science-based interventions, drive positive changes in biodiversity, enabling technology facilities and the natural environment to coexist in harmony.

In terms of social inclusion, we fully recognize that talent is the key driver of excellence. In the future, we plan to launch more attractive and comprehensive talent programs. In addition to maintaining our employee stock ownership trust program to realize profit sharing and support long-term financial planning, we will incorporate AI-enabled competency support to help employees stay ahead of emerging tool trends and transition from labor-intensive processes to value-creating intelligent management. The Company is committed to fostering a diverse, equitable, and globally competitive talent-retention environment, enabling high-performing employees to create mutual success together with CHPT.

CHPT upholds the belief that "there are only milestones, not finish lines." We will continue to address climate change and other sustainability challenges through technological innovation, while remaining committed to creating long-term, resilient, and sustainable value for all stakeholders.

President of Chunghwa Precision Test Tech. Co., Ltd.

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About CHPT

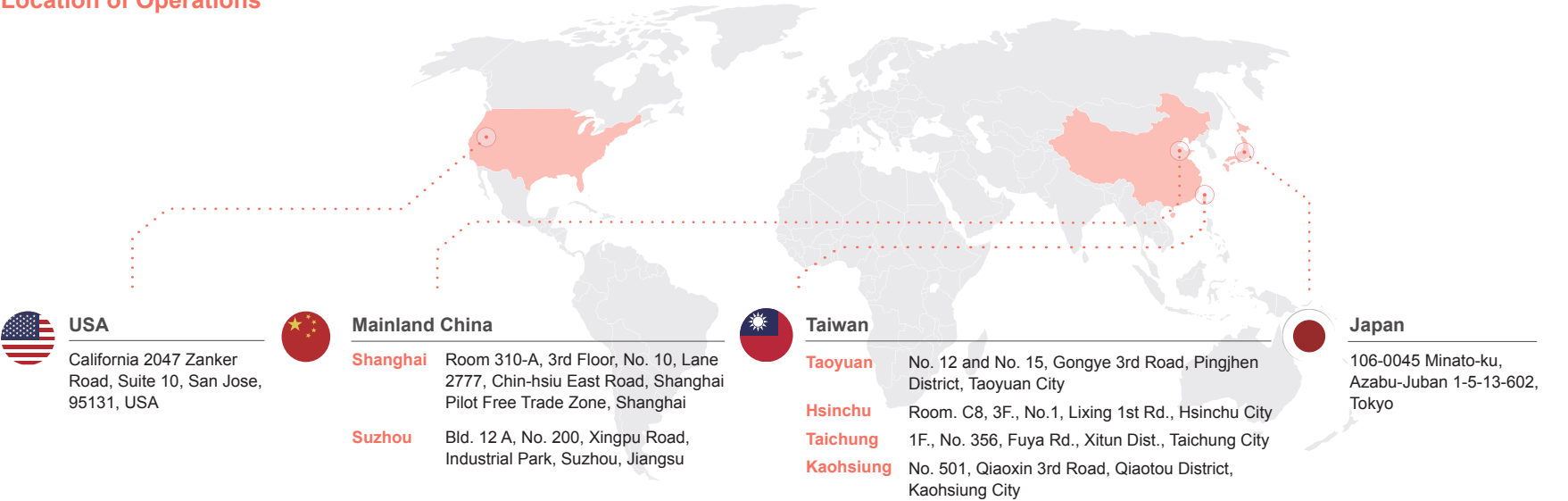
Chunghwa Precision Test Tech. Co., Ltd. ("CHPT" or the "Company") primarily provides wafer testing and IC testing solutions for semiconductors during the manufacturing process. At the wafer testing stage, probe cards serve as critical test interfaces to identify known good dies prior to wafer packaging. IC testing, meanwhile, uses sockets, load boards, and test equipment to evaluate IC performance. Accordingly, as transistor density per unit area continues to increase and device functionality becomes more advanced, comprehensive and reliable testing will become increasingly important. CHPT is the only "All in House" testing interface service provider in the global semiconductor industry chain. We are committed to breaking through the traditional framework and together with customers to jointly develop advanced semiconductor testing interface technology, bringing together M (mechanical), E (electrical), C (Chemistry), O (Optics) and other fields of talents and environment, construct a complete All in House business model, help customers quickly introduce new ones in the ever-changing semiconductor industry, and create a win-win situation.

Adhering to the business philosophy of "Leading Technology, Satisfying Customers, Creating Profit, and Taking Care of Employees," CHPT maintains leadership in semiconductor testing interface services. In addition, we continuously keep track of technology trends and

customer's pain points, develop state-of-the-art probe cards and technology roadmaps in collaboration with our customers to meet their future needs, and accurately masters the needs of new-generation products, and invests R&D resources in advance to ensure leading advantages to implement the Company's management policy of "long-term, stability, development, innovation, and internationalization" and create more value for shareholders.

Basic Information on the Company	Chunghwa Precision Test Tech. Co., Ltd. (Code: 6510)
Date of establishment	2005/08/26
Headquarters address	No. 12, Gongye 3rd Road, Pingjhen District, Taoyuan City
Chairman	Wei-Kuo Hung
President	Shui-Ke Huang
Paid-in capital	NT\$327,890,220
Number of people in the Company (as of the end of December 2025)	1,167 people
Primary products and services	Probe Cards Load Board Technology service and others

Location of Operations



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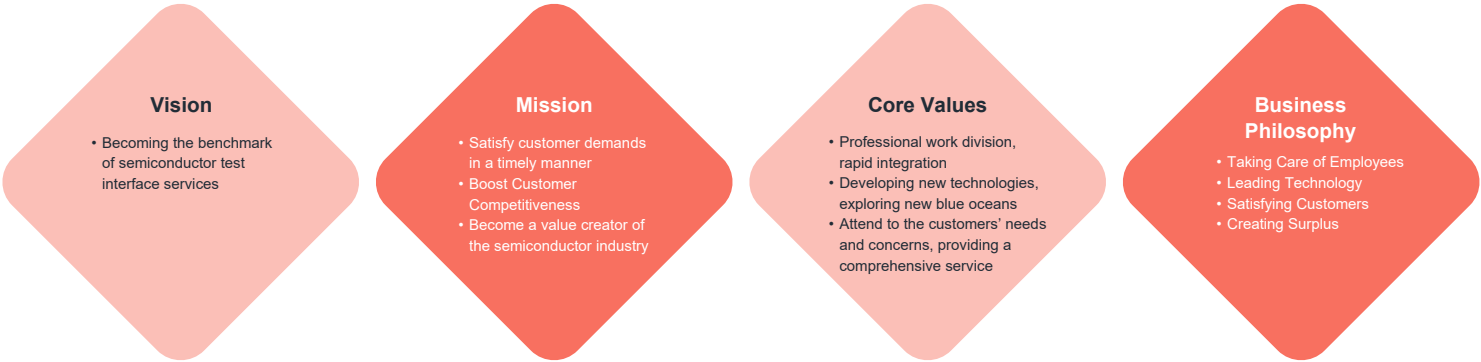
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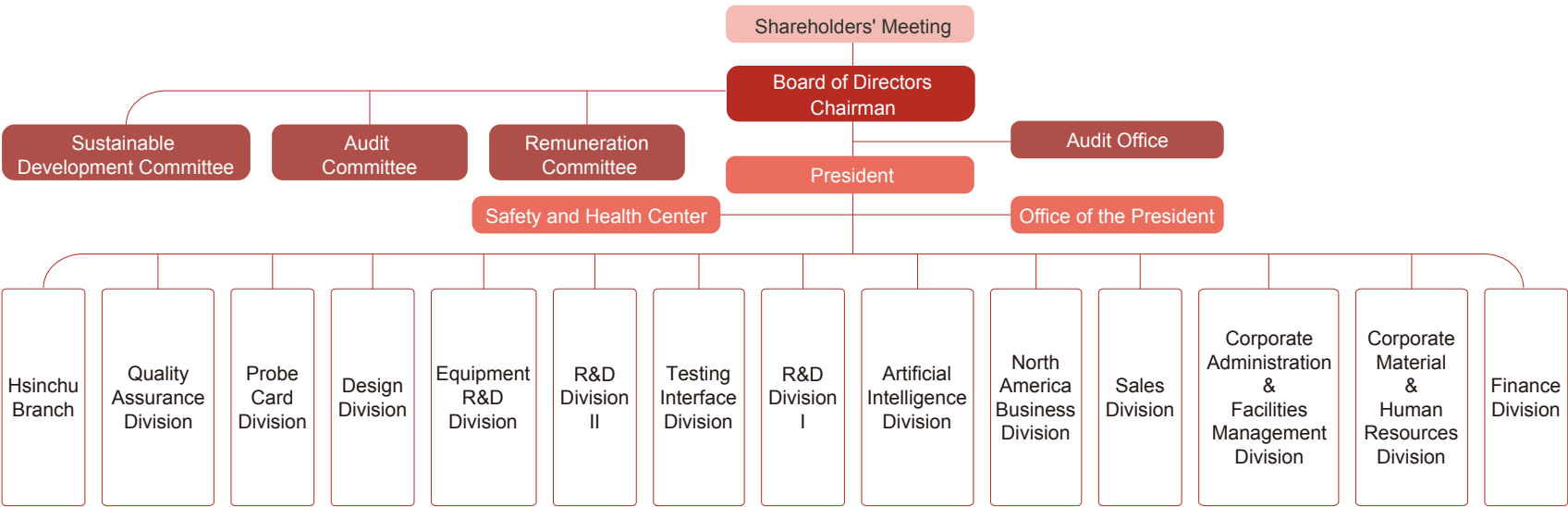
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Vision, Mission, Core Values and Business Philosophy



Organization Chart



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Department Business Introduction

Department	Responsibilities	Department	Responsibilities
Board of Directors Chairman	Supervises operations of the Company. Convenes Board of Directors meetings.	Sales Division	Formulation and maintenance of pricing strategies for business development, industry analysis, and product marketing.
President	Plans the Company's business policies, management guidelines, and operational goals, as well as providing supervision. Responsible for mid-to long-term strategic planning, approving the authority and delegation of responsibilities at all managerial levels, and evaluating performance.	North America Business Division	Responsible for North American market development, after-sales services, customer relationship management, and other related operations.
Audit Committee	Assists the Board of Directors in decision-making. Enhances the internal control system of the Company and improves corporate governance performance.	Artificial Intelligence Division	Responsible for building AI platforms, data streaming capabilities, domain knowledge applications, and related R&D under the "All in House × AI" strategy.
Remuneration Committee	Stipulates and regularly reviews the remuneration policies, systems, standards and structures, and performance of directors and managers.	Testing Interface Division	Production and manufacturing of testing interface products and management and continual improvement of jigs (tools).
Sustainable Development Committee	Reviews the sustainability vision, roadmap, and medium- to long-term strategic direction.	R&D Division I	Responsible for planning advanced R&D for business development and conducting research to enhance product quality.
Audit Office	Responsible for the auditing, maintenance, and improvement of the internal control system. Makes suggestions and assists various departments in solving problems, improving processes, and raising work efficiency.	R&D Division II	Overall IT development and information security maintenance within the Company.
Office of the President	Legal affairs, media relations, investor relations, internal audit, business development and branding, project tracking, and assisting the President in operational planning and execution.	Equipment R&D Division	Enhancement of the self-production rate of key equipment and automation efficiency and improvement of product quality.
Safety and Health Center	Plan, supervise, and implement occupational safety and health management and instruct the relevant departments to implement and amend procedures relating to occupational safety and health activities.	Design Division	Design specification preparations and management, customer case design.
Finance Division	Responsible for financial, accounting, share administration and taxation affairs within the Company. Prepares financial statements and manages information and plans for working capital and long-term financing.	Probe Card Division	Manufacturing, production, engineering analysis, development, and continual improvement of probe card products.
Corporate Material & Human Resources Division	Responsible for the overall planning and allocation of the Company's human resources, procurement, materials, and production management resources, as well as evaluating the effectiveness of capital operations across various departments.	Quality Assurance Division	Responsible for implementation and maintenance of quality assurance practices, corrective and preventive measures, and after-sales service and product maintenance for various quality issues.
Corporate Administration & Facilities Management Division	Responsible for plant planning, construction and maintenance projects, general administration, facility management, environmental systems, and mechanical equipment maintenance and operations.	Hsinchu Branch	Responsible for domestic business development, product design, and after-sales verification/repair.

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Corporate History

Date	Major events	Date	Major events
August 2005	Chunghwa Precision Test Tech. Co., Ltd. was founded with a paid-in capital of NT\$25,000,000	March 2014	Purchased land and facilities of the leased Pingjhen Plant
May 2006	Produced products such as Load Board/Probe PCB/Substrate and provided assembly and related service capabilities	October 2014	Obtained approval from the Financial Supervisory Commission to register as a public company.
July 2006	Developed the capacity to perform “Aspect Ratio” of 22	December 2014	Developed the capacity to perform “Aspect Ratio” of 40
January 2007	Passed ISO 9001 certification	January 2015	Listed for trade on the Emerging Stock Market with consent sought from Taipei Exchange
July 2007	Developed the capacity to perform “Aspect Ratio” of 26	November 2015	Approved by the Board of Directors of the Taipei Exchange (TPEX) for public trading.
April 2008	Developed the capacity to perform 4-layer Blind via	January 2016	Hsinchu Branch passed ISO 9001 certification
April 2008	Provided Multi-Layer Organic (MLO) for the Vertical Probe Cards (VPCs)	March 2016	Officially listed on the Taipei Exchange (TPEX).
March 2009	Developed the capacity to perform 5-layer Blind via	May 2018	Completed the large-size satellite communication production lines for engineering verification use
March 2009	Passed UL certification	August 2018	Developed the capacity to perform PCB multi-layer boards with 100 layers and an “Aspect Ratio” of 50
June 2009	Passed ISO 14001 certification	August 2018	Developed the capacity to perform fully self-made probe card total solutions
January 2011	Researched and developed C4 Bumping technology	July 2019	Passed ISO 45001 certification
September 2011	Developed the capacity for the SAP Manufacturing Process	October 2019	Opening of the R&D operations headquarters
December 2012	Supplied thin-film MLO (TF-MLO) for use with the probe card	December 2019	Named one of the Top 5000 Companies with Outstanding Performance in 2019 by China Credit Information Service, and one of the Top 2000 Enterprises in 2019 by CommonWealth Magazine

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Date	Major events
December 2020	Awarded as a 2020 Asia-Pacific High-Growth Company by Financial Times, 2020 Top 2000 Enterprises by Common Wealth Magazine, and “Technology Management Award” from the Chinese Society for Management of Technology
January 2021	The Board of Directors made a resolution to purchase land located at Shanziding Section, Pingjhen District, Taoyuan City
July 2021	Ranked 3rd in the world in the non-memory MEMS probe card list
December 2021	Awarded 2021 Top 2000 Enterprises by Common Wealth Magazine
April 2022	Ranked among the top 5% TPEx-listed companies in the Corporate Governance Evaluation
March and May 2022	Founded the domestic subsidiary - “TestPro Investment Co., Ltd.”, founded the domestic subsidiary - “NavCore Tech. Co., Ltd.”
August 2022	Passed ISO 27001 certification
May 2023	Passed ISO 14064-1 certification
April 2023	Ranked among the top 5% TPEx-listed companies in the Corporate Governance Evaluation
April 2024	Ranked among the top 5% TPEx-listed companies in the Corporate Governance Evaluation
November 2024	Awarded the “2024 Taiwan BIC Award” by the Taipei Exchange in celebration of its 30th anniversary
May 2025	Ranked among the top 5% TPEx-listed companies in the Corporate Governance Evaluation

Business Profile

In-house Probe and Probe Card

CHPT is one of the few semiconductor testing interface factories in the world that both develops and manufactures wafer-level test probes. In addition to self-developed probe production equipment, we also master the key technologies of probe materials, potions, and synthetic metals. In the research and development of fully self-made probes, the Company starts from the research of the metal composition and basic material properties of the probes, masters the material properties, and uses special potions and micro-electromechanical methods. According to the testing needs of customers, we produce and manufacture various types of customized probe needles, and conduct 2 million high and low-temperature pressure cycle tests for each probe to ensure that the probe can operate perfectly and continue testing under extreme test environments.

After five years, CHPT completed the design of introducing AI algorithm into the probe card, and through big data analysis, completed the mechanism optimization of the probe card before the manufacturing. Therefore, we can produce high-performance, high-reliability, and long-life probe cards for customers, provide excellent signal transmission quality, and greatly improve production efficiency.

In-house IC Special for Testing PCB and ST

CHPT has high-speed PCB and ST design experience. Through 3D signal and power integrity simulation analysis and optimization, and measurement verification comparison, we establish the best design criteria for high frequency and high speed, and effectively ensures the integrity of testing interface signal transmission.

CHPT started with research and development, pioneered in the industry, and developed the most advanced AI production technology independently. The AI intelligent production line is specially designed for PCB and ST for semiconductor testing. The various processes of this production line are lamination, etching, electroplating, etc., all are monitored by a strict AI return control system, so we can produce high-quality, high-reliability PCBs and STs.

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Participation in Associations

In order to keep in line with domestic and foreign industrial trends, CHPT has joined the public associations to communicate with relevant industrial and academic communities, exchange business experience and market information, so as to understand the latest developments and future trends of the industry. In September 2025, the Company was invited by the organizer of SEMICON Taiwan 2025 to speak at the Advanced Testing Forum. Under the theme “Probe Card with Precision, Powered by AI,” we presented how AI can be leveraged to achieve breakthroughs in probe card design and inspection solutions.

Organization	Role
Taiwan Semiconductor Industry Association (TSIA)	Member
Taiwan Semiconductor Association (SEMI TW)	Member Technical Committee Member (President)
Taiwan Printed Circuit Association (TPCA)	Member
Taoyuan City Industrial Association	Member
Digital Transformation and Sustainable Development Alliance	Member
Peripheral Component Interconnect Special Interest Group	Member
Taoyuan City Pingjhen Industrial Park Industrial Development Association	Member
Taiwan Investor Relations Institute (TIRI)	Member
SEMI Silicon Photonics Industry Alliance (SEMI SiPhIA)	Member

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Industry Value Chain

AI-Driven Structural Growth and CHPT’s Industry Position

The semiconductor industry value chain is divided into three segments: Upstream: IP design and IC design companies; midstream: IC manufacturing, wafer fabrication, production process inspection equipment, photomasks, chemicals, and related services; downstream: IC packaging and testing, related process inspection equipment, components (such as substrates and lead frames), IC modules, and IC distribution. Since 2025, AI has become a core driver of structural growth in the semiconductor industry, as it continues to comprehensively reshape computing architectures and packaging technologies. CHPT occupies a critical position in the semiconductor test interface segment. Through independent R&D and vertical integration, the Company is able to ensure the quality and reliability of wafers and ICs throughout increasingly complex manufacturing processes.

Upstream: IC Design and IP Design

With the development of AI, applications have expanded from generative AI to edge devices, driving a surge in demand for customized ASICs and advanced SoCs. As a result, the focus of IC design has shifted toward computing efficiency and system integration, making shorter development cycles a critical priority. At the early stage of customers’ product design, CHPT engages in technical alignment with upstream design houses and provides test feasibility assessments to support customers in preliminary planning and respond promptly to their needs.

Midstream: Wafer Fabrication and Test Interfaces

In 2025, semiconductor manufacturing became increasingly concentrated in advanced process technologies, with 3nm and next-generation 2nm processes emerging as core competitive capabilities. For midstream manufacturing, CHPT provides critical front-end wafer testing, or circuit probing (CP), interface solutions. In response to the industry’s shift toward heterogeneous integration and 2.5D/3D stacking technologies, CHPT develops probe cards featuring high pin counts, high current capacity, and fine pitch. These solutions help wafer fabs precisely identify dies that meet quality requirements in increasingly miniaturized advanced processes.

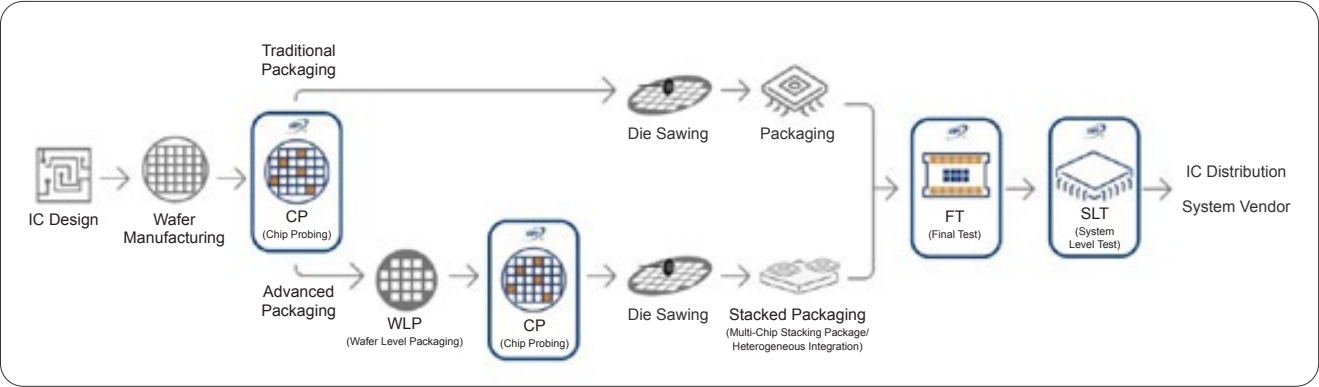
Downstream: IC Packaging Testing and System Validation

As advanced packaging technologies enter mass production during 2025–2026, post-packaging testing has become a critical indicator for improving yield. At this stage, CHPT serves as a high-end test interface supplier for final testing (FT) and system-level testing (SLT), providing load boards that meet stringent testing requirements for high frequency, high speed, and high current.

Core Strength: All in House Vertical Integration

Unlike the traditional division-of-labor model, CHPT leverages its proprietary test interface R&D and manufacturing capabilities to address both midstream and downstream needs. This positioning not only enables CHPT to respond rapidly to the structural technological challenges brought about by AI, but also ensures sustainable management throughout the manufacturing process, providing more resilient technical support for the global semiconductor value chain.

Taiwan IC Industry Structure Diagram



Source: Prepared by CHPT

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Market Analysis

Sales regions of major products:

Year		2023	2024	2025
Region		Sales Percentage (%)		
Export sales	Asia	18.96	15.98	9.05
	America	17.04	11.91	11.06
	Europe	0.46	0.04	1.19
	Subtotal	36.46	27.93	21.3
Domestic sales		63.54	72.07	78.7
Total		100	100	100

Note 1: The Company’s revenue by region is calculated based on the shipment destination.

Note 2: Data for 2024 were adjusted in accordance with the annual report.

Market Share

CHPT competes with leading global companies in the probe card sector. According to market research data from Yole, CHPT ranked 10th among global MEMS probe card suppliers in 2025, with a market share of 1.4%. To sustain growth momentum, the Company continues to deepen its presence in the pre-wafer-packaging test board market. In terms of new technologies and processes, CHPT has continued to advance its semiconductor test interface capabilities along the high-speed and high-frequency technology roadmap, and has successfully launched self-developed hybrid MEMS probe cards. In 2025, probe cards accounted for 21.6% of the Company’s revenue.

For detailed market information, please refer to CHPT’s 2025 Annual Report.



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1.1 SDGs and Sustainability Blueprint

In accordance with the Sustainable Development Committee Organizational Charter, CHPT's Sustainable Development Implementation Committee formulated the 2030 Sustainability Roadmap, which was approved by resolution at the meeting of the Sustainable Development Committee on October 28, 2025. This roadmap serves as the highest guiding principle for sustainability implementation over the next five years. It integrates the United Nations Sustainable Development Goals (SDGs) into our core strategies and establishes a tiered management mechanism for each material topic to ensure continuous and steady transformation.

We focus on four key dimensions and, grounded in sound governance and technological innovation, advance environmental sustainability and social prosperity. CHPT adopts a rolling management strategy that prioritizes quantitative indicators while advancing qualitative approaches in parallel. For the key issue of energy management under the environmental sustainability dimension, we have completed the definition of our interim reduction target for 2030. For the transformational issue of waste management, we have first established a Phase I target for 2027 to ensure that management measures can be effectively implemented. For the governance and social dimensions, we set annual improvement indicators to ensure that every sustainability commitment is translated into concrete operational performance.

Sustainability Roadmap Dimensions	Implementation Topics	Priority SDGs for Contribution	Target Deadline	Specific Management Goals and Commitments
Environmental Sustainability	Energy Management	SDGs 13 : 13.2 、13.3 	2030	Achieve an annual average energy savings rate of 1% Short-term: Achieve zero growth in carbon emissions by 2027 Medium- to long-term target: Reduce Scope 1 and Scope 2 GHG emissions by 8% to 15% by 2030 compared to the base year
	Waste Management	SDGs 12 : 12.5 	2027	Achieve a 65% waste diversion/recycling rate
Governance Excellence	Corporate Governance	SDGs 16 : 16.6 、16.7 	Year	The Board of Directors discusses sustainability issues at least twice each year Maintain a ranking within the top 5% of TPEx-listed corporate governance evaluations
Social Co-Prosperity	Talent Development	SDGs 4 : 4.3 、4.4 	Year	Expand human capital investment to ensure average annual training hours per employee 18 hours
	Supplier Management	SDGs 12 : 12.6 	Year	100% of our suppliers signed the Statement of the Code of Ethics and Business Conduct
Innovation Growth	Innovation and R&D	SDGs 9 : 9.4 、9.5 、9.B 	Year	Lead in research and development, independently develop key technologies and deepen the application of artificial intelligence

Note: The 2030 Sustainability Roadmap was formulated by the Sustainable Development Implementation Committee and reviewed and approved at the meeting of the Sustainable Development Committee on October 28, 2025. It serves as the highest guiding principle for the Company's sustainable development.

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1.2 Annual Sustainability Performance Highlights



Environmental Aspect

- Increased annual energy savings to **832,192.11** kWh
- Water savings increased from 110.12 thousand metric tons to **121.99** thousand metric tons
- Hazardous waste recycling rate increased from 97.86% to **98.91** %
- Green procurement ratio increased from 54% to **66.2** %
- Awarded the “Excellent Green Procurement Enterprise” from the Taoyuan City Government for **4** consecutive years
- Greenhouse gas emission intensity decreased from 5.90 to **5.40** tCO₂e/NT\$1 million



Social Aspect

- Awarded the "Happy Enterprise Gold Award" by 1111 Job Bank for **5** consecutive years
- Percentage of female managers increased from 19% to **22** %
- Employee salary and benefits increased from NT\$1.48 billion to **NT\$1.68** billion
- Employee turnover rate decreased from 23.6% to **15.6** %
- Average salary of non-managerial employees increased from NT\$931 thousand to **NT\$1.148** million
- Employee health checkup frequency improved from once every 2 years to **once** every year
- Charitable expenditures increased by more than **fivefold**



Governance Aspect

- Ranked in the top 5% of TPEx-listed companies in the Corporate Governance Evaluation for **4** consecutive years
- Established the Board-level Sustainable Development Committee
- 0** cases of major penalties, violations, integrity-related disputes, or information security incidents
- 100** % of new suppliers passed the evaluation criteria
- 100** % of our main suppliers signed the Statement of the Code of Ethics and Business Conduct
- Cumulative patents increased from 430 to **451**

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1.3 Materiality Assessment and Management

CHPT follows the GRI Standard and Stakeholder Engagement Standard, establishes a materiality analysis process. Through collection and inspection, sorting, identification, and confirmation procedures, major topics with high attention and high impact correspond to specific topics in the GRI Standard, ensuring that the content of the sustainability report complies with the principles of inclusiveness, materiality, and integrity of stakeholders, and serves as an important basis for overall inspection and continuous improvement of sustainability management and performance. CHPT's stakeholder engagement and materiality assessment procedures are as follows:

1.3.1. Material Topic Analysis Process

Step one

stakeholder identification

The Report is prepared based on the practical considerations of each department and in accordance with the five key principles of the AA1000 Stakeholder Engagement Standard (SES): dependency, responsibility, influence, tension, and diverse perspectives, as well as the importance of stakeholders to the Company's sustainable development, this Report identifies 7 major stakeholder groups.

- **Value Chain Partners:** Customers, Suppliers, and Contractors
- **Capital and governance:** Investors, including shareholders, and government agencies
- **Internal Stakeholders:** Employees
- **External influence:** Media and the general public

Step two

collect sustainability issues

A total of 23 sustainability issues of concern to stakeholders were identified through the integration of internal and external operational contexts and considering the risks and impacts which they bring. The issue categories are as follows:

- **External Issues:** Examine the opportunities and threats faced by the Company's operations through issues arising from international, national, and regional factors such as legal, political, technological, competitive, market, cultural, social, economic environments, and climate change.
- **Internal Issues:** Based on issues arising from the Company's value, culture, knowledge, and performance, examine the Company's internal strengths and weaknesses.

In addition, internally, the Company also refers to environmental, social, and economic topics such as GRI sustainability reporting standard, Responsible Business Alliance, United Nations Sustainable Development Goals (SDGs), industry trends, and international issues related to sustainable development. Afterwards, 20 "sustainability issues" that can be implemented were concluded through internal discussions, and the major topics of this sustainability report were selected based on these 20 sustainability issues.

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Step three

sustainability issues materiality analysis

At this stage, the primary focus is to assess the degree of impact of each topic on the economy, environment, and society.

- **Level of Concern Assessment:** Based on each department's experience interacting with stakeholders, we assessed the degree of stakeholder concern regarding each topic.
- **Impact Assessment:** Internal senior executives assessed the positive and negative impacts of each topic on the Company (categorized into three levels: high, medium, and low impact).
- **Ranking and Approval:** The Sustainable Development Task Force scored and ranked the 20 sustainability topics and submitted the results to senior management for approval. Impact levels are classified into three categories: high, medium, and low. Drawing on the experience of various departments in engaging with stakeholders, the Company assessed stakeholders' level of concern regarding sustainability topics. This assessment was further integrated with internal senior executives' evaluation of the positive and negative impacts of each topic on the Company. The 20 sustainability topics were then scored, ranked by members of the Sustainable Development Task Force, approved by senior management, and subsequently implemented.

Step four

material topics confirmation and approval

The final ranking was conducted by the Sustainable Development Task Force and submitted to senior management for approval. As a result, 14 material topics were confirmed as the core communication focus of this year's Report. Based on their degree of impact, these topics were classified into "material topics" and "general topics" to respond to stakeholder expectations and demonstrate the Company's transparency and effectiveness in sustainable operations.

- **10 Material Topics:** Core issues of greatest concern to stakeholders. The Report identifies these topics as the highest-priority disclosure items and reports on them in accordance with the requirements of the GRI Standards.
- **4 General Topics:** Although their degree of impact does not reach the highest level, these topics still carry certain potential impacts or represent fundamental industry requirements. The Company adopts an approach of continuous monitoring and management for these topics.

Note: The Company's 2025 material topics were identified in accordance with the AA1000 Stakeholder Engagement Standard, through which seven major stakeholder groups were defined. The process integrated stakeholder concerns with internal and external issues related to the Company's operations, while taking into account the associated risks and impacts.

- **New Topic:** In consideration of its increasing impact and in response to circular economy policies, waste management was added as a topic.
- **Classification Adjustment:** As the management of "information security," "customer relations," "quality management," and "integrity management" has been institutionalized and the related risks are highly controlled, these topics were reclassified as general topics for continuous monitoring, allowing resources to be focused on emerging high-impact issues.

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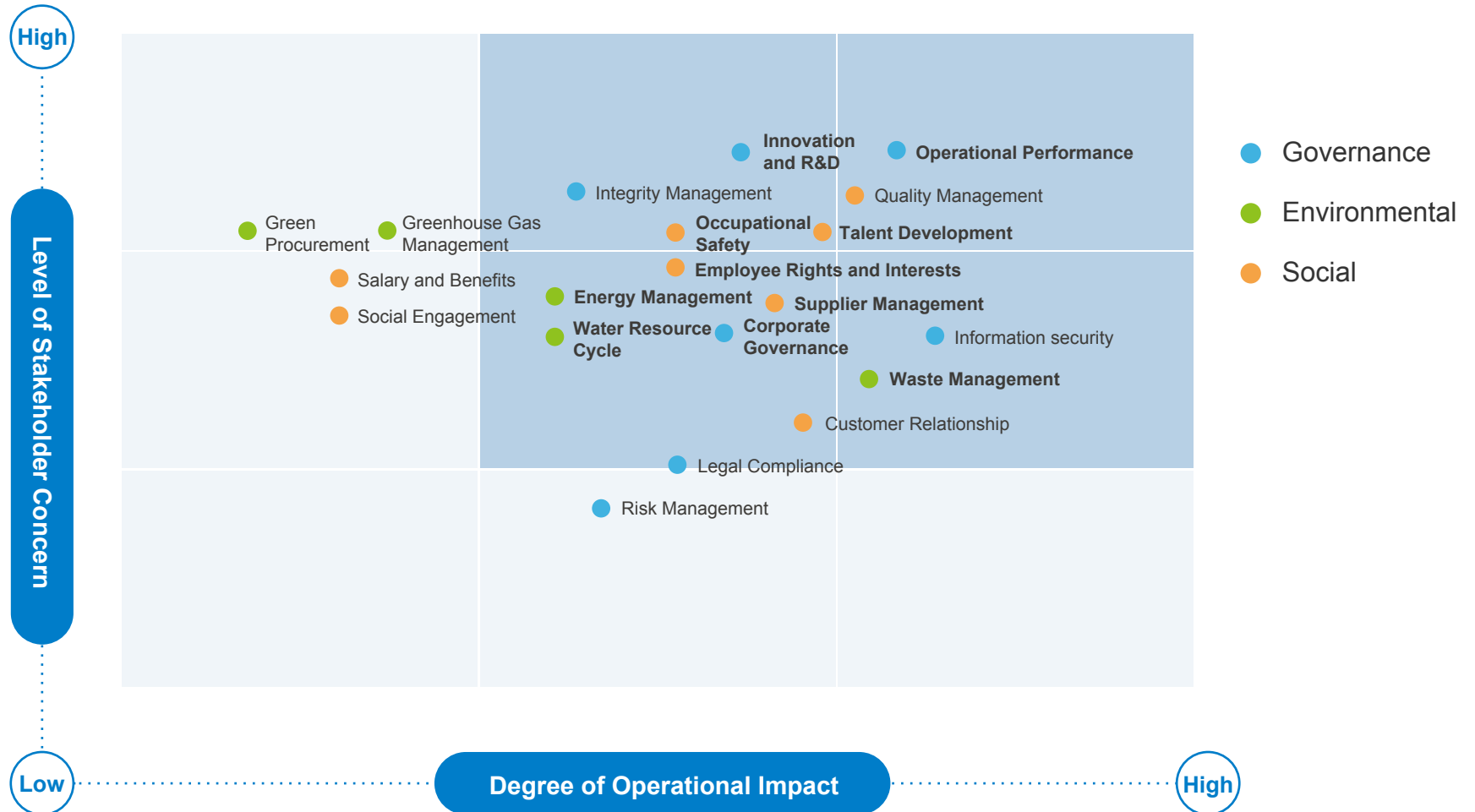
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Materiality Matrix



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1.3.2. Materiality Assessment and Management

Corresponding chapters/ sections of the report	Material Topic	Significance to CHPT	Value chain impact boundary ● Direct Impact ○ Facilitating Impact			Corresponding SDGs	Multiple specific topics corresponding to GRI
			Upstream	CHPT	Downstream		
4 Corporate Governance and Ethical Management	Corporate Governance	Transparent and sound corporate governance is of critical importance to the Company, as it facilitates sustainable development and ensures that the rights and interests of all stakeholders are fully protected and maximized.		●	○		Customized material topic
4.6 Financial Performance and Tax Transparency	Operational Performance	Strives to achieve industry leadership through technological innovation, enhances product value to deliver satisfactory services to customers, and maintains strong relationships with investors to reinforce corporate governance, thereby achieving long-term profitability and stable growth.		●	○		GRI 201: Economic Performance
4.5 Innovation and Intellectual Property Management	Innovation and R&D	The significance of the Company's research and development (R&D) lies in its continuous investment in forward-looking technologies and innovative applications, as well as the cultivation of R&D talent, to ensure advantages in product design and system management, thereby promoting the inheritance and advancement of corporate culture and professional expertise.		●	○		Customized material topic
3.2 Talent Development and Cultivation	Talent Development	Constantly maintain an innovative and growing workplace environment for employees to make continual self-improvement in competencies in order to bring nonstop growth momentum to the Company.		●			GRI 404: Training and Education
3.4 Supply Chain Sustainability Management	Supplier Management	Suppliers and contractors are important strategic partners of CHPT. The Company maintains strong collaborative relationships with them and jointly promotes sustainable supply chain management to foster mutual growth and shared prosperity within the industry.	●	●			GRI 204: Procurement Practices

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Corresponding chapters/ sections of the report	Material Topic	Significance to CHPT	Value chain impact boundary ● Direct Impact ○ Facilitating Impact			Corresponding SDGs	Multiple specific topics corresponding to GRI
			Upstream	CHPT	Downstream		
3.3 Workplace Safety and Health Management	Occupational Safety	Zero workplace accident is one of CHPT goals and establish a safe work environment is its responsibility. A safety workplace is built through occupational safety management, education and training, and policy publicity to ensure the health and safety of employees.	○	●			GRI 403: Occupational health and safety
3.1 Friendly Workplace and Diversity, Equity, and Inclusion	Employee Rights and Interests	Value employee rights, interests, and benefits to ensure fair workplace treatment. CHPT is committed to building a friendly workplace environment to boost the organizational commitment of employees.		●			GRI 401: Employment GRI 405: Diversity and Equal Opportunity
2.5.2 Waste Management	Waste Management	Through effective waste management practices, CHPT reduces environmental burdens by implementing source identification, categorized management, waste reduction, and recycling and reuse initiatives, thereby enhancing its market competitiveness.	○	●	○		GRI 306: Waste
2.3 Energy Management	Energy Management	To mitigate the impacts of climate change on the environment and ecosystems, the Company has initiated carbon reduction programs starting from energy management, including equipment upgrades, optimization of operational models, and enhancement of employees' energy-saving awareness, in order to achieve electricity-saving targets.		●			GRI 302: Energy
2.4 Water Management	Water Resource Cycle	Increase the unit consumption of reclaimed water through improvement action plans to reduce water use, lower water consumption, and realize the common good with the environment to achieve business sustainability.	○	●			GRI 303: Water and Effluents

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Management Approach to Material Topics

Policy, commitment, goals, management and assessment mechanisms

Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Corporate Governance	Adhering to the business philosophy of long-term, stability, development, innovation, and internationalization, the spirit of corporate governance is realized through a sound and transparent governance structure and rules and regulations.	Ranked among the top 5% listed companies in the Corporate Governance Evaluation	Ranked in the top 5% of listed companies in the 11th Corporate Governance Evaluation in 2025	- Improve the quality of information disclosure by periodically reporting to stakeholders the Company's accomplishment, outlook, actual governance achievement over the open platform. - Hold Board Meetings periodically to optimize governance-related regulations of the Company. - Strengthen the Board's competence by arranging governance-related courses for directors regularly.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	- Board performance evaluation - Corporate Governance Evaluation	- Shareholders' Meeting - Board of Directors - Internal and external complaint channels - Company website online suggestion box		Ranked among the top 5% listed companies in the Corporate Governance Evaluation

Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Operational Performance	CHPT adopts solid financial strategies. It focuses on its business operations and pursues revenue and profit growth while managing operational risks.	Implement according to the Company's annual business plan to achieve the overall operational targets.	Consolidated revenue reached NT\$4.806 billion, net income attributable to the parent company was NT\$997 million, and earnings per share after tax were NT\$30.41.	- Constantly engage in technology innovation and pursue industry leadership to acquire long-lasting profit and steady growth. - Increase product value and provide customers with satisfactory service quality. - Maintain sound investor relationships and strengthen corporate governance.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	- Financial reports and annual report - Market Observation Post System	- Shareholders' Meeting - Department meeting		Constantly engage in technology innovation, and implement according to the Company's annual business plan to achieve the overall operational targets.

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Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Innovation and R&D	With the spirit of constant innovation and improvements, the word “Innovation” is engraved in CHPT’s DNA, the Company persists and strives to move forward in the advanced technology development.	Establish CHPT’s leadership in industrial technology	20 technologies or products successfully developed in 2025	• Maintain constant R&D of visionary technologies and innovative applications and enforce product design, R&D, and system management. • Engage in active cultivation of R&D talent and reward outstanding R&D talents for excellent performance to ensure the continuation of corporate culture and professional knowledge.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	• Project technology discussion meeting • R&D review meeting • Project management	• Technical exchange meeting • Memorandum of understanding • Seminars • Market message		Lead in research and development, independently develop key technologies and deepen the application of artificial intelligence

Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Supplier Management	Taking sustainable development as the core concept to establish long-term and stable partnerships with suppliers	100% of our main suppliers signed the Statement of the Code of Ethics and Business Conduct	100% of our main suppliers signed the Statement of the Code of Ethics and Business Conduct	• New suppliers are introduced to sign the Statement of the Code of Ethics and Business Conduct and Social Responsibility Risk Assessment. • The risk assessment of major suppliers includes social responsibility risks. • Publicize corporate social responsibility to the suppliers and request them to sign the Statement of the Code of Ethics and Business Conduct and comply with the Code of Ethics and Business Conduct.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	• New supplier assessment • Supplier risk assessment form • Supplier self-assessment form • Internal Audits	• Supplier questionnaire surveys • External complaint channels		Require new suppliers to undergo supplier social responsibility risk assessment, as well as conduct regular evaluation of key manufacturers, annual on-site audit, and annual questionnaire assessments.

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Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Energy Management	Through the Company's energy conservation and carbon reduction measures, the environmental friendly goals of reducing energy consumption and carbon emissions are achieved.	Achieve an annual average energy savings rate of 1%	Introduced energy dashboard management at headquarters Annual electricity saving rates in 2025: Headquarters: 4.86% Plant 1: 1.34%	- Improve process and equipment for energy conservation through environmental objectives and improvement programs. - Set, periodically review, and make continual improvement of energy conservation KPIs. - Arrange awareness education on energy conservation and carbon reduction for employees.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	- Environmental management objective plan - Internal Audits - Third-party verification unit	- Management review meeting - Internal and external auditing report		- Reduction of energy consumption - Achieve an annual average energy savings rate of 1%
Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Water Resource Cycle	Through water resource cycle to reduce water use	Wastewater recycling and reuse rate: 58%	Wastewater recycling and reuse rate in 2025: 60.55%	- Implemented multiple improvement initiatives to continuously reduce water consumption through source reduction, recycling and reuse, and reintroduction into operations. - Supported by water consumption monitoring, ensure stable water usage and the timely response to any abnormalities. - Set targets for regular tracking and continuous improvement.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	Environmental management objective plan	- Occupational Safety and Health and Environmental Protection Committee - Internal and external auditing report		- Wastewater resource recovery - Wastewater recycling and reuse rate reached 58%

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Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Talent Development	Actively cultivate outstanding talents, provide comprehensive education and training, and improve employee functions.	18 hours of employee education and training on average 36 digital courses and resource items in total	24.2 hours of employee education and training on average 47 digital courses and resource items in total	- Establish the annual training plan and unfold a diversified education and training system for employees to receive education and training plan with more resources. - Arrange competency-specific training and practice the job transfer and promotion system.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	- Education training implement rate - After course performance tracking - Education training satisfaction surveys	- After course questionnaire surveys - Labor-management meetings - Occupational Safety and Health and Environmental Protection Committee		18 hours of employee education and training on average

Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Employee Rights and Interests	Create a people-oriented core culture, respect employees, and build a friendly workplace.	There is no violation of labor rights and no employee complaints	There is no violation of labor rights.	- Labor-management meetings are held regularly to encourage employees to express their views. Protective measures have also been established to ensure that employees can voice their opinions without fear of retaliation. - Establish sound regulations to protect the rights and interests of employees and actively address employee feedback.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	Grievance cases raised at labor-management meetings	- Labor-management meetings - Employee Welfare Association - Appeal box and email		There is no violation of labor rights.

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Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Occupational Safety	Create a healthy working environment that complies with laws and regulations, so that colleagues can have a safe working environment.	In-factory control and protection specifications are more complete. Reduced incidence of occupational accidents, effectively improving operational safety	Introduce personal protective equipment selection guidelines and document management procedures	- Inventory process noise measurement of each process within the plant every six months. - Arrange special health checkup every year. - Implement regulatory operation environment monitoring every six months. - Implement radiation film monitoring each month. - Arrange self-inspection audit every month. - Identify legal and regulatory change each month. - Hold Occupational Safety and Health and Environmental Protection Committee meeting quarterly. - Education and training for emergency response personnel each year. - At least one plant evaluation drill each year.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	- Monitoring and evaluation team, process operation supervisor, health inspection report, telephone, mail, etc. - Occupational Safety and Health and Environmental Protection Committee	- Labor-management meetings - Occupational Safety and Health and Environmental Protection Committee - Appeal mailbox		Health Promotion Program - Reducing disease risk

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Material Topic	Policy/Commitment	Core goals	Performance outcome	Action Plans
Waste Management	Through source reduction, sorting, recycling and reuse, and circular regeneration, we continue to recover waste as resources, reduce waste generation, and mitigate environmental impacts.	Achieve a 65% waste diversion/recycling rate	In 2025, the waste recycling rate reached 74.65%.	• Promote waste reduction at the source by encouraging reduced resource consumption, such as minimizing packaging and selecting reusable products, to decrease waste generation. • Strengthen waste classification education to enhance employees' awareness, and improve recycling systems to ensure recyclable materials are effectively reused, thereby reducing environmental impact.
	Assessment mechanisms	Feedback mechanisms		Goals for 2026
	• Environmental management objective plan • Internal Audits • Third-party verification unit	• Occupational Safety and Health and Environmental Protection Committee • Internal and external auditing report		• Reduce environmental pollution • Achieve a 65% waste diversion/recycling rate

Note: No penalties were imposed on the Company in 2025 upon a search conducted on the Transparent Footprint website on December 31, 2025.

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1.4 Stakeholder Communication and Management

Stakeholder Communication Channels

We firmly believe that the voices of our stakeholders are the driving force behind CHPT's continuous progress. To ensure that the Company's growth remains aligned with societal expectations, we are committed to building diverse and transparent communication platforms and actively listening to the needs and recommendations of all sectors. Through systematic stakeholder identification, we are able to gain a deeper understanding of the expectations of various parties and incorporate these areas of concern into our sustainability roadmap. Looking ahead, we will continue to uphold the spirit of "giving back to society what we have gained from society." Through concrete actions, we will contribute to local communities and work hand in hand with all partners toward a better and more sustainable future.

The Sustainable Development Task Force gathers the practical experience of each department, and according to the different attributes of each unit, the main contact stakeholders of each department are preliminarily organized as follows:

- ① **Office of the President** media, investors, corporation, etc.
- ② **Management units** communities, governments, non-government/non-profit organizations (environmental protection groups, trade unions), contractors, etc.
- ③ **Environmental Protection/Safety and Health Center** environmental protection, safety and health units of government institutions, etc.
- ④ **Sales unit** clients, strategy partners, etc.
- ⑤ **Procurement unit** suppliers, contractors, etc.
- ⑥ **Quality assurance unit** clients, verification units, etc.
- ⑦ **Human resources unit** employee, labor Inspection unit of government institutions, etc.
- ⑧ **Finance unit** bank, shareholders/investors, etc.

CHPT conducted a systematic assessment with reference to the five dimensions of the AA1000 Stakeholder Engagement Standard (SES): dependency, responsibility, influence, diverse perspectives, and tension. Following internal discussion and identification, the Company defined seven key stakeholder groups: customers; investors, including shareholders; employees; suppliers and contractors; government agencies; media; and the general public. These groups serve as the core audiences for the Company's subsequent sustainability communication efforts.

CHPT regularly updates stakeholder engagement information, ESG reports, and various financial indicators on its official website. Through diversified channels, we implement transparent disclosure and share our ESG performance. We also regard stakeholder feedback as an important reference for optimizing operational strategies and fulfilling our social responsibility.



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Stakeholder	Significance to CHPT	Item of concern	Communication Channel	Implementation status in 2025
Clients	By providing high-quality products and services, CHPT establishes long-term strategic partnerships with its customers. Customer needs guide the Company's R&D direction, while customer satisfaction serves as the foundation for maintaining the Company's market leadership and profitability.	- Product quality and services - New technology ability - Pricing and supply chain - delivery reliability	- Business personnel visits to customer (monthly) - Customer satisfaction surveys (annually) - Marketing surveys (irregular basis)	- Conducted an average of 4 to 5 customer on-site or virtual visits per month - Sustainable operation management self-evaluation questionnaire, average 4 questionnaires per year - Suppliers environmental impact surveys average 5 cases per year - Customer satisfaction surveys 1 time per year - Participate in large-scale industrial exhibitions domestic and foreign 4 times per year
Shareholders/ Investors	CHPT is committed to ensuring long-term capital appreciation for investors through sound financial performance and a transparent governance structure. Investor trust not only provides operating capital, but also drives the Company to pursue excellence in compliance and risk management, thereby implementing sustainable operations.	- Operating status and financial performance - Transparency of information disclosure - Dividend distribution - Corporate Governance	- Corporate governance evaluation (annually) - Market Observation Post System (issued by regulations) - Publication of the Annual Report Release financial reports (issued by regulations) - Annual Shareholders' Meeting (annually) - Spokesperson's contact information (irregular basis) - Investors Section on company website (irregular basis) - Investors relations contact person email (irregular basis) - Operating conference (quarterly) - Exchange meeting of domestic and foreign investment institutions (irregular basis)	- Financial reports 4 times per year, annual report 1 copy per year - Corporate governance evaluation 1 copy per year - Annual Shareholders' Meeting 1 time per year - Convene operating conference 4 times per year - Published major information in Market Observation Post System 41 times/year in accordance with regulations - Investors Section on company website at least 1 time per month 12 large-scale seminars, face-to-face and telephone communication meetings for domestic and foreign investment institutions per year
Media	Through objective media coverage and transparent communication, CHPT can effectively convey its corporate value, operational highlights, and sustainability achievements, thereby enhancing brand credibility and social influence while building a positive corporate reputation.	- Transparency of information disclosure - Business performance, current company status, and stakes in the semiconductor industry chain	News & Events information on company website (irregular basis)Spokesperson's contact information (irregular basis)	- Disclosure of corporate public financial and operating information 25 times per year - Held public financial and operating press conferences 8 times per year - Update News & Events section on company website 30 times per year - Updated group postings in the Media section 30 times per year

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Stakeholder	Significance to CHPT	Item of concern	Communication Channel	Implementation status in 2025
Government institutions	CHPT actively supports government policies, complies with laws and regulations, and fulfills its tax obligations with integrity, thereby contributing to local economic development. Government industrial policies and regulatory guidance serve as the highest standards for the Company's implementation of corporate governance and lawful operations.	- Compliance with laws and regulations as well as policies - Cooperate with legal promotion and activities - Preventing environmental pollution and conserving energy resources - Personnel safety and health	- Audit sampling (monthly) - Waste management vendor assessment and audit (annually) - Energy audit/indicator reporting (annually) - Symposiums or seminars (irregular basis) - Laws and regulations promotion conference (irregular basis) - Official correspondences, material messages (irregular basis) - Laws and regulations promotion conference (irregular basis) - Symposiums or seminars (irregular basis) - On-site inspection (irregular basis) - Follow up government institution information (irregular basis)	- Convene Occupational Safety and Health and Environmental Protection Committee meetings 4 times per year - Government official correspondences average 11 to 17 pieces per month - Laws and regulations promotion conference average 1 to 2 times per quarter - Symposiums or seminars average once to 2 times per year - On-site inspection average 4 to 6 times per year - Wastewater audit sampling average 4 to 5 times per month - Waste management vendor assessment and audit for an average of 15 to 20 vendors per year - Energy audit/indicator reporting once per year
Suppliers/contractors	CHPT regards its suppliers as partners in mutual growth and shared prosperity. Through the establishment of a sustainable supply chain management mechanism, we jointly pursue green procurement and social responsibility, ensure production stability, and work together to enhance the overall value of the industry chain.	- Supplier Management - Occupational Safety and Health	- Contractor safety agreement communication before construction (irregular basis) - Supplier questionnaire surveys (annually) - Face-to-face review meeting (according to product category) - Procurement personnel visit (irregular basis) - Procurement meetings (irregular basis) - Audit sampling (irregular basis)	- Annual supplier policy communication and sustainability questionnaire surveys (1 session per year) - Supplier conference once every 2 years - Procurement personnel visit average 4 to 5 time per quarter - Contractor conference once per year
Employee	The employees are the most valuable assets of CHPT. In addition to protecting the rights and interests of employees, we also respect and care for employees. The Company regards each employee as part of our own family and strives together to co-create a sustainable operation.	- Employee salary, benefits, and rights - Talent training and education and training - Work environment and safety - Employee communication channel - Meet the requirements of laws and regulations	- Performance assessment and interview (annually) - Labor-Management meetings (quarterly) - Personnel evaluation meetings (quarterly) - Employee Welfare Association (quarterly) - Employee health examination (annually) - Education and training (irregular basis)	- Performance evaluation and interview 2 times per year - Convene labor-management meetings 4 times per year - Convene personnel evaluation meetings 4 times per year - Employee Welfare Association meetings 4 times per year - Convene Occupational Safety and Health and Environmental Protection Committee meetings 4 times per year - Conducted internal and external training for employees 200 to 250 classes per quarter
Social	CHPT fully recognizes that corporate development is closely connected to social well-being. Through industry-academia collaboration, environmental protection, and local community initiatives, CHPT fulfills its original commitment to "giving back to society what we have gained from society" and strives to serve as a steady force for social progress.	ESG performance	- Participation in events organized by ESG-related organizations (irregular basis) - Reply to questionnaires and provide constructive comments (irregular basis) - Spokesperson's contact information (irregular basis)	Hold 6-10 media engagement and ESG-related events per quarter and conducts 4-6 surveys per quarter

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1.5 Awards and Honors

2019

Awarded as one of the 2019 TOP 5000 Companies with Outstanding Performance by China Credit Information Service, and one of the Top 2000 Enterprises in 2019 by Common Wealth Magazine in 2019

2020

Awarded as a 2020 Asia-Pacific High-Growth Company by Financial Times, Top 2000 Enterprises by Common Wealth Magazine, and "Technology Management Award" from the Chinese Society for Management of Technology, and 2020 ERSO Award in 2020

2021

The Gold Award of "2021 Happy Enterprise" from 1111 Job Bank in 2021

2022

Ranked Top 10% at the Safety and Health Evaluation and Awarded the "Excellent Enterprise Award" from the Ministry of Labor in 2022

2022

Awarded the "Excellent Green Procurement Enterprise" from the Taoyuan City Government in 2022

2022

Awarded Top 5% among TPEx Listed Companies at the Corporate Governance Evaluation in 2022

2022

The Gold Award of "2022 Happy Enterprise" from 1111 Job Bank in 2022

2023

Awarded the "Excellent Green Procurement Enterprise" from the Taoyuan City Government in 2023

2023

Awarded Top 5% among TPEx Listed Companies at the Corporate Governance Evaluation in 2023

2023

The Gold Award of "2023 Happy Enterprise" from 1111 Job Bank in 2023

2023

Honored with the Enterprise Food Safety Volunteer Award by the Taoyuan City Government Department of Public Health in 2023

2024

Ranked in the top 5% of listed companies in the 10th Corporate Governance Evaluation in 2024

2024

The Gold Award of "2024 Happy Enterprise" from 1111 Job Bank in 2024

2024

Awarded the 2024 TSMC Supplier Award for Excellence in Environmental, Safety, and Health

2024

Awarded the "2024 Taiwan BIC Award" by the Taipei Exchange in celebration of its 30th anniversary in 2024

2024

Awarded the "Excellent Green Procurement Enterprise" from the Taoyuan City Government in 2024

2024

Awarded 2023 MTK Technology Development Award in 2024

2025

Awarded 2024 MTK Outstanding Technology Cooperation Award in 2025

2025

Ranked in the top 5% of listed companies in the 11th Corporate Governance Evaluation in 2025

2025

2025 Qualcomm Valued Partner

2025

2025 Outstanding Green Procurement Performance among Private Enterprises and Organizations in Taoyuan City

2025

The Gold Award of "2025 Happy Enterprise" from 1111 Job Bank in 2025

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2.1 Climate Risk and Strategy Management

2.1.1. Risk Management

CHPT recognizes the importance of climate risk management. In 2025, the Company adopted the framework of the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) to disclose its governance, strategy, risk management, metrics, and targets in response to climate change.

The Company regards risk management as a fundamental pillar of corporate governance and sustainable operations. It has established a hierarchical, top-down risk management mechanism and fully integrates climate-related risks into its overall risk management framework to ensure that climate issues are systematically identified, assessed, and managed within operational decision-making and daily management processes.

Overall Risk Management Governance Structure



Board of Directors: Responsible for approving risk management policies and the overall framework, and for continuously overseeing the effectiveness of the risk management system. The Board of Directors has formally designated climate change as one of the Company's material enterprise risks.



Audit Committee: Oversees the implementation of risk management, reviews relevant policies and operational effectiveness, and provides recommendations for improvement when necessary. At least once each year, the Office of the President reports the overall implementation status of risk management to the Board of Directors and the Audit Committee.



Senior Management (Office of the President): In accordance with directions approved by the Board, responsible for formulating risk management policies and procedures, establishing operational mechanisms, regularly reviewing implementation effectiveness during management meetings hosted by the President, proposing improvement measures, and facilitating cross-departmental coordination and execution.



Department Heads at All Levels: Responsible for conducting day-to-day risk identification, assessment, and control within their respective functions, and for regularly consolidating and reporting risk information upward.

Under this governance structure, climate-related risks (including physical and transition risks) are not managed independently but are integrated alongside operational, financial, and strategic risks within a unified risk management system.

Integration of Climate Risk Identification, Assessment, and Management Processes

The Company adopts a systematic, annual cycle approach to incorporate climate risk identification and assessment into its overall risk management process:

- ① **Annual Risk Identification and Assessment:** Each year, the Company reassesses climate-related physical risks (e.g., extreme weather events, supply chain disruptions, sea-level rise) and transition risks (e.g., regulatory changes, technological shifts, changes in market demand, and reputational risks). It also evaluates climate-related opportunities and formulates corresponding strategies and action plans.
- ② **Greenhouse Gas Inventory and Third-Party Verification:** As a key basis for identification and assessment, the Company conducts regular greenhouse gas inventories and engages third-party verification. The results serve as quantitative data inputs for climate risk assessment and are incorporated into the overall risk assessment matrix alongside other operational risk factors.
- ③ **Standardized Processes and Periodic Reviews:** Climate risk assessments follow standardized procedures consistent with the overall risk management framework. Through quarterly review meetings and cross-functional discussions, climate risks are evaluated in parallel with other business risks.

Organizational-Level Execution Integration

- Each primary unit (including the Occupational Safety and Health Center) identifies climate-related risk factors within its operational processes and establishes corresponding risk indicators and preventive measures.
- Supervisors at all levels are required to prudently assess climate risks within their areas of responsibility, implement routine control measures, and report execution status on a regular basis. This forms a bottom-up flow of risk information that aligns with top-down policy guidance, ensuring effective integration and execution.

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Identification of Risks and Opportunities Arising from Climate Change

In responding to climate risks, CHPT also identifies transition opportunities to strengthen climate resilience. Based on the time horizons of short-term (within 1 year), medium-term (1-5 years) and long-term (more than 5 years), the Company assesses the impacts of climate-related factors on its business, strategy, and finances, and plans corresponding response pathways.

Risk and Opportunity Categories	Issues	Time Horizon	Impacts on Business and Strategy	Potential Financial Impacts
Transition risks	- Regulation of greenhouse gas emissions and the implementation of carbon fees (taxes). - In response to group-level and competent authorities requirements, the Company continues to formulate carbon reduction pathways and disclose its decarbonization targets	Medium	- Conduct carbon inventory assessments. - Analyze the inventory data to identify emission hotspots, and subsequently plan and implement reduction actions. - Evaluate the use of renewable energy.	- Imposition of carbon fees or taxes on greenhouse gas emissions exceeding regulatory thresholds, leading to potential increases in operating expenditures (OPEX). - To achieve carbon reduction targets, the implementation of decarbonization initiatives may lead to increased capital expenditures. - The implementation of carbon reduction measures, including the review of operational processes and equipment efficiency, may reduce unnecessary energy and material consumption, enhance process efficiency and yield rates, lower costs, and consequently increase revenue.
	Increased equipment costs		- Evaluate the energy consumption of newly purchased equipment, amortization of equipment and resale of old equipment. - Carry out price inquiry, comparison or negotiation with various parties and conduct cost analysis to ensure price rationality.	Increase in fixed asset costs due to early replacement of equipment to conserve energy.
	Increased electricity consumption resulting from the adoption of new process technologies and production lines.		- Evaluate the energy consumption of newly purchased equipment, amortization of equipment and resale of old equipment. - When developing new equipment, energy efficiency and carbon reduction considerations are incorporated into the R&D requirement specifications, including the evaluation of component energy consumption.	Operating costs increased.
	Uncertainty of new legislation		- Participate in seminars or presentations on laws and regulations organized by government agencies. - Join associations of similar companies in the industry to discuss the enforcement of new regulations - Based primarily on International Valuation Standards (IVS).	Regulatory uncertainty regarding enforcement mechanisms may necessitate additional capital and operational investments in environmental compliance, infrastructure upgrades, and human resources, potentially inflating administrative expenses by NT\$4 million annually.
	Uncertainty of new legislation	Long	- The R&D Department actively seeks alternative materials and prioritizes green raw materials when selecting materials. - Verify the testing data of key materials when new suppliers are introduced. - Divide materials into GP and non-GP products in the materials area within factories.	A globally agreed ban will lead to disruptions in the Company's key supply chain.

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Risk and Opportunity Categories	Issues	Time Horizon	Impacts on Business and Strategy	Potential Financial Impacts
Physical risks	Enhancing physical risk response - earthquake	Short	Planned and implemented seismic mitigation measures to enhance resilience and response capabilities against natural disasters.	In the event of an earthquake, damage may occur to buildings and equipment. In more severe cases (magnitude 4 or above), operations may be halted, which could indirectly lead to a decrease in revenue.
	Natural disasters caused by extreme weather conditions such as typhoons, rainstorms, floods, droughts, high temperatures, etc. Will result in power outages and traffic disruptions.	Long	- Decentralize the production or purchase of key and important raw materials. - Reduce the proportion of raw materials from a single source to prevent material shortages. - Require key manufacturers to prepare backup plans and establish stock level requirements. - Conduct disaster and contingency investigations and regular audits of key factories and suppliers.	As suppliers face traffic disruptions caused by the concentration of rainfall in the same area, raw materials cannot be delivered to factories in time, thus resulting in loss of business and goodwill as a consequence of the failure to product and delivery goods.
Opportunities	The Company building adopts green building/smart building design	Medium	The low-energy consumption design of green buildings is adopted in the planning of new factories to effectively reduce the use of energy resources.	Reduction in building energy consumption
	Process improvement reduces overall carbon emissions		- Carry out intelligent process upgrade. - Add energy conservation function requirements for newly purchased equipment.	Operating costs decreased. Increased revenue.
	Using recycled/green materials		- Give priority to evaluating environmentally friendly materials when introducing new materials, and require suppliers to provide the same level of environmentally friendly materials for evaluation. - Predict material fluctuation trends, conduct market research and analysis, formulate purchase quantities, and set prices based on quantity.	Enhance reputation and influence. Increase customers and revenue.
	Jointly reduce carbon with suppliers, and use manufacturers with low-carbon products and services in the factory. These manufacturers effectively manage and meet RBA requirements		- New suppliers conduct supplier social responsibility risk assessment - Regular evaluation: key/important manufacturers conduct supplier risk assessment, and high-risk manufacturers conduct on-site evaluation - Research and development assist manufacturers of low-carbon and green raw materials, and cooperate with manufacturers.	Improve the Company's image, increase popularity, so as to increase product orders, and reduce carbon emissions in the Company's production

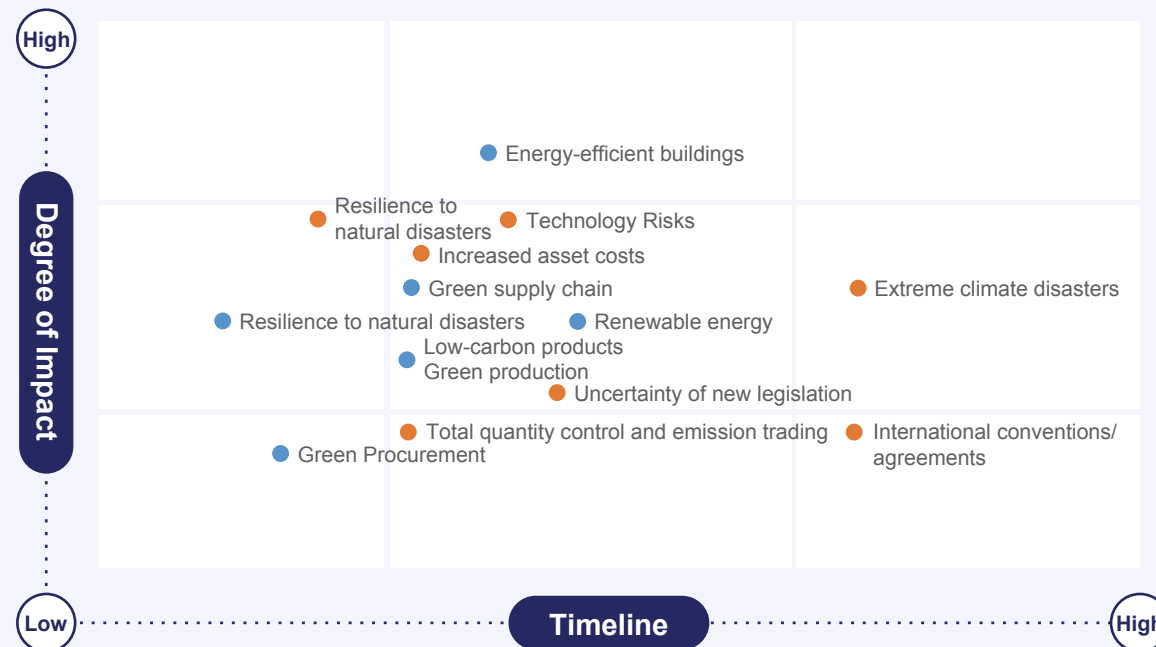
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Risk and Opportunity Categories	Issues	Time Horizon	Impacts on Business and Strategy	Potential Financial Impacts
Opportunities	Use of renewable energy	Medium	Build a renewable energy system (solar energy) in the design of new factories to increase the use of green electricity and reduce carbon emissions.	Reduce the demand for externally purchased energy and lower electricity expenses.
	Enhancing physical risk response - drought		1. Improve the efficiency and diversifying methods of water resources use to increase opportunities for water recycling and reuse. 2. Monitor water regime information to enhance resilience to natural disasters and ability to respond 3. Evaluate the use of low water consumption equipment.	1. Reduce outsourcing water resources and reduce costs 2. Installation of a wastewater recycling system, investment in equipment setup and maintenance costs.

Note: New Risk – Technology Risk: Increased electricity consumption from production lines for new process technologies may lead to higher operating costs.

Risk/Opportunity Matrix



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2.1.2. Scenario Analysis (Including 2°C or Harsher Scenarios)

Scenario Analysis to Assess Resilience Against Climate Change Risks

Climate change has already affected the occurrence of many extreme weather and climate events around the world, and regions are expected to face greater climate impacts and compound changes. To understand the potential operational impacts, CHPT conducts assessments in accordance with the TCFD recommendations, using BAU, NDC, and 2°C climate scenarios to evaluate the impacts arising from different levels of greenhouse gas emissions control. The Company also refers to the latest Taiwan climate change projection information released by the Taiwan Climate Change Projection Information and Adaptation Knowledge Platform (TCCIP) to assess potential impacts on future operations, and adopts appropriate disaster response and adaptation measures while adjusting policies in a timely manner.

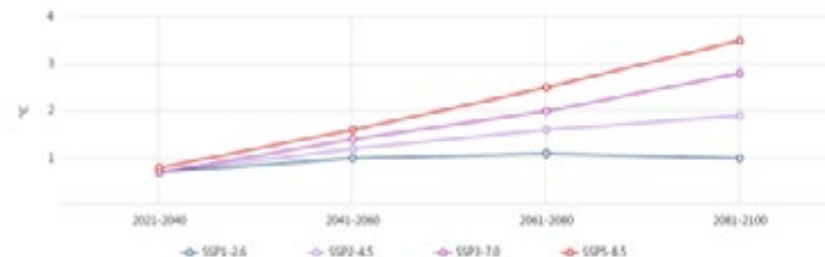
Transition Risk - Solar

Evaluation data

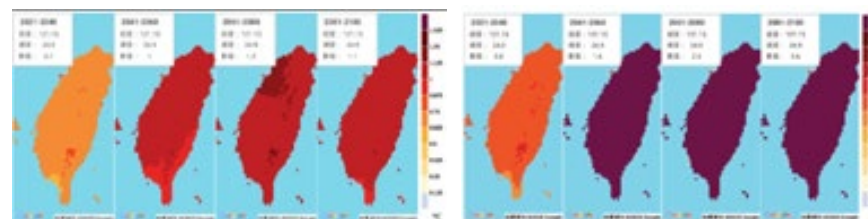
► Business as Usual (BAU)

Estimated annual average temperature in the future

Temperatures across Taiwan are projected to continue rising in the future. Under the worst global warming scenario (SSP5-8.5), the average annual temperature in the middle and end of the 21st century could increase by more than 1.6°C and 3.5°C, respectively; under the ideal mitigation scenario (SSP1-2.6), the average annual temperature rise could be limited to around 1.0°C during the same periods.



Spatial distribution of estimated annual average temperature in the future



Ideal Mitigation Scenario

Worst-case Scenario

Under the Business-as-Usual (BAU) scenario, which assumes no proactive climate adaptation measures are implemented globally, CHPT will be exposed to escalated physical and operational risks.

1. Operating costs increased.
2. Greenhouse gas emissions increased.
3. Loss of assets due to damage to plant and equipment (increase in premium)
4. Extreme climate has increased the risk of supply chain disruption.
5. Production revenue decreased.

► Nationally Determined Contributions (NDC)

CHPT is not a regulated entity under the Climate Change Response Act, but the impact of climate change and the risk of affecting the Company's operations are assessed in advance and response to the increasingly stringent regulations on greenhouse gas emissions in the future.

1. Operating costs increased due to law compliance.
2. Failure to meet legal compliance requirements will increase operating costs and risks.
3. Impact on corporate reputation.

► Active Mitigation Scenario(2°C Scenario)

CHPT cooperates with national development policies and international trends, actively participates in greenhouse gas reduction activities, and evaluates the financial and non-financial impacts that will be faced if the global temperature rise does not exceed 2°C.

1. The investment cost of low-carbon and energy transformation has increased.
2. Enhancement, improvement or replacement of old and new equipment with optimal performance.
3. Power consumption planning and efficiency management to conserve energy and reduce costs.
4. The new plant is integrated with green building design to reduce energy consumption.

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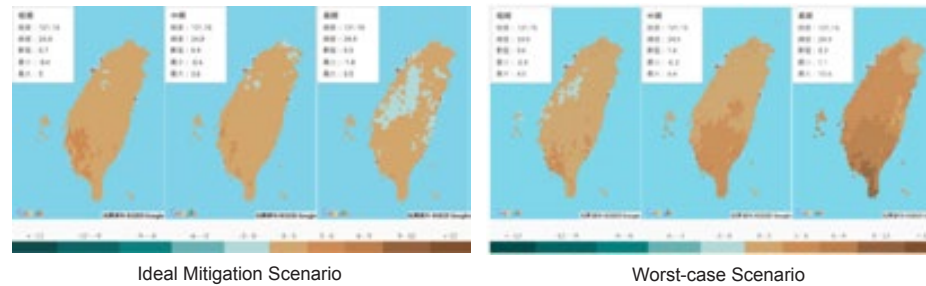
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Physical Risk - Drought

Evaluation data

► Business as Usual (BAU)

Spatial distribution of estimated longest annual continuous rainless days in the future

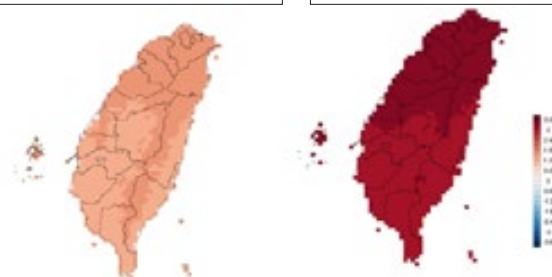


According to projections of future climate trends in Taiwan, the number of consecutive dry days per year shows an increasing trend across regions. Under the worst-case scenario (SSP5-8.5), the average maximum number of consecutive dry days in the mid- and late 21st century is estimated to reach 6.4 days and 10.6 days, respectively. Under the ideal mitigation scenario (SSP1-2.6), the average maximum is projected to be approximately 3.6 days during the same periods.

Physical Risk - High Temperatures

Model baseline period: 1976-2005
Future projection: +2°C
Number of models: 33 (Statistical downscaling)

Model baseline period: 1976-2005
Future projection: 2071-2100 (End of the century)
Number of models: 33 (Statistical downscaling)



There is a clear trend of increasing annual mean daily temperature across Taiwan. Under the worst case scenario (SSP5-8.5), the average daily temperature will increase by over 1.6°C and at most 2°C throughout the 21st century, and areas with higher temperatures are mainly concentrated in the north of Miaoli. At the end of the century, the daily high temperature will increase by at least 3°C and at most 3.6°C, while areas with high temperatures will extend southward to the north of Changhua, Nantou, and the north of Hualien. Under the ideal mitigation scenario (SSP1-2.6), the annual average daily temperature across the whole of Taiwan also exhibits an upward trend.

Note: Data source: Taiwan Climate Change Projection and Information Platform (TCCIP).

Under the Business-as-Usual (BAU) scenario, which assumes no proactive climate adaptation measures are implemented globally, CHPT will be exposed to escalated physical and operational risks.

1. Greenhouse gas emissions increased as demand for electricity increased.
2. Extra load is exerted on the water system and power operation equipment, while maintenance cost increases.
3. The cooling capacity of air-conditioning equipment is reduced, which may affect the production process.
4. Extreme climate has increased the risk of supply chain disruption.
5. Operating costs increased.
6. Production revenue decreased.

► Nationally Determined Contributions (NDC)

CHPT is not a regulated entity under the Climate Change Response Act, but the impact of climate change and the risk of affecting the Company's operations are assessed in advance and response to the increasingly stringent regulations on greenhouse gas emissions in the future.

1. Operating costs increased due to law compliance.
2. Failure to meet legal compliance requirements will increase operating costs and risks.
3. Impact on corporate reputation.

► Active Mitigation Scenario(2°C Scenario)

CHPT cooperates with national development policies and international trends, actively participates in greenhouse gas reduction activities, and evaluates the financial and non-financial impacts that will be faced if the global temperature rise does not exceed 2°C.

1. The investment cost of low-carbon and energy transformation has increased.
2. Enhancement, improvement or replacement of old and new equipment with optimal performance.
3. Water planning and efficiency management to establish and improve the water regime monitoring mechanism and emergency response procedures.
4. The new factories are incorporated green building design concepts, focusing on energy conservation, resource recycling, and renewable usage.

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Key Financial Impacts under Different Scenarios

Scenario		Potential Estimated Financial Impact
SSP5-8.5 Extremely High Emissions Scenario	Drought and High Temperatures	Extra load is exerted on the water system and power operation equipment, while maintenance cost increases. Reduced cooling efficiency of HVAC systems may adversely affect production processes, potentially resulting in increased operating costs and decreased revenue.
	Renewable Energy Deployment	Increased operation and maintenance (O&M) costs are expected, along with a reduction in equipment useful life by approximately 30%–50%. As a result, annual operating costs are projected to increase by approximately NT\$4.5 million.
SSP1-2.6 Low Emissions Scenario	Drought and High Temperatures	The costs associated with implementation and ongoing operation and maintenance have no material impact on the Company's financials.
	Renewable Energy Deployment	

Transition Plans, Metrics, and Targets for Managing Climate-Related Risks

Risks	Transition Plans	Indicator	Goals
 Physical Risk - Drought and High Temperatures	- Water planning and efficiency management to establish and improve the water regime monitoring mechanism and emergency response procedures. - Through proactive inspections, potential asset damage is identified at an early stage, enabling expedited restoration and repair, thereby mitigating operational disruptions and losses arising from related incidents. - The new factories are incorporated green building design concepts, focusing on energy conservation, resource recycling, and renewable usage.	- Frequency of emergency response drills. - Frequency of asset inspections. - Green building certification for new facilities.	- Relevant emergency response drills are conducted on a regular basis. - Asset inspections are performed periodically. - The new facility is expected to obtain green building certification in 2028.
 Transition Risk - Renewable Energy Deployment	- The investment cost of low-carbon and energy transformation has increased. - Enhancement and optimization of equipment performance, implementation of electricity usage planning and energy efficiency management, and promotion of energy conservation to reduce costs. - The new plant is integrated with green building design to reduce energy consumption.	- Installation of renewable energy facilities to enable self-generation and self-consumption of electricity. - Green building certification for new facilities.	- Renewable energy facilities is expected to be commissioned for power generation in 2028, reducing reliance on grid electricity. - The new facility is expected to obtain green building certification in 2028.

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2.1.3. Climate Risk Strategies

To effectively respond to climate change and assess its potential impacts, CHPT identified a total of 13 climate-related risks and opportunities in 2025 through collaboration among its business units (including 1 high-impact item, 7 medium-impact items, and 5 low-impact risks).

The Company actively incorporates climate change factors into its operational strategies and decision-making processes to respond to government policies and support its energy transition. By implementing various environmental protection, energy conservation, and carbon reduction measures, reducing greenhouse gas emissions, and promoting green financial services, the Company strengthens its climate change mitigation and adaptation capabilities with the aim of alleviating operational impacts. The following presents the impact assessment of each climate change-related item on the Company's operations, along with the corresponding response measures:

Climate Change Risk Response

Category	Climate Risk Topics	Affected Timeline	Degree of Impact	Risk Management and Response Measures	Implementation outcome in 2025
Total quantity control and emission trading	1. Regulation of greenhouse gas emissions and the implementation of carbon fees (taxes).	Medium	Low	1. Conduct carbon inventory assessments.	1. Continues to monitor domestic and international carbon fee issues and regulatory requirements. While CHPT is currently not subject to carbon fee collection, under Taiwan's 2050 Net Zero Emissions policy, the government has gradually expanded the scope of entities subject to carbon fees as a means to achieve net zero through economic instruments.
	2. In response to group-level and competent authorities requirements, the Company continues to formulate carbon reduction pathways and disclose its decarbonization targets			2. Analyze the inventory data to identify emission hotspots, and subsequently plan and implement reduction actions.	2. Set carbon reduction and energy conservation targets, with implementation costs of approximately NT\$3.3 million.
Increased asset costs	Increased equipment costs	Medium	Medium	3. Evaluate the use of renewable energy.	A. Replaced aging process air-conditioning equipment and improved facility utility equipment: installation of variable frequency drives and replacement of cooling tower fill media.
				1. Evaluate the energy consumption of newly purchased equipment, amortization of equipment and resale of old equipment.	B. Integrated process compressed air demand and improved supply allocation to enhance the operating efficiency of the compressed air system.
				2. Carry out price inquiry, comparison or negotiation with various parties and conduct cost analysis to ensure price rationality.	C. Continue replacing lighting fixtures with low-power, high-efficiency LED lighting.
					D. Increased sources of reclaimed process water to reduce water resource consumption.
					E. Optimized the treatment of process film residue by installing sludge dewatering equipment to reduce the moisture content of film residue, effectively reducing waste generation by approximately 35%.
					3. Implementation Results: Annual electricity savings reached 832,192.11 kWh, wastewater recovery totaled 121,985 metric tons, and waste reduction reached 35%, reducing carbon emissions by approximately 512tCO ₂ e °

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Category	Climate Risk Topics	Affected Timeline	Degree of Impact	Risk Management and Response Measures	Implementation outcome in 2025
International conventions/agreements	Uncertainty of new legislation	Long	Low	1. The R&D Department actively seeks alternative materials and prioritizes green raw materials when selecting materials. 2. Verify the testing data of key materials when new suppliers are introduced. 3. Divide materials into GP and non-GP products in the materials area within factories.	Completed process evaluation and implementation of EM-892K/K2. Customer projects are currently undergoing pilot production verification.
	Uncertainty of new legislation	Medium	Low	1. Participate in seminars or presentations on laws and regulations organized by government agencies. 2. Join associations of similar companies in the industry to discuss the enforcement of new regulations 3. Based primarily on International Valuation Standards (IVS).	
	Natural disasters caused by extreme weather conditions such as typhoons, rainstorms, floods, droughts, high temperatures, etc. Will result in power outages and traffic disruptions.	Long	Medium	1. Decentralize the production or purchase of key and important raw materials. 2. Reduce the proportion of raw materials from a single source to prevent material shortages. 3. Require key manufacturers to prepare backup plans and establish stock level requirements. 4. Conduct disaster and contingency investigations and regular audits of key factories and suppliers. 5. Adjust the inventory level as necessary to prevent material outages.	1. A total of 21 material categories have backup sourcing plans in place, with 13 of them having more than three alternative suppliers to reduce the risk of material shortages on site. 2. During on-site supplier audits, the status of primary material backup sourcing was verified. 3. Safety stock levels have been established for all major commonly used raw materials.
	Enhancing physical risk response - earthquake	Short	Medium	Planned and implemented seismic mitigation measures to enhance resilience and response capabilities against natural disasters.	1. Continue maintaining seismic anchoring and securing of equipment to reduce the risk of falling or displacement during an earthquake, thereby minimizing equipment damage. 2. Regular building inspections and maintenance were conducted to check for cracks, displacements, or structural issues, especially around exterior surfaces, structural elements, and openings (windows). 3. Maintain the effectiveness of earthquake detection equipment to promptly issue alerts and notifications, helping to reduce panic among personnel.
Technology Risks	Increased electricity consumption resulting from the adoption of new process technologies and production lines.	Medium	Medium	1. Evaluate the energy consumption of newly purchased equipment, amortization of equipment and resale of old equipment. 2. When developing new equipment, energy efficiency and carbon reduction considerations are incorporated into the R&D requirement specifications, including the evaluation of component energy consumption.	1. Completed the optimized lightweight design of the plastic pin machine, reducing motor energy consumption. 2. For the development of new equipment, energy-saving and carbon-reduction considerations are specified in the R&D request form, and components with high conversion efficiency are evaluated for adoption

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Response to Opportunities Arising from Climate Change

Category	Climate Opportunity Topics	Affected Timeline	Degree of Impact	Risk Management and Response Measures	Implementation outcome in 2025
Energy-efficient buildings	The Company building adopts green building/ smart building design	Medium	High	The low-energy consumption design of green buildings is adopted in the planning of new factories to effectively reduce the use of energy resources.	- The new plant is designed and planned to meet the standards of a Green Building Label (copper level or above), incorporating energy-saving and smart design features. The tender was completed in December 2025, and construction will begin in 2026 in accordance with the original architectural plan. Based on the architectural design comparison between a conventional building and a green building, the green building is expected to achieve approximately 20% energy savings. - According to design evaluations, the construction cost for a Bronze-level green building increases the total project cost by approximately 2% (about NT\$40 million) on average.
	Low-carbon products and green manufacturing	Medium	Medium	- Carry out intelligent process upgrade - Add energy conservation function requirements for newly purchased equipment	Through AI systems, we enable automatic verification of drawings and specifications and establish a cross-process variation early warning platform, allowing process fluctuations to be detected and adjusted in real time. At the same time, we use smart manufacturing technologies to optimize production line machinery and equipment. These automated functions not only enhance product quality and process stability, but also reduce energy consumption and raw material waste.
Green Procurement	Using recycled/green materials	Medium	Low	- Give priority to evaluating environmentally friendly materials when introducing new materials, and require suppliers to provide the same level of environmentally friendly materials for evaluation. - Predict material fluctuation trends, conduct market research and analysis, formulate purchase quantities, and set prices based on quantity.	In 2025, the reported amount for green procurement totaled NT\$8.12 million
Green supply chain	Jointly reduce carbon with suppliers, and use manufacturers with low-carbon products and services in the factory. These manufacturers effectively manage and meet RBA requirements	Medium	Medium	- New suppliers conduct supplier social responsibility risk assessment - Regular evaluation: key/important manufacturers conduct supplier risk assessment, and high-risk manufacturers conduct on-site evaluation - Research and development assist manufacturers of low-carbon and green raw materials, and cooperate with manufacturers to jointly develop low-carbon products	- All new suppliers introduced in 2025 completed risk assessments - Completed regular on-site supplier evaluations each quarter in 2025 - On-site evaluations were completed for 8 suppliers as planned in 2025

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Category	Climate Opportunity Topics	Affected Timeline	Degree of Impact	Risk Management and Response Measures	Implementation outcome in 2025
Renewable energy	Use of renewable energy	Medium	Medium	Build a renewable energy system (solar energy) in the design of new factories to increase the use of green electricity and reduce carbon emissions.	- The new plant incorporates renewable energy design and is planned to follow the principle of self-generation and self-consumption. Solar power generation equipment will be installed to increase the Company's use of renewable energy and reduce purchased grid electricity. Based on the design estimates for renewable energy equipment, namely solar power, annual electricity generation is expected to reach approximately 438,000 kWh, reducing electricity expenses by NT\$1.888 million and lowering electricity-related carbon emissions by 259 tCO₂e. - According to the renewable energy, or solar power, installation design assessment, the estimated additional installation cost is approximately NT\$30 million to NT\$33 million, with annual maintenance costs of NT\$200,000 to NT\$300,000. (The above costs are subject to change based on annual cost fluctuations)
Resilience - Resilience to natural disasters	Enhancing physical risk response - drought	Medium	Low	- Improve the efficiency and diversifying methods of water resources use to increase opportunities for water recycling and reuse. - Monitor water regime information to enhance resilience to natural disasters and ability to respond - Evaluate the use of low water consumption equipment.	- Monitor water supply information in Taiwan based on climate conditions, such as dry seasons and flood seasons. Activate response measures according to water supply conditions and review water truck contracts accordingly. - Regularly review water usage distribution within the plant and confirm drainage conditions. For new equipment, assess opportunities for wastewater recovery, with an additional installation cost of NT\$200,000 and an expected increase in recovered water of 60 metric tons per day. - In 2025, the annual volume of reclaimed water reached 121,985 metric tons, saving approximately NT\$9.82 million in expenses related to purchased water and wastewater treatment fees.

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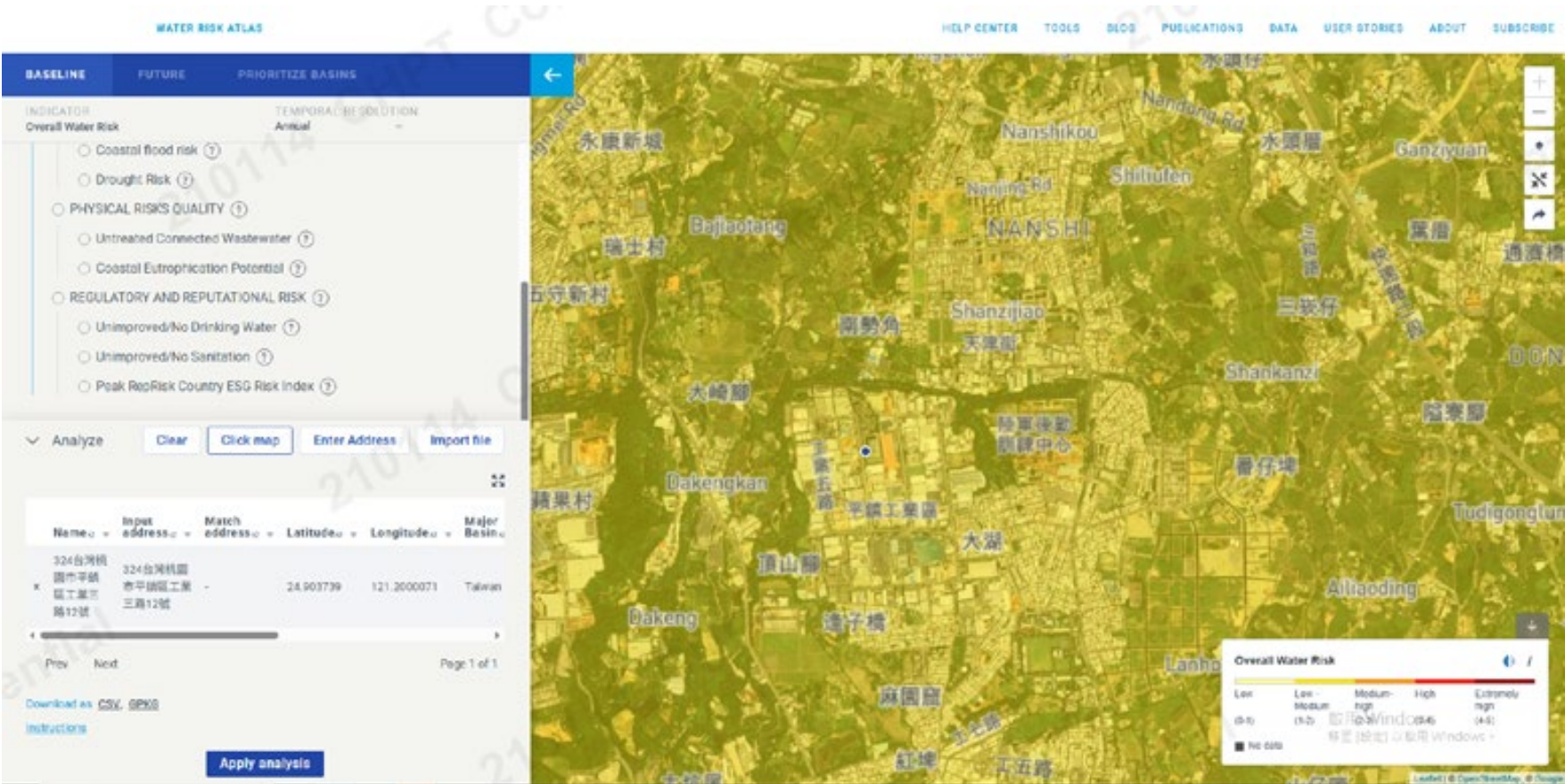
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2.1.4. Natural Environment Risk Identification and Management

CHPT regularly identifies the dependencies and impacts of its operations on the natural environment. Through systematic and science-based risk identification tools, the Company monitors resource utilization efficiency and practical management performance. By adopting eco-friendly design, CHPT aims to establish a stable and climate-resilient operating environment. We prioritize "water resource circularity" and "ecological conservation", managing natural capital through precise data-driven approaches.

Physical Risk Identification: Water Stress Assessment and Management

The Company uses WRI Aqueduct 4.0 to identify water risks across its global operating sites, covering both current-state analysis and a 2030 pessimistic scenario simulation. Based on scientific data, we identify the impacts of the natural environment on our operations, thereby strengthening climate adaptation resilience across all sites.



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Current Risk Status: CHPT conducted a multidimensional analysis of its five major global sites. The results show that the location of Taiwan headquarters demonstrates strong environmental resilience, while overseas office sites continue to be monitored and managed based on regional characteristics:

Indicator Category	Taiwan Taoyuan Operations Headquarters Hsinchu/Taichung/Kaohsiung Office	Shanghai Office, China	Suzhou Office, China	Tokyo Office, Japan	U.S. Office
Overall Water Risk	Low-Medium	High	High	Low-Medium	Low-Medium
Baseline Water Stress	Low-Medium	High	Extremely High	Medium-High	Low-Medium
2030 Water Stress under the Pessimistic Scenario	Low-Medium	High	High	Medium-High	Medium-High

Taiwan Sites (including Taoyuan Operations Headquarters and 3 Offices)

The risk levels of all Taiwan sites are expected to remain in a stable Low-Medium state under the 2030 pessimistic scenario. In addition to actively promoting water-saving technologies at the headquarters, other office sites also follow the headquarters' high standards for resource conservation to minimize dependence on public water resources.



High Water Stress Areas (Shanghai/Suzhou)

The Shanghai site primarily provides office support and has minimal water consumption. Although the Suzhou subsidiary's plant is located in an Extremely High water stress area, an inventory review confirmed that its processes do not involve high water-consuming operations, with water used only for domestic purposes by 62 employees. Domestic sewage is connected to the municipal sewer network in accordance with regulations and discharged in compliance with applicable standards, ensuring minimal environmental burden.



Early Warning and Monitoring Areas (United States/Japan)

United States: Under the 2030 pessimistic scenario, water stress is projected to increase to Medium-High. This has been incorporated into long-term operational assessments, and basic water conservation measures have been implemented to ensure adaptation resilience under climate change scenarios.

Japan: The site is currently already under Medium-High water stress and has been designated as a key monitoring target. Through the application of water-saving equipment and property management measures, CHPT enhances resource utilization efficiency and minimizes operational dependence on local water sources.



After identifying physical water risks and climate scenario trends across global sites, CHPT translates the identification results into practical resource allocation strategies. For sites with different risk levels, we have established corresponding water conservation policies and targets to improve resource utilization at the source and reduce environmental impact. For statistics on water resource utilization, specific water conservation performance, and management targets at the Company's sites, please refer to Section "2.4Water Resource Management".

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Resource Circularity Performance: Rainwater Resource Recovery and Utilization

The Pingzhen headquarters site has established a comprehensive rainwater collection and circulation system and adopted a dynamic water supply model that prioritizes recycled water, supplemented by tap water, to maximize the value of non-conventional water sources.

- **Utilization Performance:** For the green area on the first floor of the headquarters, the annual rainwater reuse volume is estimated to reach 3,358.6 metric tons, effectively replacing an equivalent volume of externally sourced tap water consumption.
- **Resilience Management:** During rainfall periods, the water storage system prioritizes rainwater collection and utilization, using tap water only as a supplemental source when rainfall is insufficient. This approach ensures green coverage across the plant area while fulfilling our commitment to circular resource utilization.

Greening Performance and Microclimate Regulation

Since its completion in 2019, the Headquarters in Pingzhen, Taoyuan has been committed to exceeding regulatory requirements. By prioritizing the increase of greenery within the plant area, the Headquarters utilizes high-coverage planting designs to mitigate the urban heat island effect and enhance the cooling capacity of the site.

- **Total Green Area:** 6,069.9 m², exceeding regulatory requirements by 165%. This includes the first-floor ground-level green space and the rooftop garden on the 10th floor, expanding the ecological buffer space within the plant area.
- **Green Coverage Ratio:** 132%, far exceeding the regulatory requirement of 20%.
- **Number of Trees:** A total of 164 trees, far exceeding the regulatory requirement of 46 trees.

Eco-Friendly Site Management: Native Species and Biodiversity

CHPT creates an eco-friendly environment by selecting local plant species. Among the approximately 38 plant species at the Taoyuan Pingzhen headquarters site, Taiwan native species account for approximately 34%, while native tree species in the core area on the first floor account for 58%.

- **Ecological Value:** Include camphor trees, Taiwan zelkova, autumn maple, green maple, Formosan sweet gum, and small-leaved Barringtonia, among others. Native species are drought-tolerant and less susceptible to pests and diseases, effectively reducing the need for chemical pesticides and manual irrigation while providing stable food sources and habitats for local birds and insects.
- **Community Co-Prosperity Corridor:** CHPT has adopted an area covering 946 m² within the Pingzhen Industrial Park, including Taiwan native tree species such as Taiwan cherry and banyan trees. By integrating the green spaces within the plant, a 450-meter-long green corridor has been formed to protect local biological habitats, while simultaneously expanding and preserving their ecological relationships and environment.



Taiwan native tree species in the 1F Green Area of the Operations Headquarters: Small-leaved Barringtonia

Future Development Plan: Sustainable Design Standards for New Plant Construction

CHPT will incorporate the successful experience of the Pingzhen headquarters into the planning process for new plant construction, ensuring that environmental management indicators are controlled from the development stage onward.



Certification Target: The new plant has incorporated green building concepts at the planning and design stage, with the goal of obtaining the Green Building Label (copper level) from the Ministry of the Interior.



Management Framework: In accordance with the AR³T principles of "Avoid, Reduce, Restore, and Regenerate," CHPT prioritizes development in non-sensitive areas and continues to promote planting design using native species.



Ecological Continuity: At the newly constructed Plant 3 site, the Company also adopted street trees in the surrounding area. This initiative aims to further extend and expand the existing ecological corridor, creating a broader and more resilient regional ecological corridor while strengthening the integration between the industrial park and the natural environment.

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2.1.5. Goals and Prospects

After identifying climate-related risks and opportunities, CHPT further translates climate resilience into concrete operational commitments. We have established a response system spanning from risk research to target implementation. Through strengthened management systems, green transformation, and low-carbon development, this system aims to proactively mitigate the operational impacts of climate change. By engaging and collaborating with stakeholders, we also work together to build sustainable competitiveness.

Resource Management Strategy

Since 2022, the Company has launched a systematic greenhouse gas inventory process and deeply integrated the inventory results with the aforementioned climate risk assessment to prioritize emission reduction measures. We not only set targets, but also ensure that every resource investment effectively reduces environmental impacts and establishes a healthy and sustainable operating environment through project implementation, benefit assessments, and regular performance reviews.

Sustainable Transformation and Resource Reduction Targets

To specifically implement its transformation strategy, CHPT has established clear short- and medium-term quantitative indicators for the use of core resources. These indicators serve as the highest guiding principles for subsequent resource management plans, including greenhouse gas, energy, water resources, and waste:

Item	Key Performance Indicator	Commitments and Prospects
Greenhouse Gas Management	Carbon emissions reduction target	Using 2022 as the base year:
		By 2027: Maintain zero growth in carbon emissions
		By 2030: Reduce Scope 1 and Scope 2 carbon emissions by 8–15% compared with the base year
Energy Management	Annual electricity savings rate	Continue achieving an average annual electricity savings rate of 1%
Water Management	Wastewater recycling and reuse rate	2025–2027: Continue maintaining a wastewater reuse rate of 58%
Waste Management	Waste recycling rate	2025–2027: Continue maintaining a waste recovery rate of 65%

Capacity Growth and Low-Carbon Transformation

Considering that CHPT is currently in a critical growth phase of capacity expansion, we fully recognize the challenge of maintaining low-carbon development while scaling up operations. Therefore, we have adopted a flexible approach to our transition plan, emphasizing phased implementation and dynamic adjustment:

Implementation of medium-term targets:

We prioritize the use of smart technologies to achieve our 2030 medium-term reduction targets, offsetting the resource burden arising from capacity expansion.

Rolling pathway review:

Based on national energy policies and international supply chain technology trends, we conduct regular rolling reviews every 3 to 5 years and revise our long-term carbon reduction pathway accordingly to ensure that our operational strategy remains aligned with global net-zero trends.



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2.2 Greenhouse Gas Management

2.2.1. Greenhouse Gas Inventory

Since 2022, the Company has voluntarily launched greenhouse gas inventory efforts in accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies established by the competent authority. The Company has also established a greenhouse gas inventory mechanism in accordance with ISO 14064-1:2018 , the greenhouse gas inventory standard issued by the International Organization for Standardization (ISO). In March 2026, the Company successfully completed its greenhouse gas inventory verification, which was conducted by the independent third-party certification body, AFNOR ASIA LTD., and obtained its formal greenhouse gas verification statement.

A review of the Company's overall greenhouse gas emissions in 2025 found that the primary emissions hotspot was Scope 2: purchased electricity, which accounted for approximately 58% of total emissions, followed by Scope 3: transportation and goods purchased and used by the organization, which accounted for approximately 31% of total emissions.

The greenhouse gas inventory data for the past two years were compiled based on the operational control approach. The greenhouse gas emissions are described in the following table:

GHG Statistics

		2024		2025	
		Emissions (tCO ₂ e)	GHG Emissions Intensity (tCO ₂ e / NT\$ million in revenue)	Emissions (tCO ₂ e)	GHG Emissions Intensity (tCO ₂ e / NT\$ million in revenue)
Parent Company	Scope 1 (Direct)	1,671.8104	Scope 1+2	2,833.1470	Scope 1+2
	Scope 2 (Energy Indirect)	14,747.3499		14,743.0863	
	Scope 3 (Other Indirect)	4,864.2233	4.55	6,830.8761	3.73
	Subtotal	21,283.384		24,407.1094	
Subsidiary	Scope 1 (Direct)	NA	Scope 3	39.1684	Scope 3
	Scope 2 (Energy Indirect)			304.8575	
	Scope 3 (Other Indirect)		1.35	1,217.4454	1.67
	Subtotal			1,561.4713	
Total		21,283.384	5.90	25,968.581	5.40
Assurance Institutions		AFNOR ASIA LTD.		AFNOR ASIA LTD. DQS Taiwan Inc. Centre Testing International Group Co., Ltd.	
Assurance Status Description		ISO 14064-3:2019 Reasonable Assurance/Limited Assurance		ISO 14064-3:2019 Reasonable Assurance/Limited Assurance	
Assurance Opinion		Unqualified Opinion		Unqualified Opinion	

Note 1: The data for 2024 covers only the standalone entity.

Note 2: The data for 2025 covers both the parent company and subsidiaries included in the consolidated financial statements.

Note 3: In accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies, the parent company should begin conducting greenhouse gas inventories in 2025, while subsidiaries included in the consolidated financial statements should begin conducting greenhouse gas inventories in 2026.

Note 4: The electricity emission coefficient for 2024/2025 is 0.474 kgCO₂e/kWh.

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Scope 3 (Other Indirect Emissions) Greenhouse Gas Emissions Statistics

Category	Item	2024	2025
		Emissions (tCO ₂ e)	
III	Upstream transportation and distribution	119.1924	407.9381
	Downstream transportation and distribution	68.3986	403.1460
	Business travel	55.4946	207.5830
	Employee commuting	-	504.8571
IV	Purchased goods	4,460.3175	6,228.9171
	Procurement of capital goods	-	7.5987
	Waste generated in operations	152.7578	187.4056
	Upstream leased assets	-	1.5706
	Other services	7.5659	99.3053
V	Downstream leased assets	0.4965	-
Total emissions (tCO ₂ e)		4,864.2233	8,048.3215

Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

1. GHG Base Year and Emissions Data:

The Company has designated 2022 as the base year for GHG emissions, and the emissions were as shown in the table below

Item	Scope 1 (Direct)	Scope 2 (Energy Indirect)	Scope 3 (Other Indirect)
Emissions (tCO ₂ e)	4,052.6793	15,322.2485	5,455.0169

2. Greenhouse Gas Reduction Strategies, and Action Plans

- In alignment with international trends and regulatory requirements, the Company has established GHG reduction targets and conducts annual evaluations with continuous monitoring.
- Implementation of carbon reduction initiatives, including waste reduction measures, replacement of obsolete equipment, adoption of energy-efficient technologies, and the introduction of smart control and energy management systems.
- Development of renewable energy installation plans and sustainable, health-oriented green building projects.
- Annual implementation of GHG emission inventories to identify emission hotspots, track reduction trends, and formulate mitigation strategies.

3. GHG Reduction Targets and Achievement Status

Short- and Medium-term Reduction Targets:



Short-term target

Achieve zero growth in carbon emissions by 2027.



Medium-term target

Reduce Scope 1 and Scope 2 GHG emissions by 8% to 15% by 2030 compared to the base year.

Starting from the base year of 2022, the Company conducts annual GHG inventories to continuously monitor emissions, with the objective of achieving zero growth in GHG emissions at the individual company level.

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2.2.2. Reduction Targets and Management Measures

Environmental Target KPI Implementation in the Past Three Years

Year	Goals	Description	Implementation Plan	Resources invested	Achievement
2023	Improvement of public system energy conservation	Building a magnetic levitation chiller to reduce energy consumption	Install energy-efficient 200RT maglev chillers, which run in parallel with existing 200RT chillers.	NT\$4.25 million	Operations began in October 2023, achieving an annual electricity savings of 365,600 kWh and a carbon reduction of 216.56 tCO ₂ e.
2023	Reuse of waste resources	Urea board reuse	Waste materials currently treated by incineration (urea boards) are repurposed for reuse as auxiliary fuel in other industries.	NT\$25,000	Implemented starting from October 2023, achieving zero waste annually and reducing carbon emissions by 20 tCO ₂ e.
2024	Exhaust reduction	Process exhaust reduction	Installation of electric dampers on exhaust cabinets to synchronize with equipment start/stop operations. When not in use, the exhaust dampers automatically close to reduce emissions.	NT\$15,000	Implemented started in June 2024, with an estimated annual electricity savings of approximately 98,000 kWh and a carbon reduction of 57.96 tCO ₂ e.
2024	Carbon waste reduction	High-concentration waste liquid is treated on-site.	The treatment of high-concentration waste liquid has been shifted from outsourced processing to internal processing.	NT\$15,000	The environmental permit was under application and was scheduled for implementation after approval in March 2025. It is estimated to achieve an annual carbon reduction of 12.64 tCO ₂ e.
2025	Water resource reuse	Recycling and reuse of in-process water	Drainage from new process equipment is diverted and managed by classification. Low-contamination wastewater is incorporated into the reclaimed water recovery system to produce primary-grade process water and secondary system water, which are then reintroduced into production.	NT\$200,000	Process equipment began operation in January 2025, and in-process water recovery commenced accordingly, with an annual recovery volume of approximately 22,220 metric tons.
2025	Waste reduction	Optimizing the treatment of process film residue waste	Installed sludge dewatering equipment to convert process film residue waste into low-moisture waste before outsourcing treatment, reducing waste generation by up to 35%.	NT\$600,000	Implementation began in May 2025, resulting in an annual waste reduction of approximately 2.16 metric tons.
2025	Improvement of public system energy conservation	Adding variable frequency drives to chiller units	Variable frequency drives were added to the existing 750 RT chiller units to enhance chiller operating efficiency and reduce energy consumption during operation.	NT\$6.28 million	Compared with the previous year, electricity savings reached approximately 460,000 kWh, reducing carbon emissions by 271 tCO ₂ e.

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2.3 Energy Management

2.3.1. Energy Efficiency Improvement and Energy Conservation Measures

The main energy sources used by CHPT are purchased electricity, natural gas and gasoline. In 2025, the scope of energy use inventory included CHPT’s Taiwan plant, representing a 100% coverage.

Unit: GJ

Item	2023	2024	2025
Gasoline	510	437.64	397.56
Diesel	25.14	14.10	25.17
Natural gas	844	722.17	690.45
Purchased electricity	106,876	107,479.39	111,972.67
Total energy use	108,255.14	108,653.30	113,085.85
Total energy use intensity (GJ/million revenue)	37.53	30.14	23.53

Note 1: The Company has yet to use renewable energy.
Note 2: The Company’s products do not incur downstream energy consumption during their use phase.

Electricity Savings Management and Target Achievement

Energy management has been carried out since 2015, and the electricity saving and electricity saving rate in the past three years are as follows:

Year		2023	2024	2025
Electricity saving (kWh)		982,227.36	820,718.55	832,192.11
Electricity saving rate	Plant 1	3.89	3.47	1.34
	Headquarters	2.01	1.27	4.86



Consumption in 2025



Gasoline: 12,517.2710 L × 7,586 kcal/L × 4.1868 × 10⁻⁶= **397.56 GJ**



Diesel: 696.0275 L × 8,636 kcal/L × 4.1868 × 10⁻⁶= **25.17 GJ**



Natural Gas: 20,387.1082 m³ × 8,089 kcal/m³ × 4.1868 × 10⁻⁶ = **690.45 GJ**



Purchased Electricity: 31,103,518.5385 kWh × 3.6 million joules/kWh × 10⁻⁹= **111,972.67 GJ**

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2025 Energy Conservation Action Plan and Performance

Energy Conservation Plan	Implementation Items	Implementation Outcome
Air-conditioning equipment improvement	Replaced aging air-conditioning equipment in process areas to enhance operating efficiency and reduce energy consumption during operation.	10% average energy savings
Factory equipment improvement	- Added variable frequency drives to the air-conditioning system and replaced cooling tower fill media, effectively improving equipment operating efficiency and reducing energy consumption during operation. - Added an MAQ control module to pollution prevention equipment to optimize operating conditions, improve equipment efficiency, and reduce idle energy consumption.	22.1% average energy savings
Process equipment improvement	- Replaced aging process auxiliary equipment and converted fixed-frequency equipment to variable-frequency equipment to optimize process equipment operating modes and reduce energy consumption during operation. - Integrated the operating conditions of process equipment and, supported by improvements to the facility compressed air system such as supply diversion and dedicated pipeline configuration, enhanced the operating efficiency of the compressed air system and reduced idle energy consumption.	6% average energy savings
Energy saving performance (kWh)	832,192.11	
Carbon reduction performance (tCO ₂ e)	486.67	

Note 1: Energy conservation performance: Improvement benefit of each measure for the year (kilowatt-hour) * Proportion of recognized months = Amount of energy saved (kilowatt-hour).

Note 2: Source of formula: Conservation audit technology information service provided by the Bureau of Energy, Ministry of Economic Affairs

Note 3: Carbon reduction performance: Electricity saving * Electricity carbon emission coefficient in 2025 (0.474 kgCO₂e/kWh) * Indirect electricity carbon emission factor (0.1108 kgCO₂e/kWh)

Note 4: Sources of electricity emission coefficients and lower heating values: Energy Administration, Ministry of Economic Affairs; Carbon Footprint Information Platform; and the Ministry of Environment's Mandatory Greenhouse Gas Reporting System.

Office Energy Conservation Measures

CHPT promotes the implementation of office energy conservation measures and plans. Through the promotion of energy conservation methods, office colleagues can cultivate good habits of energy conservation. Sustainable goals. Through the cultivation of the habit of energy conservation at work on weekdays, the efficiency of energy use is improved, environmental pollution is reduced, and the goal of environmental sustainability is achieved.



Adjust air-conditioning temperature settings to no less than 25°C.



The lighting fixtures are equipped with drawstrings to remind employees to turn off the lights.



The document approval operations, procurement operations, and other operational operation processes and the announcement column are digitized.



Encourage employees to use stairs for short floor-to-floor movement to save energy and promote health.



Use photocopiers with power-saving functions, which can automatically enter the power-saving state when they are not in use.



Regularly clean the air conditioner filter to ensure the efficiency of the air conditioner.



Windows in the office use curtains to block solar radiation heat and reduce air-conditioning power consumption.



Turn off unnecessary lighting during the lunch break at noon.

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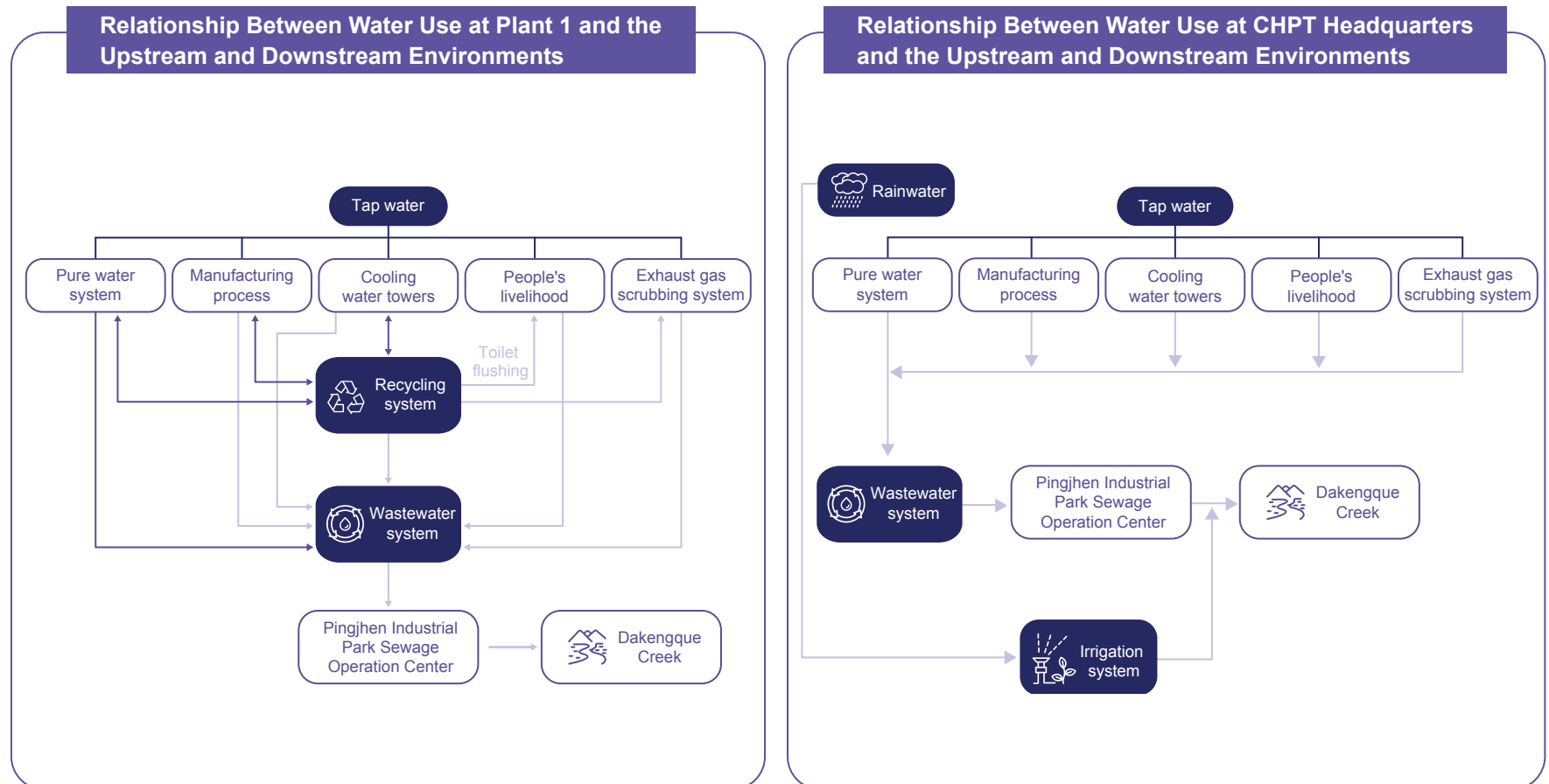
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2.4 Water Management

2.4.1. Total Water Consumption and Intensity

As regards water consumption, CHPT primarily uses tap water and recycled rainwater, but does not use other water sources such as well water and seawater. In the use of water resources, given CHPT's operational nature as a semiconductor test interface provider, its manufacturing facilities do not fall under water-intensive industrial categories. Considering that rainfall in Taiwan is highly unevenly distributed by region and season, which can easily lead to regional and seasonal droughts, CHPT established a 1.2 million liters of underground water tanks during the construction of its Operations Headquarters to mitigate water shortage risks. The Company also continues to promote water conservation measures, employee awareness of water conservation, and expanded water recovery coverage each year, remaining committed to water recycling and reuse.



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Water Withdrawal

Unit: megaliters (ML)			
Water Withdrawal by Source	2023	2024	2025
Headquarters	47.279	41.59	41.72
Plant 1	165.803	175.44	201.47
Hsinchu Office	1.877	1.58	1.36
Taichung Office	-	-	-
Kaohsiung Office	0.253	0.23	0.22
Total	215.212	218.85	244.77

Note 1: The amount of tap water is calculated based on the information provided on the water bill issued by the water company.

Note 2: Since the Hsinchu office has no water meter statistics, the water withdrawal, discharge, and water consumption of the plant are amortized based on the plant area; the Taichung office has no water-related documents because the water fee is included in the rent.

Reclaimed Water

Unit: megaliters (ML)			
	2023	2024	2025
Volume of reused reclaimed water	93.18	110.12	121.99

Note: Data source: Taoyuan Plant – Plant 1.

Water discharge

Unit: megaliters (ML)			
Water discharge	2023	2024	2025
Headquarters	15.68	17.92	16.09
Plant 1	124.66	129.16	159.14
Total	140.34	147.08	175.23

Note: Data source: Taoyuan Plant.

Water Consumption

Unit: megaliters (ML)			
Water Consumption	2023	2024	2025
Headquarters	31.6	23.67	25.63
Plant 1	41.14	46.28	42.33
Total	72.74	69.95	67.96

Note 1: Water consumption is water withdrawal minus discharge

Note 2: Data source: Taoyuan Plant.

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2.4.2. Water Conservation Measures



2.4.3. Water Resource Sustainable Targets and Management

The recycling status of the wastewater reuse system is as follows:

Unit: megaliters (ML)

Year	2023	2024	2025
Tap water consumption	165.80	175.44	201.47
Reclaimed water consumption	93.18	110.12	121.99
Recycling and reuse rate	56.2%	62.77%	60.55%
Carbon reduction performance (tCO ₂ e)	73.24	86.55	95.88

Note 1: Recycling rate: (Reclaimed water consumption/Tap water consumption) * 100%.

Note 2: Data source: Taoyuan Plant – Plant 1.



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2.5 Pollution Prevention and Environmental Monitoring

2.5.1. Treatment of Wastewater

CHPT’s water usage consists of three main categories: process water, public utility water, and domestic water. Domestic wastewater is first treated through the building’s sewage treatment facilities, and is then combined with process wastewater and public utility system wastewater for treatment in the plant’s wastewater treatment facilities. Through the optimization of the wastewater treatment system and treatment processes, the Company continues to reduce the environmental impact and hazardous characteristics of wastewater. A monitoring system has also been introduced to ensure that effluent quality complies with discharge standards. The treated wastewater is ultimately sent to the Pingzhen Sewerage Operations Center for further treatment before being discharged into natural water bodies.

An impartial third-party organization is commissioned annually to conduct regular testing of the effluent to ensure that the water quality complies with regulatory standards. In 2025, there were no incidents of unlawful pollution, and no significant impact was observed on surrounding water sources.

The outsourced effluent testing data for 2025 is presented in the table below:

Pollutants	Unit of Measure	Quality of water released from Plant 1	Quality of water released from the Headquarters	Pingjhen Sewage Operation Center management limit
Water temperature	°C	22	22.5	<45
Hydrogen ion concentration	Unitless	6.9/22°C	7/22.5°C	5~9
Biochemical oxygen demand	mg/L	91.3	17.7	240
Chemical oxygen demand	mg/L	151	32.6	400
Suspended solids	mg/L	12	39	160
Cyanide	mg/L	<0.01	<0.01	1
Cadmium	mg/L	ND	ND	0.02
Lead	mg/L	ND	ND	0.5
Mercury	mg/L	ND	ND	0.005
Hexavalent chromium	mg/L	ND	ND	0.35
Arsenic	mg/L	0.0008	0.0005	0.35

Pollutants	Unit of Measure	Quality of water released from Plant 1	Quality of water released from the Headquarters	Pingjhen Sewage Operation Center management limit
Nickel	mg/L	0.067	0.005	0.7
Copper	mg/L	0.65	0.055	1.5
Total chromium	mg/L	0.007	0.002	1.5
Zinc	mg/L	0.023	0.109	3.5
Nitrate nitrogen	mg/L	2.2	5	50
Ammonia nitrogen	mg/L	-	1.72	30
Fluoride	mg/L	0.16	0.07	15
Boron	mg/L	0.57	0.08	5
Tin	mg/L	ND	ND	2
Molybdenum	mg/L	ND	ND	0.6

Note 1: Source: Taoyuan Plant.

Note 2: Taoyuan Area Effluent Standard according to the Pingjhen Industrial Park waste (sewage) water discharge into the sewage treatment plant limit table, which is released in 2019. Surface water discharge standards are in accordance with Effluent Standards Table 10: Water Quality Items and Limits for Water Discharged from Dedicated Sewerage Systems in Other Industrial Areas.

Note 3: The Hsinchu office is located in the joint office of Hsinchu Science Park Si-Soft. The domestic sewage is treated by the Si-Soft and then discharged. The Taichung and Kaohsiung offices are general residential areas, which are collected and treated by the public sewage system before being discharged.

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2.5.2. Waste Management Measures

CHPT promotes waste management measures in accordance with environmental regulations and environmental management system requirements, strengthening waste management while increasing the proportion of resource recycling and advancing resource-sharing models. Based on source reduction, the Company reduces waste generation through measures such as minimizing waste produced during operations and adopting reusable packaging materials in product packaging processes. Waste treatment methods prioritize reuse, transforming waste into reusable resources to achieve the goal of circular resource use and zero waste. In 2025, the waste reuse rate reached 74.65%, continuing to meet the target of maintaining a waste recycling rate of 65%.

Waste Management Process

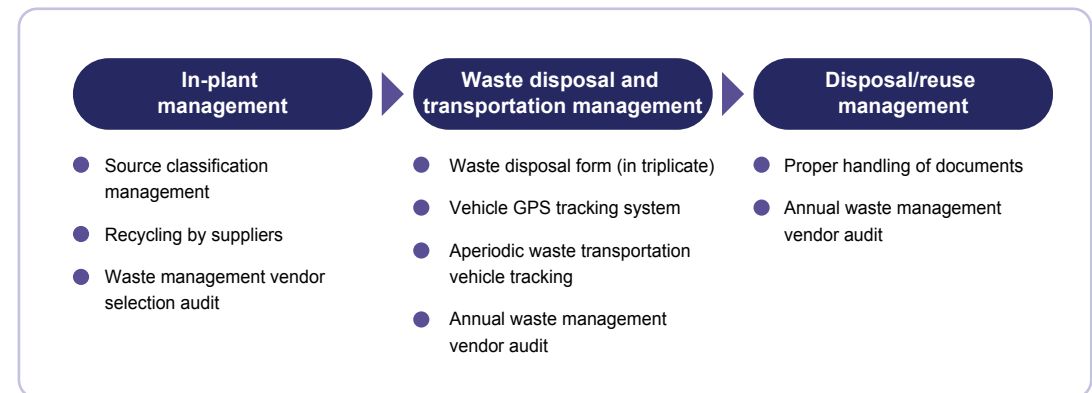
Waste management is divided into three main areas: on-site waste management, waste transportation management, and treatment (reuse) management.

On-site waste management: Guided by source management, waste-generating departments temporarily store and sort waste in accordance with the waste classification list, and regularly transfer waste to the waste storage area for centralized management.

Waste transportation and treatment management: In addition to conducting vendor review, selection, and audits before outsourcing waste treatment, the Company also performs irregular audits of waste disposal contractors each year to verify whether they conduct waste disposal operations in accordance with relevant waste disposal regulations. This ensures legal compliance and proper treatment of waste generated on site, thereby preventing environmental impacts. All waste generated by the Company is entrusted to qualified domestic waste disposal contractors for treatment.

Waste Disposal Process

Waste disposal is prioritized toward reuse. In accordance with the circular economy model, the Company continuously identifies opportunities for internal and external waste reduction and reuse, and actively seeks waste treatment providers through multiple channels to establish circular cooperation models. Through these efforts, waste is converted into reusable resources, supporting the goal of achieving zero waste through resource circularity.



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Waste Discharge and Disposal

Unit: Metric tons

Waste Category	Waste Disposal	2023	2024	2025
Domestic waste	Incineration	122.87	102.59	144.40
	Resource recycling	51.99	46.30	52.97
General industrial waste	Incineration	63.33	61.91	72.76
	Material recycling	37.18	31.61	41.73
	Reuse	6.92	4.29	5.83
	Auxiliary fuels	20.56	16.59	62.02
Hazardous industrial waste	Incineration	6.92	9.88	5.43
	Material recycling	190.98	190.32	76.46
	Reuse	286.73	261.68	416.58
Subtotal		787.48	725.17	878.18
Percentage of waste disposal methods (%)	Incineration	24.5%	24.05%	25.35%
	Material recycling	29%	30.60%	13.46%
	Reuse	43.9%	43.06%	54.13%
	Auxiliary fuels	2.6%	2.29%	7.06%
Waste recycling rate (%)		75.5%	75.95%	74.65%

Note: Data source: Taoyuan Plant (excluding subsidiaries).

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2.5.3. Air Pollution Management and Emissions Control

The main air pollutants in the plant of CHPT are acid, alkali, granular matter and organic waste gas. All air pollutants are treated with air pollution prevention equipment that meets legal standards, including acid and alkali waste gas scrubbers, activated carbon adsorption towers, and dust collectors. Tests have proved that the discharged pollutants are in compliance with the pollutant discharge standards stipulated in environmental protection laws. To maintain the best processing capacity of the treatment equipment, all equipment are regularly maintained and inspected to maintain normal system parameters to ensure that the gas emissions will not cause environmental pollution.

Air Pollution Emissions

Unit: Metric tons

Plant	Type of pollutant	2023	2024	2025	Types of prevention equipment
Plant 1	VOC	0.02	0.025	0.032	Activated carbon adsorption tower
	Granular matter	0.03	0.045	0.065	Dust collector and scrubbing tower
	Total	0.05	0.07	0.097	

2.5.4. Environmental Compliance Performance and Monitoring Management

CHPT places great emphasis on the potential environmental impacts of its operations. With the ISO 14001 Environmental Management System as the foundation of its governance framework, the Company systematically identifies environmental risks and transition opportunities. To fulfill its commitment to green operations and sustainable development, CHPT implements environmental protection planning through the "Occupational Safety, Health and Environmental Protection Committee", which promotes pollution prevention, waste management, and green procurement.

System maintenance and awareness enhancement: CHPT conducts rigorous internal audits each year and continues to obtain international third-party certification. CHPT provides environmental awareness courses for new employees and professional environmental education and training for employees responsible for related operations. The training covers regulatory knowledge and reporting practices related to air pollution, wastewater, waste, toxic chemical substances, and hazardous substances.

Environmental compliance performance: In 2025, CHPT recorded no environmental violations, with total fines amounting to NT\$0. The Company also had no leakage incidents causing significant environmental impacts and received no environment-related complaints.

Statistics on Environmental Violations at Major Operating and Production Sites

Unit: Items

Plant	2023	2024	2025
Taoyuan, Taiwan	0	0	0
Suzhou, China	0	0	0

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2.6 Resource Management and Reuse

Probe cards serve as critical wafer testing equipment interfaces in the semiconductor industry and require a high degree of reliability. As technology continues to advance, testing specifications across the semiconductor industry have become increasingly stringent. At present, within the global supply chain, there is still no verified large-scale and stable source of recycled materials capable of supporting the high-specification requirements for core materials, such as copper foil, adhesive films, and gold salts.

CHPT recognizes the limitations of technological boundaries and material properties. Accordingly, in resource management, the Company adopts a pragmatic strategy of maximizing resource productivity, rather than pursuing numerical metrics for circularity ratios. Leveraging the advantages of "All in House" vertical integration, CHPT uses AI-enabled design and process monitoring to accurately calculate material consumption at the source, reduce waste generation, and maximize the value of precious non-renewable resources within the economic cycle.

Key Resource Management Performance in 2025

In 2025, CHPT advanced both management and technology initiatives in parallel and achieved the following indicators:



Optimization of resource utilization efficiency:

Through AI-assisted design and manufacturing, CHPT effectively optimized the unit output consumption of 5 key raw materials, with all indicators showing a downward trend. This demonstrates that revenue growth and resource consumption are moving toward decoupling.



Green Supply Chain Target:

The green procurement ratio reached 66.2%, and CHPT continued to receive the Taoyuan City Green Procurement Enterprise Performance Excellence Award for multiple consecutive years.

The following sections of this chapter provide detailed explanations of specific practices related to key raw material inventory management, green procurement, and resource reuse management.

2.6.1. Management of Key Process Raw Materials and Chemicals Management Approach

CHPT has established a rigorous management system for key raw materials and chemicals. Through standardized operating procedures, the Company implements source compliance, environmental protection, and regular inspection mechanisms. CHPT is committed to improving resource utilization efficiency while reducing the impact of production processes on the working environment, without compromising the yield rate of high-precision products.

Management and Compliance of Key Raw Materials

The Company's major raw materials include substrates, probes, precision metal components, as well as gold salts and chemical solutions required for manufacturing processes. Based on their resource attributes, all of these materials are classified as non-renewable raw materials.



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Analysis of Utilization Efficiency for Key Raw Materials

Although raw material management is not identified as a material topic for CHPT, the Company continues to track data on the utilization efficiency of key raw materials to maintain consistency and transparency in information disclosure and demonstrate the substantive performance of AI-enabled smart manufacturing. In 2025, benefiting from the expanded application of AI-assisted design and manufacturing, the Company successfully achieved a structural decoupling between resource productivity and revenue scale against the backdrop of significant revenue growth of 33.3%. As shown in the table below, through intelligent management and monitoring, the material use intensity of all 5 key materials was optimized, achieving the effect of reducing raw material consumption.

Item	Unit of Measure	2024		2025		Intensity Optimization Rate	Consumption Trend
		Quantity withdrawn	Usage intensity (per NT\$1 million in revenue)	Quantity withdrawn	Usage intensity (per NT\$1 million in revenue)	(2024 Intensity-2025 Intensity/2024 Intensity*100%)	
Raw material A	Square meters (m ²)	76,755	21.293	86,071	17.909	15.9%	↓
Raw material B	Square meters (m ²)	87,070	24.155	106,980	22.260	7.8%	↓
Raw material C	Gram (g)	17,200	4.772	22,400	4.661	2.3%	↓
Raw material D	liter (lit)	278	0.077	335	0.070	9.6%	↓
Raw material E	kilogram (kg)	380	0.105	421	0.088	16.9%	↓

Note 1: As the incoming dimensions of Raw Materials A and B vary, all area figures are estimates.

Note 2: Rounding note: Due to rounding, the calculation results or percentage changes presented in this table may differ slightly from those derived from the original data.

Note 3: Intensity calculation formula: Material use intensity = total annual quantity of materials withdrawn / annual net sales (NT\$ million). Annual net sales are based on the consolidated financial statements audited and certified by certified public accountants. The figures are converted from NT\$ thousand to NT\$ million and rounded to 3 decimal places. (2024: NT\$3,604.674 million; 2025: NT\$4,806.013 million)

Note 4: Intensity optimization rate calculation formula: (Prior-year use intensity – current-year use intensity) / prior-year use intensity * 100%

Note 5: Consumption trend: Comparison of material use intensity per NT\$ million in revenue from 2024 to 2025.

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Environmental Compliance Requirements for the Supply Chain

At the procurement stage, the Company requires suppliers to provide declarations or third-party testing reports for international environmental regulations such as RoHS and REACH. These documents are reviewed during incoming material inspection to ensure that key raw materials comply with regulatory requirements and customers' hazardous-substance-free requirements from the source. Please refer to Section 3.4.1 for details.

Warehousing and Inventory Management

The Company strictly manages raw materials and inventory in accordance with the Warehouse Management Procedures and the Regulations Governing the Storage Environment and Retention Periods of Inventory Items, in order to maintain stable material quality and prevent resource waste:

- **Storage environment requirements:** In accordance with applicable regulations and based on the characteristics of each type of material, dedicated storage areas with constant temperature, constant humidity, or light-protected and ventilated conditions are provided.
- **Expiration management mechanism:** Designated personnel regularly conduct inventory counts and shelf-life inspections to monitor the storage location status and retention periods of each material, preventing raw material loss caused by improper storage conditions or expiration.

Chemical Safety and Environmental Protection Management

For the introduction, storage, and on-site use of chemicals, the Company has established comprehensive physical safeguards and reporting mechanisms to ensure environmental protection throughout its operations.

Risk Reduction and Regulatory Control of Toxic Chemical Substances

- **Cancellation and Discontinuation:** The Company actively implements toxicity reduction and substitution management. In May 2025, CHPT completed the cancellation of its toxic chemical substance use permit with the competent authority and fully discontinued the use of Categories 1–4 toxic and concerned chemical substances regulated by the Ministry of Environment.
- **Reserve management mechanism:** Although CHPT currently no longer uses regulated toxic chemical substances, the Company retains a comprehensive management system and regulatory monitoring mechanism to ensure that, should such substances need to be reintroduced in the future for R&D purposes, statutory procedures such as storage labeling and monthly operational record reporting can be promptly activated.

- **Introduction review:** Before introducing new chemicals, a Safety Data Sheet (SDS) must be submitted. The chemicals may only be introduced after the Safety and Health Center and the environmental, health, and safety unit have identified their physical and chemical hazard properties.

Classified Storage and Physical Protection Facilities

- **Environmental protection and containment:** Storage areas are maintained with proper ventilation and kept away from sources of ignition. Chemical storage tank areas, containment dikes, and temporary storage areas are equipped with spill containment pallets or anti-spill facilities to ensure immediate containment in the event of leakage, while floors are kept dry at all times.
- **Stacking safety requirements:** Materials stored in warehouses must not be stacked more than two layers high, with the total height limited to within one meter, and must be secured with cable tie or other fastening methods. For multi-tier rack storage, the total height must be kept below 3 meters, and anti-toppling measures must be implemented by securing racks to walls or floors.
- **Fireproof cabinet management:** Flammable chemicals are stored in dedicated fireproof/explosion-proof cabinets labeled with hazard pictograms. The cabinets are equipped with local exhaust ventilation, and chemical dispensing operations inside the cabinets are strictly prohibited.

On-site Process Monitoring and Information Transparency

- **Minimized temporary storage limits:** Temporary storage areas on production lines adopt single-layer upright placement, with no more than 2 containers or bags permitted for each type of chemical. Drums must be tightly capped, bags must be sealed, and all containers must be placed on spill containment pallets. Stacking is strictly prohibited.
- **Dual-track information access:** CHPT has established an internal digital management platform that allows employees to access the latest SDS at any time. Physical SDS documents are also placed near chemical storage and use areas to ensure that personnel can promptly obtain emergency response procedures when needed.

Regular On-site Audit

Safety and health personnel and supervisors of each unit conduct monthly on-site inspections to verify the integrity of color-coded hazard labels, storage heights, temporary storage quantity limits, and emergency response facilities, ensuring 100% implementation of on-site management systems.

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2.6.2. Green Procurement

Green Procurement Reporting

CHPT focuses on issues such as global warming, environmental pollution, and climate change, and actively promotes "Green Procurement." The Company's green procurement focuses on general hardware and 3C products, giving priority to products with energy conservation and environmental protection labels, and moreover, CHPT was honored with the "Excellent Green Procurement Enterprise" award by the Taoyuan City Government for four years in a row.

Percentage of Green Procurement in 2025

Unit: NT\$

Category	Green	Non Green	Total Amount
Amount	\$8,124,437	\$4,146,426	\$12,270,863
Percentage	66.2%	33.8%	100%

Electronic Invoice Promotion

Following the official introduction of electronic invoices in August 2020, we not only held a supplier conference at the beginning to encourage and educate suppliers on fulfilling the social responsibility of energy conservation and carbon reduction, but also continue to conduct awareness campaigns and encourage suppliers to join our effort to issue electronic invoices via supplier questionnaires and the supplier conference. In 2025, CHPT recorded a paper saving rate of 66.40%.

	2022	2023	2024	2025
The number of suppliers who issued invoices in Formosa Technology Corporation e-Commerce/ involved in invoice exchange	300	298	316	318
Total number of payment invoices	8,990	7,140	7,250	8,417
Total number of invoices issued in Formosa Technology Corporation e-Commerce/ involved in invoice exchange	5,573	4,536	4,926	5,589
Proportion of invoices issued in Formosa Technology Corporation e-Commerce/ involved in invoice exchange to the total number of payment request invoices in the fiscal year.	62.00%	63.52%	67.10%	66.40%

2.6.3. Resource Reuse Management

Against the backdrop of increasingly constrained resources and intensifying environmental challenges, resource circularity has become an important strategy for companies pursuing sustainable development. This approach emphasizes multiple strategies, including maximizing resource utilization, minimizing waste, and extending product service life. These concepts not only help reduce environmental impacts during production processes, but also enhance overall resource efficiency and create new business opportunities.

Management Approach: Pragmatically Enhancing Resource Productivity

CHPT regards resource circularity as a concrete action to enhance operational efficiency and fulfill its environmental responsibility. In response to the characteristics of the customized industry, where materials are specified by customers, CHPT adopts a dual-track approach of intelligent management and logistics assetization. While meeting high-precision technical specifications, the Company maximizes resource utilization and transforms traditional linear consumption into a circular value chain.



Management focus:

Smart production, reduction first, asset circulation, and value recovery



Strategic focus:

Through digital technologies and process innovation, CHPT reduces material consumption per unit of product and ensures the resource recovery of high-value residual materials.



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Specific Implementation Pathways and Performance

1. AI-driven Precision Manufacturing and Source Reduction

CHPT leverages AI technology to overcome the complexity of customized production and achieve its management objective of precise material usage. By using AI to reduce manual intervention and shorten process time, CHPT effectively lowers the rate of human error, thereby reducing unnecessary material consumption at the source. Specific achievements are as follows:



Smart path and layout optimization:

During the process planning stage, AI algorithms are applied to optimize smart layout planning and cutting paths. Through data-driven precision calculations, CHPT maximizes material utilization under customer-specified sheet specifications, effectively reducing the generation of offcuts during processing.



Yield prediction and loss avoidance:

An AI monitoring system was introduced to provide real-time parameter feedback and improve the first-pass inspection yield. By reducing material waste caused by rework or defective products, CHPT maximizes the efficiency of resource inputs.

2. Logistics Assetization: Multi-stage Circular Model for Aluminum Cases

CHPT adopts a strategy of replacing consumable use with asset management, defining high-quality aluminum cases as circular carriers throughout production and delivery:



In-plant process turnover:

During the manufacturing process, aluminum cases are fully introduced as standardized turnover carriers. Through their high durability, aluminum cases replace single-use plastic or paper turnover consumables, thereby achieving source reduction at the manufacturing process end.



Downstream value extension:

After products are delivered to customers, the aluminum carriers are directly retained by customers for subsequent reuse. This mechanism transforms traditional single-use packaging into a "functional asset" at the downstream end of the supply chain. It not only provides optimal protection for precision products, but also eliminates the generation of packaging waste at the source, creating a circular ecosystem of shared value with customers.

Monitoring and Continuous Improvement

CHPT regularly tracks its resource recycling rate and reduction performance achieved through AI optimization, with progress reviewed by the management department. We firmly believe that, through smart technologies and asset circulation, it can establish a robust and competitive environmental management model within the customized manufacturing industry.



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3.1 Friendly Workplace and Diversity, Equity, and Inclusion

Employees are the most important assets of the Company. CHPT follows laws and policies and treats every employee fairly, regardless of race, gender, age, religion, nationality or political party. CHPT practices merit-based employment with zero tolerance for discrimination. The Company has established well-structured career advancement pathways, so that every employee can get professional promotion and salary in a good workplace environment, create a friendly workplace environment for employees, provide a safe and secure working environment, and construct a variety of training courses to work together with employees growing up.

3.1.1 Employee Structure and Headcount

CHPT had a total of 1,167 employees (as of December 31, 2025), comprising 175 management-level employees and 992 general-level employees. This represented an increase of 30 employees compared with the previous year (the total headcount was 1,137 as of December 31, 2024).

Statistics on Gender and Age Distribution

Based on factors such as the characteristics of the technology industry and the employment market, CHPT's management, technology R&D, and professional technical personnel are predominantly male. In terms of gender distribution, male employees accounted for 78% of management-level employees, while female employees accounted for 22%. Among general-level employees, male employees accounted for 66%, while female employees accounted for 34%. In terms of age distribution, employees aged 30 to 50 accounted for 73% of the total workforce.

Detailed Statistics on Gender and Age Distribution

As of December 31, 2025	Age	Gender	Number of People	Percentage
Management-level employees	Under 30 years old	Male	2	1.1%
		Female	2	1.1%
		Subtotal	4	2.3%
	30-50	Male	114	65.1%
		Female	31	17.7%
		Subtotal	145	82.9%
	Over 50 years old	Male	20	11.4%
		Female	6	3.4%
		Subtotal	26	14.9%
General employees	Under 30 years old	Male	168	16.9%
		Female	78	7.9%
		Subtotal	246	24.8%
	30-50	Male	464	46.8%
		Female	245	24.7%
		Subtotal	709	71.5%
	Over 50 years old	Male	18	1.8%
		Female	19	1.9%
		Subtotal	37	3.7%

Note: The above data includes information from CHPT's eight operational sites located in Taiwan (Taoyuan, Hsinchu, Taichung, Kaohsiung), Mainland China (Shanghai, Suzhou), the United States (California), and Japan (Tokyo).

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Diversity and Employment of Disadvantaged Groups

CHPT is committed to creating a diverse and inclusive working environment, providing job opportunities for disadvantaged groups with physical and mental disabilities with practical actions. As of December 31, 2025, CHPT employed 8 individuals with disabilities, fully complying with the statutory employment quotas under local regulations. Driven by our global expansion and transnational operational strategy, international personnel accounted for 17.3% of the total workforce, comprising 202 diverse employees from the United States, Canada, the Philippines, Vietnam, and the Chinese mainland.

Statistics on Employment Type Distribution



People with disabilities



Foreign personnel

Male	4
Female	4
Total	8
Male	126
Female	76
Total	202

Distribution by Employment Type and Work Location

CHPT ensures that all employment practices comply with local labor laws and regulations, and manages employees by category based on the nature of their employment contracts.

Statistics on Total Employees in Taiwan

Category	Male	Female	Total
Total Number of Employees	740	350	1,090
Permanently Hired Employees (Excluding temporary employees)	624	299	923
Temporary Employees (Migrant workers and students)	116	51	167
Employees Without Guaranteed Hours	0	0	0
Full-time Employee (Including temporary employees)	740	350	1,090
Part-time Employees	0	0	0

Note: Definition of temporary employees: Those who sign immigrant labor contracts and school contracts are temporary employees

Statistics on Total Employees in Overseas Regions (Mainland China and Other Regions)

Category	Male	Female	Total
Total Number of Employees	46	31	77
Permanently Hired Employees (Excluding temporary employees)	46	31	77
Temporary Employees (Migrant workers and students)	0	0	0
Employees Without Guaranteed Hours	0	0	0
Full-time Employee (Including temporary employees)	46	31	77
Part-time Employees	0	0	0

Note: Definition of temporary employees: Those who sign immigrant labor contracts and school contracts are temporary employees

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Management of Non-Employee Workers

To maintain operational functions and plant safety, CHPT also works with professional service providers. The related personnel are not included in the Company's total employee headcount; however, they are subject to CHPT's oversight in areas such as occupational safety and health and integrity standards. They are also required to comply with the Company's occupational safety requirements and Supplier Code of Conduct to ensure that their working conditions meet labor rights standards.

Region	Category	Service scope (Work type)	Number of People	Contract conditions
Taiwan	Labor agency	Dormitory administrator	1	Signed by a labor agency
	Group meal	Headquarters and Plant 1 on-site catering	9	Group meal service contract
	Cleaning	Headquarters and Plant 1 environment cleaning	17	Cleaning service contract
	Security guard	Headquarters and Plant 1 resident security guard	8	Security guard service contract
Mainland China	Cleaning	Su Zhou Precision Test Tech. Ltd. environment cleaning	1	Cleaning service contract
USA	Cleaning	U.S. office environment cleaning	1	None

Note:Including full-time personnel and mobile support personnel

Promoting Local Employment: Localization of Senior Management

CHPT prioritizes the appointment of local talent to leadership positions in order to deepen local operations and promote economic development.

Item	2023	2024	2025
Percentage of senior management hired from the local community	100%	100%	100%

Note 1: Definition of managerial supervisor: Same as the information disclosed in the 2025 Annual Report with respect to the supervisors of various departments and branches, including the President, and Vice President, which amounts to 4 people in total.

Note 2: All four senior executives have Taiwanese nationality

Note 3: The report reveals that its important location of operations is mainly in Taiwan

3.1.2. Talent Recruitment and Retention

Recruitment Strategy

In addition to employees in Taiwan, CHPT mainly recruits foreign talents in various regions, and at the same time evaluates the possible risks of hiring foreign employees. In the Mainland, employment management measures that comply with local laws and regulations have been formulated, such as "Shanghai Taihua Electronics Recruitment Operation Management Measures," "Shanghai Taihua Electronics Resignation Operation Management Measures," "Suzhou Precision Test Recruitment Management Measures" and "Suzhou Precision Test Resignation Operation Management Measures," etc. All related operations are in charge of special personnel. At the same time, a management and control mechanism is set up to pay attention to changes in various government policies and regulations, and update them at any time to ensure that the Company and employees comply with government regulations and avoid risks.

Diverse Recruitment Channels and Results

In 2025, CHPT utilized diverse recruitment channels, including 104 Job Bank, 1111 Job Bank, employee referral programs, industry-academia collaboration initiatives, and 51job. CHPT develops our talent program through various recruitment channels and business strategies. Furthermore, CHPT is committed to engaging in local campus programs and industry-academia cooperation while nurturing diverse talents and offering a variety of training and development opportunities, in order to meet the company's future operational development needs for talent. As of the end of 2025, CHPT recruited a total of 209 new employees across the globe.

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Number and Percentage of New Recruits in 2024-2025

Age	Gender	Region	2024 (as of December 31, 2024)		2025 (as of December 31, 2025)	
			Number of People	Percentage	Number of People	Percentage
Under 30 years old	Male	Taiwan	55	33.1%	60	38.7%
		China	6	54.5%	5	41.7%
		USA	1	25.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	62	34.3%	65	38.2%
	Female	Taiwan	30	53.6%	41	59.4%
		China	3	25.0%	3	30.0%
		USA	0	0.0%	2	200%
		Japan	0	0.0%	0	0.0%
		Subtotal	33	48.5%	46	57.5%
	Subtotal	Taiwan	85	38.3%	101	45.1%
		China	9	39.1%	8	36.4%
		USA	1	25.0%	2	50.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	95	38.2%	111	44.4%
30-50	Male	Taiwan	62	11.7%	75	13.7%
		China	5	19.2%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	67	11.9%	75	13.0%
	Female	Taiwan	21	8.3%	21	8.2%
		China	5	33.3%	1	6.3%
		USA	1	25.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	27	9.9%	22	8.0%

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Age	Gender	Region	2024 (as of December 31, 2024)		2025 (as of December 31, 2025)	
			Number of People	Percentage	Number of People	Percentage
30-50	Subtotal	Taiwan	83	10.6%	96	11.9%
		China	10	24.4%	1	2.6%
		USA	1	8.3%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	94	11.2%	97	11.4%
Over 50 years old	Male	Taiwan	4	12.5%	1	2.8%
		China	0	0.0%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	4	12.5%	1	2.6%
	Female	Taiwan	0	0.0%	0	0.0%
		China	0	0.0%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	0	0.0%	0	0.0%
	Subtotal	Taiwan	4	8.0%	1	1.7%
		China	0	0.0%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	4	7.8%	1	1.6%

Note 1: The percentages in the above table represent new recruits of different ages and genders as the numerator, while the current employees of different ages and genders serve as the denominator for calculating the proportion

Note 2: Taiwan operations include Taoyuan, Hsinchu, Taichung, and Kaohsiung

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Employee Retention and Turnover Analysis

In 2025, the overall employee turnover rate decreased significantly from 23.6% in 2024 to 15.6%. This was mainly attributable to enhanced salary competitiveness driven by the Company's profit growth, as well as increased performance-based compensation that provided tangible incentives for employee retention. The improvement was particularly evident among employees aged 30 to 50. For employees under the age of 30, the Company continuously optimizes job design and leverages AI systems to streamline operational workflows, thereby enhancing workplace engagement and bolstering talent retention. For senior employees aged 50 and above, although the turnover rate is more susceptible to fluctuations due to individual career planning given the smaller base, the overall turnover rate also showed a downward trend, benefiting from the improvement in profitability.

Number and Percentage of Employee Resignations (Including Transfers to Affiliates) in 2024-2025

Age	Gender	Region	2024 (as of December 31, 2024)		2025 (as of December 31, 2025)	
			Number of People	Percentage	Number of People	Percentage
Under 30 years old	Male	Taiwan	52	31.3%	47	30.3%
		China	2	18.2%	4	33.3%
		USA	0	0.0%	1	33.3%
		Japan	0	0.0%	0	0.0%
		Subtotal	54	29.8%	52	30.6%
	Female	Taiwan	20	35.7%	16	23.2%
		China	0	0.0%	2	20.0%
		USA	0	0.0%	1	100.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	20	29.4%	19	23.8%
	Subtotal	Taiwan	72	32.4%	63	28.1%
		China	2	8.7%	6	27.3%
		USA	0	0.0%	2	50.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	74	29.7%	71	28.4%
30-50	Male	Taiwan	130	24.6%	73	13.3%
		China	5	19.2%	1	4.5%
		USA	0	0.0%	1	16.7%
		Japan	0	0.0%	0	0.0%
		Subtotal	135	23.9%	75	13.0%

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Age	Gender	Region	2024 (as of December 31, 2024)		2025 (as of December 31, 2025)	
			Number of People	Percentage	Number of People	Percentage
30-50	Female	Taiwan	59	23.2%	30	11.7%
		China	4	26.7%	1	6.3%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	63	23.1%	31	11.2%
	Subtotal	Taiwan	189	24.1%	103	12.8%
		China	9	22.0%	2	5.3%
		USA	0	0.0%	1	11.1%
		Japan	0	0.0%	0	0.0%
		Subtotal	198	23.7%	106	12.4%
Over 50 years old	Male	Taiwan	6	18.8%	5	13.9%
		China	0	0.0%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	6	18.8%	5	13.2%
	Female	Taiwan	2	11.1%	0	0.0%
		China	0	0.0%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	2	10.5%	0	0.0%
	Subtotal	Taiwan	8	16.0%	5	8.3%
		China	0	0.0%	0	0.0%
		USA	0	0.0%	0	0.0%
		Japan	0	0.0%	0	0.0%
		Subtotal	8	15.7%	5	7.9%

Note 1: The percentages in the above table represent employee turnover of different ages and genders as the numerator, while the current employees of different ages and genders serve as the denominator for calculating the proportion

Note 2: Taiwan operations include Taoyuan, Hsinchu, Taichung, and Kaohsiung

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2025 Turnover Rate Statistics

Item	2025
Turnover rate of regular employees	15.8%
Turnover rate of regular employees excluding retirement	15.6%
Turnover rate of regular employees in Taiwan	14.9%
Turnover rate of regular employees excluding retirement in Taiwan	14.7%
Involuntary turnover rate of employees in Taiwan	0.5%
Turnover rate of new employees with less than one year of service	4.7%

3.1.3. Remuneration and Benefits

Remuneration Strategy and Market Competitiveness

Attract outstanding talents to join the CHPT team and give them a stage to show their talents. At the same time, reward colleagues to continue to create performance. The Company measures the salary level and structure of the same industry through industry salary surveys every year and keeps an eye on the local economic development and price index to make appropriate adjustments. We strategically increase the proportion of fixed salary in its annual salary structure, making our salary structure more competitive to attract and retain relevant talents.

2025 Salary Growth Performance



Average salary: Non-management employees in 2025 was NT\$1,148 thousand.



Annual growth: The average salary increased by 23.31% compared with the previous year, calculated based on the 2024 average salary of NT\$931 thousand for non-managerial employees.



Long-term trend: The average salary of non-management employees over the past four years was NT\$1,040 thousand.

Salary System Planning and Framework

To attract external talent and retain outstanding employees, while effectively motivating employees to improve work efficiency and performance, CHPT has established a competitive remuneration and bonus system. In addition to fixed monthly salaries, the Company provides performance bonuses, employee remuneration, and holiday bonuses. In August 2025, CHPT also established an employee stock ownership trust to help employees share in the Company's long-term development achievements and build shared interests and responsibilities. Closely link the Company's bonus system with profit, encourage colleagues to focus on their jobs, and work hard to create a win-win advantage of Company profit and personal salary growth. The Company's entire remuneration structure for employees is based on the overall planning of employees' job duties, professional ability, knowledge, skills, and performance, and is not affected by gender or other discriminatory acts that impede human rights. Furthermore, the Company conducts periodic, unannounced salary reviews to maintain internal pay equity and external market competitiveness.

Salary Equity and Diverse Development

CHPT provides a salary level that is better than the industry standard, and the average basic salary of entry level employees (including foreigners) is better than the law. Among them, the entry-level salary of men is 1.11 times the basic salary, and the entry-level salary of women is 1.13 times the basic salary. CHPT offers 12 months of salary and festive bonuses, performance bonuses and employee remuneration, etc. The current salary ratio of entry-level employees between men and women is 1:1.02. The Company eliminates discrimination and unequal pay for equal work. There is no gender difference in personnel appraisal, and all employers are treated equally.

Remuneration Data Statistics

Male-to-Female Local Basic Salary Ratio in 2025

Unit: NT\$

	Male	Female
Entry level basic salary	\$ 30,500	\$ 30,500
(Statutory) Minimum wage for entry level	\$ 28,590	\$ 28,590
More than a multiple of statutory minimum wage	1.07	1.07
Gender wage ratio	1	

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	2023		2024		2025	
Rank	Male	Female	Male	Female	Male	Female
General employees	1	0.95	1	0.94	1	0.95
Entry-level supervisors	1	0.97	1	0.99	1	0.98
Middle-level managers	1	0.85	1	0.84	1	0.86
Top-level supervisor	1	0.89	1	1.30	1	1.01

Note 1: The data shows that the female-to-male remuneration ratios for entry-level supervisors and senior executives remained at a similar level compared with the previous year.

Note 2: The Company hires based on talents and abilities, and gender does not affect their promotion and salary adjustments. However, among middle-level and managerial supervisors, the proportion of women is low, so the change in salary ratio tends to decline slightly.

Note 3: Basic salary of entry-level employee: This is for local employees, excluding blue-collar foreign colleagues

Average and Median Annual Salary of Non-Management Positions

Unit: NT\$ thousand

Item	2023	2024	2025
Total salary of full-time non-managerial employees	975,684	964,810	1,165,560
Number of full-time non-managerial employees	1,083	1,036	1,015
"Average Salary" of full-time non-managerial employees	901	931	1,148
"Median Salary" of full-time non-managerial employees	838	843	1,047

Annual Total Compensation Ratio

The ratio of the annual total income of the highest-paid individual at CHPT to the median annual total income of other employees (excluding the highest-paid individual) (referred to as the median ratio) is 15.93:1.

The ratio of the percentage increase in the annual total income of the highest-paid individual in 2025 compared to the total income in 2024, to the median annual percentage increase in the total income of other employees (excluding the highest-paid individual) (referred to as the percentage increase in median) was 2.24:1.

3.1.4. Employee Benefits and Communication Mechanism

While pursuing sustainable economic development, CHPT provides a happy, friendly and inclusive working environment, cares for employees' physical and mental health and quality of life, and enables employees to achieve a balance between work and life, which is our development goal of great importance.

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Diverse Welfare System and Policies

In addition to providing statutory and basic benefits, CHPT has also formulates a number of employee welfare policies to meet the physical and mental health care of employees:

Statutory benefits items	Basic benefits items	
- Labor insurance, health insurance and 6% are allocated to the labor pension account on a monthly basis according to the contribution grade table - Annual free professional health checkups for employees - Types of leave in compliance with laws and regulations - Monthly contributions to the five social insurances and one housing fund are made in accordance with applicable laws and regulations (Su Zhou Precision Test Tech. Ltd.)	- Marriage, childbirth, and funeral allowances for the Company and the Employee Welfare Association - Travel grant - Birthday gift certificate - Free employee relationship activities and annual plant celebration and family day activities - Zero-burden group insurance, including life insurance, accident insurance, medical insurance and cancer insurance - Optional family insurance - Overseas travel insurance and local employee insurance - Free and diverse self-selection group meals - Double benefits for meals and group wellness fee - The year-end banquet and the lottery of high prizes	- Exclusive and comfortable employee rest space - Hanging garden and green leisure garden - Borrow books, newspapers, and magazines for free - Professional plant medical consultation and assistance - Free car and motorcycle parking spot (Pingjhen plant) - Free uniform - Chunghwa Telecom employee discount plan - Specialized stores and discounted movie tickets - Free consultation of financial and insurance companies on-site in the plant - Mortgage and car discounts - Retirement farewell party with selected souvenirs - Team-building activities (Su Zhou Precision Test Tech. Ltd.)
Diverse benefits policies		
- Provide regular health checkups and multiple legal leave types to protect the physical and mental health of employees, and further plan the pension system to protect the rights and interests of employees to claim pensions in the future, including the welfare plan stipulated in accordance with the "Labor Standards Act" and the pension allocation plan stipulated by "Labor Pension Act." - Provide professional plant medical consultation and free group insurance, pension, emergency relief, marriage and childbirth gifts, funeral subsidies, special store discounts, etc., to motivate employees to go all out for the long-term development of the Company. - The Outstanding Contribution Award is set up to encourage employees with excellent performance. Seniority service rewards are also offered and retirement farewell activities are held to thank employees for their long-term trust and contribution to the Company. - Provide departmental public funds to each unit, hold meals, group wellness activities or order afternoon tea, gather the solidarity of employees, and boost the sense of happiness. - Organize plant celebration and family day activities to promote the physical and mental health of employees. - Plan a diverse bonus system, such as: the annual festive bonuses include Dragon Boat Festival, Mid-Autumn Festival, and Spring Festival for a total of 2 months; allocate 20~30% of the earnings to distribute employee performance bonuses and employee remuneration, and share the Company's operating results with employees. - Irregularly distribute gifts or gift certificates on special festivals, such as Labor Day, Christmas, etc. - In 2025, CHPT launched an employee stock ownership trust program, under which the Company contributes a high matching incentive amount each month based on employees' voluntary contributions to invest in the Company's shares. In addition to enhancing employee benefits and promoting harmonious labor-management relations, the program also reflects CHPT's appreciation for employees' trust and dedication, enabling employees to participate in the Company's operations and share in the fruits of its success. The program also helps employees save regularly and plan ahead for future financial needs and retirement life. - Employer's liability insurance (Su Zhou Precision Test Tech. Ltd.)		

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Performance of Related Benefits and Subsidies in 2025

Through substantive financial support and subsidies, CHPT supports employees at various important stages of life. In 2025, subsidies were provided to a total of 133 person-times, with total expenditure amounting to NT\$638,750.

Results of Related Benefits and Subsidies in 2025

Unit: NT\$

Benefit Items	Company	Benefits provider	Subsidy amount	Benefits payment amount	Number of individuals	Proportion of project subsidy
Childbirth allowance	CHPT	Employee Welfare Association	3,000	48,000	16	19.7%
		The Company	10,000	170,000	17	65.6%
	Su Zhou Precision Test Tech. Ltd.	The Company	2,250	9,000	3	14.8%
Funeral allowance	CHPT	Employee Welfare Association	2,100	35,700	17	29.6%
		The Company	5,000	110,000	22	70.4%
Marriage allowance	CHPT	Employee Welfare Association	2,600	46,800	18	15.2%
		The Company	10,000	190,000	19	58.5%
	Su Zhou Precision Test Tech. Ltd.	The Company	4,500	9,000	2	26.3%
Illness and injury consolation payments	CHPT	Employee Welfare Association	1,000	18,000	18	30.8%
	Su Zhou Precision Test Tech. Ltd.	The Company	2,250	2,250	1	69.2%
Total Amount			638,750	Number of applications	133	

Note 1: Su Zhou Precision Test Tech. Childbirth Subsidy: For twins or more, childbirth subsidies are increased proportionally based on the number of babies. In 2025, one employee gave birth to twins.

Note 2: Amounts for Su Zhou Precision Test Tech. Ltd. are calculated based on the NTD/RMB exchange rate of 4.5 as of December 31, 2025.

Employee Relations Activities and Work-Life Balance

Through diverse employee and club activities, CHPT promotes work-life balance and strengthens team cohesion.

Statistics on Employee and Community Events in 2025

Event	Number of employee participants	Number of family members of employee participants	Ministry of Labor's subsidy (NT\$)
Parent-Child Printmaking DIY Event (Pingzhen)	49	90	24,990
Parent-Child Printmaking DIY Event (Hsinchu)	19	35	10,935

Note: This activity was subsidized the handling costs of the activity by the Ministry of Labor's " 2025 Promotion of Work-Life Balance Subsidy Plan".

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Annual Activity Highlights 1

Parent-Child Printmaking DIY Event (Pingzhen)

Event description

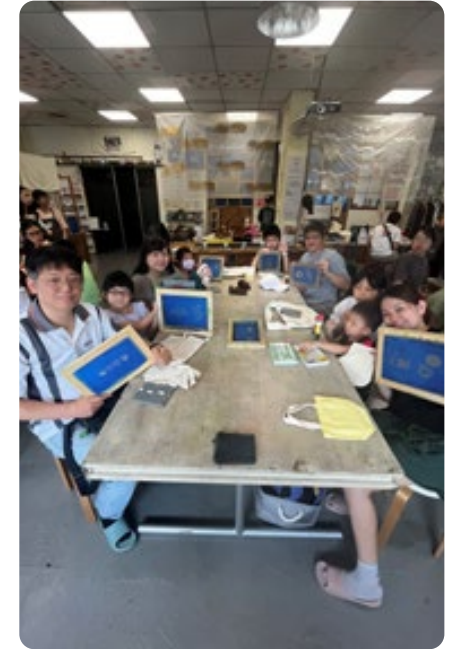
1. Date: August 16, 2025 and August 17, 2025
2. Location: ONE-ING Studio
3. Target Group: All employees
4. Benefit: Promote a balanced family life among employees and communication and interaction with family members through DIY activities, so that they can enjoy parent-child fun and family leisure life outside of their busy work; effectively increase the sense of closeness between family members while engaging in a common experience; as well as gain the support and recognition of family members, which will not only enable employees to achieve excellent performance at work, but also foster employees' sense of belonging towards the Company.

Number of participants, event duration, and beneficiaries

139 people (four sessions); 8 hours (four sessions); employees and their dependents

Resources invested

As follows



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Annual Activity Highlights 2

Parent-Child Printmaking DIY Event (Hsinchu)

Event description

1. Date: August 31, 2025
2. Location: ONE-ING Studio
3. Target Group: All employees
4. Benefit: Promote a balanced family life among employees and communication and interaction with family members through DIY activities, so that they can enjoy parent-child fun and family leisure life outside of their busy work; effectively increase the sense of closeness between family members while engaging in a common experience; as well as gain the support and recognition of family members, which will not only enable employees to achieve excellent performance at work, but also foster employees' sense of belonging towards the Company.

Number of participants, event duration, and beneficiaries

54 people (two sessions); 4 hours (two sessions); employees and their dependents

Resources invested

Funding and manpower



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Annual Activity Highlights 3

2025 CHPT Sports Season

Event description

1. Time: March (bowling), April and May (five-player baseball)
2. Venue: Bowling venue, Sports Center
3. Target Group: All employees
4. Benefits: Enable employees to team up and compete with each other in a friendly manner, which not only enhances communication and exchanges between different departments but also fosters team cohesion while enhancing the team's sense of honor and competitiveness by distinguishing winners and losers in competitions.

Number of participants

247 people

Resources invested

\$399,094



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Annual Activity Highlights 4

2025 Movie Appreciation Event

Event description

1. Dates: July 19, 2025; July 20, 2025; and August 3, 2025
2. Location: Cinema
3. Target Group: All employees
4. Benefits: Watching movies together provides employees and their family members with a relaxed social setting, promoting interaction and casual exchanges among colleagues and their families, while strengthening team cohesion and sense of belonging. Such activities also enable employees to feel the Company's care and attention, extending to their closest family members, thereby enhancing employee satisfaction.

Number of participants

1,172 people

Resources invested

\$435,580



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Annual Activity Highlights 5

2025 “Indigo-Dye Beginnings, Romantic Connections” Singles Networking Event

Event description

1. Date: September 20, 2025
2. Location: Sanxia Indigo Dyeing Center + Xilaizhen Gujing Restaurant + Sanxia Old Street + Taoyuan Weitian Temple
3. Target group: Single internal employees and external participants
4. Benefits: The event expanded the social lives of single employees, enhanced interaction and emotional exchange between genders, and improved employee well-being. The participation of external attendees also demonstrated the Company's open and inclusive culture, further promoting diversity. This helps create a more creative and dynamic workplace.

Number of participants

40 people

Resources invested

\$52,950



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Annual Activity Highlights 6

2025 CHPT Singing Contest

Event description

1. Date: December 18, 2025
2. Venue: CHPT headquarters
3. Target Group: All employees
4. Benefits: The singing contest encourages employees to step beyond their daily work routines by considering song selection, stage performance, and other creative elements, thereby stimulating creativity and innovative thinking. It also provides a platform for employees to showcase their talents, relieve stress, and strengthen teamwork and mutual support. Through collective participation in the activity, employees also build closer relationships with colleagues, promoting the continuity of the Company's culture and values.

Number of participants

19 people

Resources invested

\$364,320



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Annual Activity Highlights 7

2025 Team-building activities (Su Zhou Precision Test Tech. Ltd.)

Event description

1. Date: November 29, 2025
2. Location: Changshu Hongdou Guli Villa
3. Target Group: All employees
4. Benefits: Through team games, the team-building activity enhanced employee cohesion. During the games, participants worked closely with one another, strengthened team rapport, and experienced the power of collaboration. At the same time, each member explored ways to achieve personal goals through the activities, gained a clearer understanding of their role within the team, and recognized the importance of fulfilling their individual responsibilities to overall team success. The process also involved extensive communication among participants, helping to enhance their communication and problem-solving skills.

Number of participants

29 persons

Resources invested

\$61,229

Note: Amounts for Su Zhou Precision Test Tech. Ltd. are calculated based on the NT\$/RMB exchange rate of 4.5 as of December 31, 2025



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Marriage and Childcare Support and Maternal Protection Practices

CHPT attaches great importance to the employee welfare system, and concerning and caring for employees is the Company's primary responsibility. To allow employees to live and work in peace and contentment while taking into account work development and quality of life, in addition to complying with the "Act of Gender Equality in Employment" by laws and regulations, Taiwanese employees who have worked for more than half a year, if they need to take care of their children under the age of 3, can apply for unpaid parental leave for raising children. The Employee Welfare Association not only grants the right to unpaid parental leave for employees to raise their children but also establishes special contracts with kindergartens in the areas where the plants are located. Additionally, it implements a comprehensive leave management system that enables employees to use their leave flexibly for child-rearing and taking care of their children. In case of long-term leave due to military service or serious injury or illness, you can also apply for job-protected leave, and apply for reinstatement after the period expires. At Su Zhou Precision Test Tech. Ltd., before a child reaches the age of 3, each parent may take 5 to 10 days of childcare leave per year in accordance with the local regulations of each province or municipality. In addition, the Company has launched maternity protection management for pregnant employees, such as: providing complete prenatal education, adjusting shifts to avoid night work, and setting up exclusive parking spots and breastfeeding rooms.

As regards parental leave, a total of 7 Taiwanese employees (including 2 male employee and 5 female employees) applied for unpaid parental leave in 2025. The actual number of reinstated employees in 2025 was 10 people (including 1 male employees and 9 female employees), whereas the number of employees who should be reinstated was 11 people, representing a return-to-work rate of 91%.

Number of Employees Eligible to Apply for Parental Leave and the Number of People Reinstated in Recent Years

Item	Gender	2023	2024	2025
Number of employees eligible to apply for parental leave	Male	22	18	13
	Female	10	14	4
	Total	32	32	17
Actual number of eligible applicants	Male	1	8	2
	Female	13	11	5
	Total	14	19	7
Number of employees to be reinstated	Male	2	9	2
	Female	9	13	9
	Total	11	22	11
Number of employees actually reinstated	Male	2	4	1
	Female	6	11	9
	Total	8	15	10
Reinstatement rate	Male	100%	44%	50%
	Female	67%	85%	100%
	Total	73%	68%	91%
Number of employees who have been reinstated for one year during the current year	Male	0	2	2
	Female	3	6	9
	Total	3	8	11
Retention rate	Male	0%	100%	50%
	Female	60%	100%	82%
	Total	60%	100%	73%

Note 1: Reinstatement rate = actual number of reinstated people ÷ number of people to be reinstated × 100%

Note 2: Retention rate = number of people who have been reinstated for one year during the current year ÷ number of people reinstated in the previous year × 100%

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Employees on Family Care-Related Leave in 2025

Item	Family care leave/ number of individuals	Maternity (paternity) leave/ number of individuals	Menstrual leave/ number of individuals	Childcare leave/ number of individuals
Male	111	14	0	3
Female	37	6	528	2

Pension Planning and Financial Security

To ensure that colleagues have a long-term career, CHPT has designed a pension system for colleagues. Includes benefit plans established under the Labor Standards Act and allocation plans established under the Labor Pension Act.

In terms of the new labor retirement system, the Taiwan region will allocate 6% of employee's salary for retirement every month. The amount recognized as an expense in 2025 was NT\$42,027,926. The pension systems of overseas subsidiaries are implemented in accordance with local government regulations, with monthly contributions made to various social insurance programs and housing provident funds.



Region	Retirement/ Insurance Participation Plans	Plan content (laws, systems, management guidelines)	Percentage of employee participation
Taiwan	New policy	According to the employee retirement measures stipulated in the "Labor Standards Act" and "Labor Pension Act", the pension is allocated to the personal account of the Bureau of Labor Insurance	For employees in Taiwan, a contribution equivalent to 6% of each employee's monthly salary is made to the pension fund. The amount of contributions made to the pension fund recognized as expense in 2025 was NT\$42,027,926.
Su Zhou Precision Test Tech. Ltd.	Social insurance	Social insurance funds are contributed to dedicated accounts in accordance with the Labor Law of the People's Republic of China and the detailed regulations of each local jurisdiction.	In China, social insurance fund contributions are made in accordance with applicable laws and regulations at the contribution rates prescribed by each local jurisdiction. The amount recognized as expenses in 2025 was NT\$11,053,681.
	Housing Provident Fund	Housing provident funds are contributed to dedicated accounts in accordance with the Labor Law of the People's Republic of China and the detailed regulations of each local jurisdiction.	In China, housing provident fund contributions are made in accordance with applicable laws and regulations at the contribution rates prescribed by each local jurisdiction. The amount recognized as expenses in 2025 was NT\$4,658,814.

Note: Amounts for Su Zhou Precision Test Tech. Ltd. are calculated based on the NT\$/RMB exchange rate of 4.5 as of December 31, 2025

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Employee Communication

Communication Channel

CHPT attaches great importance to the opinions and ideas of employees, establishes a diverse and smooth channel for employees to express their opinions, and provides a two-way open communication environment to enhance the harmonious relationship between labor and management. Therefore, the Company established the Labor-Management Committee to hold a labor-management meeting every quarter, with the aim of providing a labor-management communication platform to coordinate labor-management relations and promote labor-management harmony. In addition, it also protects the rights and interests of labors to speak out, formulates a labor appeal mechanism, and has put in place an employee suggestion mailbox, an employee complaint mailbox (free_talk_hq@chpt.com), and an employee complaint hotline (#1820, #1500). If employees find violations, illegal situations, unfair treatment, etc., they can communicate and appeal to the Company.

All reported cases are promptly and appropriately handled by the relevant units with the highest confidentiality principle. The channels for filing complaints are explained and promoted on the Company's internal website and in the new employee training materials, ensuring that all employees are aware.

Actual Effectiveness of Communication in 2025



A total of 4 labor-management meetings were held, with 7 representatives from both sides, including other participants, about 17 people attended each time.



A total of 6 echelons of monthly foreign employee meetings were held, with a total of 774 participants



As of December 31, 2025, the Company has not incurred any losses due to labor disputes.

Collective Bargaining

Despite not being a member of a trade union, the Company attaches great importance to the rights and interests of employees and respects the rights of employees to collective bargaining and assembly. Aside from signing labor contracts with all our employees, the Company also regularly holds labor-management meetings, reports the Company's operations to employees in accordance with laws and regulations, and invites employees to participate in discussions on issues such as labor conditions and benefits. The Company has formulated a series of internal management rules and regulations, including "Work Rules," "Resignation Operation Management Measures," "Employee Retirement Operation Management Measures," and "Employee Severance Operation Management Measures." These management measures clearly stipulate the notice period in case of employee resignation, severance and retirement, etc., which are adjusted according to the employee's seniority. The Company also attaches great importance to the results of the negotiation between the two parties. If there are special circumstances, it will be implemented after negotiation. In addition, if changes in the Company's operations or working conditions affect the rights and interests of employees, the Company will hold labor-management meetings for negotiation and communication, and notify employees of a notice period in accordance with the regulations of the competent authorities. Overseas operating locations handle such matters in accordance with local laws and regulations to ensure that the rights and interests of employees will not be damaged.

The content of the labor contract covers a variety of issues, such as wages, working hours, allowances, bonuses, transfers, severance, retirement, occupational accident compensation and indemnity, and other labor-related matters, and can also include other issues of the Company such as safety and health, workplace environment optimization, employee welfare systems, etc., as matters to be negotiated collectively between labor and management, the two parties. Labor contracts help to protect the labor rights and interests of employees, improve working conditions, and also facilitate maintaining stable labor-management relations. It can be regarded as a benign system that creates a win-win situation for labor and management.

Notice Periods for Resignation and Severance

Item	Notice period
Continue to work for more than three months but less than one year	10 days
Continue to work for more than one year but less than three years	20 days
Continue to work for more than three years	30 days

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3.1.5. Diversity, Equity, and Anti-Discrimination Policy

Core Principles and International Standards

"Treating everyone with heart in a people-oriented spirit" is CHPT's promise to each employee. We are committed to providing every employee with a dignified, safe and healthy working environment. We abide by the local laws and regulations of each location of operations around the world, and refer to the International Labor Office Tripartite Declaration of Principles, the UN Universal Declaration of Human Rights, and the UN Global Compact and other related conventions to promote internal human rights policies and measures, and create a friendly, equal, and free workplace on an ongoing basis.

Diversity, Equity, and Inclusion Declaration

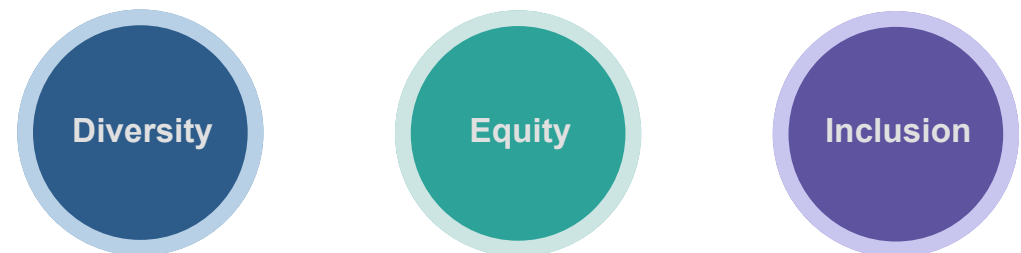
CHPT firmly believes that the values of Diversity, Equity, and Inclusion are the cornerstone of a healthy and robust workplace culture. During the recruitment process, we prioritize professional competencies required for each position and are committed to eliminating discriminatory practices. We ensure equal employment rights for all employees, regardless of gender, age, disability, religion, race, ethnicity, nationality, political stance, or sexual orientation.

CHPT is dedicated to promoting a diverse and inclusive workplace culture that values each employee's uniqueness. We provide equal opportunities for all employees and encourage everyone—regardless of background or identity—to fully utilize their talents and contribute at every level of the organization. We strive to create a work environment that respects differences and embraces diversity.

CHPT provides safe and accessible communication and grievance channels to ensure that every employee feels valued, psychologically safe, and respected—fostering a strong and positive labor-management relationship. Through structured training and educational programs, we aim to deepen employees' understanding and practice of Diversity, Equity, and Inclusion (DEI), encouraging these values to take root individually and flourish within teams, thereby cultivating a strong organizational culture.

CHPT promises to promote a culture of diversity, equity, and inclusion, aligning these efforts with our pursuit of long-term sustainability. We actively integrate these core values into our corporate social responsibility and governance practices. We believe that the diversity of our workforce inspires innovative thinking and drives progress. This not only serves as a key factor in business growth but also forms the foundation for sustainable development.

We strive to gain broader recognition and support from society, contributing to the fulfillment of our corporate mission with the goal of delivering superior and exceptional services to our global customers. CHPT is committed to becoming a global benchmark in semiconductor test interface services and a value creator in the semiconductor industry.



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Human Rights Policy and Management Strategies

CHPT is highly concerned about the following human rights in accordance with our operational programs and characteristics, and proposes strategies to facilitate the implementation of relevant internal action plans, which are integrated into the company's culture and value chain:

1

Labor rights and environmental safety

We attach great importance to the promotion of labor and business ethics policies, which are promoted through work rules, document management systems and bulletin systems. At the same time, we regularly review and optimize the relevant systems to protect the rights of workers and ensure that every employee is treated with respect and fairness and humanity. Through various preventive measures and protective equipment, we continue to improve the safety and hygiene conditions of the work environment, strive to reduce the risk of occupational accidents,

2

Prevention of workplace violence and sexual harassment

CHPT has established complaint and handling procedures for incidents of workplace violence and sexual harassment to protect the rights and interests of all employees and create a friendly workplace environment.

3

Voluntary employment and prohibition of child labor

The labor contract signed between CHPT and each employee complies with Taiwan's labor and human rights laws and regulations. The contract states that the employment relationship is established based on mutual agreement. When adjusting the positions of employees in response to the Company's business needs, we will also seek their consent before proceeding with the operation. We prohibit any form of forced labor and any practice that may result in the employment of child labor.

4

Equal pay for equal work and working hour standards

Employees are paid in accordance with all relevant wage and salary-related laws and regulations, including the minimum wage, overtime and statutory benefits, while overtime pay is paid in a manner that exceeds the legal requirements. The Company clearly stipulates in the Work Rules that the daily working hours shall not exceed 12 hours, and the weekly working hours shall not exceed seven days. The monthly overtime limit is 46 hours, and the relevant norms are regularly promoted in labor-management meetings. We attach great importance to equal pay for equal work and regularly review our payroll system to ensure internal fairness and external competitiveness.

5

Protection of female employees and special groups

CHPT's Work Rules set out a series of measures for protecting female employees, especially those who are pregnant, including not working at night and not engaging in dangerous work, etc., and protecting the safety of female workers working at night. We also strictly prohibit inhumane treatment of employees and any form of sexual harassment, violence, corporal punishment, mental or physical oppression, or verbal insults and discrimination.

6

Privacy protection

We respect employee and customer data privacy, and our collection and use of data comply with regulatory requirements.

7

Supply chain extension

CHPT has the responsibility to spread awareness of respecting human rights to its supply chains and partners. We expect suppliers and partners to hold themselves to the same high standards concerning human rights issues, such as labor conditions and conditions, occupational safety and health, etc., as well as evaluate measures to reduce potential human rights risks along the value chain, in hopes that our value chain partners can work together with us to implement human rights management.

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Specific Human Rights Practices and Training

Relevant Approach	Description
Sexual Harassment Prevention and Related Practices	- Establishing norms: CHPT absolutely attaches great importance to the equal rights of men and women, and has established "Sexual Harassment Prevention Operation Management Measures," and regularly review the measures to comply with legal norms. There were no sexual harassment complaints in 2025. - Tracking and managing: The feedback channel accepts anonymous and named complaints from colleagues to the employee suggestion mailbox and grievance hotline, and absolutely attaches importance to the employee's response to the problem. The suggestions through the response will be tracked and managed by the "special case team" until the cases are closed. - To prevent sexual harassment and illegal infringement in the workplace, in addition to formulating management measures in accordance with laws and regulations, we also periodically organize illegal infringement in the workplace and sexual harassment prevention education and training, and formulate handling and investigation procedures for illegal infringement in the p
Diverse appointments, non-discrimination, anti-bullying	- CHPT has issued a DEI Declaration and, to prevent incidents of discrimination, has clearly defined a "Non-Discrimination Policy" in its Employee Recruitment Management Regulations. This policy covers factors such as age, gender, religion, blood type, zodiac sign, and sexual orientation. The Company promotes diverse hiring across departments, ensures equal employment opportunities, and has established anti-discrimination procedures along with mechanisms for employee participation, feedback, complaints, and whistleblowing. - Pay attention to equal pay for equal work, and regularly review the salary system to ensure internal fairness and external competitiveness. - The "Employee Recruitment Operation Management Measures" clearly stipulates that the Company shall appoint employees without differences due to race, place of birth, or religious belief. - The Company has employed a total of 8 employees with disabilities, which is more than that required by law. In addition to enjoying relevant rights and interests according to law, the Company has set up special elevators and parking spots for people with disabilities to protect the rights and needs of employees with disabilities. - Indigenous Peoples Protection: The Company complies with the Labor Standards Act. If an employee is indigenous people and needs to ask for leave and it meets the facts, the Company may give the indigenous people a leave of absence for festivals and ceremonies. In 2025, a total of 5 employees took this type of leave.
Prohibition of child labor	Through the "Responsible Business Alliance Code of Conduct," CHPT requires suppliers to meet sustainable standards, including the issue of not using child labor, and the signed back rate of the affidavit is 100%. The Company's "Employee Recruitment Operation Management Measures" stipulate that any behavior that may cause the employment of child labor is not allowed. In case of misuse of child labor and young workers in the future, they should be immediately stopped from working, and verification should be carried out by the Human Resources Department. If the facts are correct, we will settle their wages and help arrange for a medical examination. We will also take various countermeasures. Furthermore, we care for and respect all employees, protect the legitimate rights and interests of employees in accordance with the "Code of Ethical Conduct," thereby stimulating employees' creativity and enthusiasm towards the Company.

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Relevant Approach	Description
Prohibition of forced labor	- When the employment relationship is established, the labor contract is signed according to the law. The contract states that the employment relationship is established based on mutual agreement. When adjusting the positions of colleagues in response to the Company's business needs, we also follow the "Employee Job Transfer Operation Management Measures" to seek employees' consent before proceeding with the operation. - During the period of employment (including the probation), employees who feel that they are not suitable for the position or have incompatible interests may ask for resignation and will not be forced to work. - In accordance with the "Guidelines for the Adoption of Codes of Ethical Conduct," the Company cares for and respects all employees, and protects the legitimate rights and interests of employees, to enhance employees' sense of identity and solidarity with the Company. - Standardize the protection measures for female workers in accordance with the "Work Rules," especially the protection measures for pregnant female workers: including not working at night and not engaging in dangerous work, etc., and protecting the safety of female workers working at night. - We have formulated the "Employee Overtime Operation Management Measures" in compliance with the law, which stipulate that the extension of working hours requires the unanimous consent of both the supervisor and the employee, while employees can choose to apply for overtime pay or compensatory leave based on their preferences. - The Company clearly stipulates in the "Work Rules" that the daily working hours shall not exceed 12 hours, and the weekly working hours shall not exceed seven days. The monthly overtime limit is 46 hours, and the relevant norms are regularly promoted in labor-management meetings. In addition, an overtime reminder function has been set up in the attendance system to review and remind our employees to avoid overtime work on a monthly basis.
Education and Training on Human Rights Policies and Procedures	- New employee training covers covering "legal knowledge (personal confidentiality obligations, personal data protection, insider trading, technical protection, honesty and integrity)" and "human resources system and sexual harassment prevention" and other categories. - In 2025, we conducted a series of occupational safety training courses, featuring 566 classes attended by a total of 4,667 trainees. - Every year, CHPT organizes online courses [Note 1] of compulsory training "Preventing Insider Trading" and "Confidentiality, Honesty and Integrity" for all employees. Each course study includes a test for about 1 hour, (0.5 hours of course hours and 0.5 hours of test hours), where 100 marks is the passing score. Note 1: The content of the course includes explaining the constituent elements of insider trading, the penalties for violating insider trading, how to avoid false insider trading, and the promotion of confidentiality, honesty and integrity, and so on. "Prevention of Insider Trading" online course: 933 trainees completed the training, which involved a total of 466.5 hours. "Confidentiality, Honesty and Integrity" online course: 930 trainees completed the training, which involved a total of 465 hours.

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Overview of Human Rights Issues Assessment and Mitigation Measures

Target Group	Affected Group	Human Rights Issue	Assessment/Communication Channel	Mitigation Measures
Employee	All employees	Anti-discrimination, child labor, working hours and salaries, prohibition of forced labor, freedom of expression, religion, and association.	Labor-management meetings Complaint hotline Employee suggestion box Employee complaint mailbox	Work rules Recruitment and Appointment Management Measures Employee Overtime Operation Management Measures
Employee	Indigenous people	Protection of indigenous people		In accordance with the Labor Standard Act, the indigenous peoples are entitled to seasonal ritual leave.
Employee	People with disabilities	Work environment safety		There are special elevators and special parking spots for the disabled employees
Employee	Pregnancy and breastfeeding colleagues	Health (pregnancy and breastfeeding)	Pregnancy and one year after pregnancy	Planning and execution of maternity health protection program
Employee	All employees	Health	Poor health checkup results	Manage regular health checkups Health checkups reminder and promotion Manage health promotion movement On-site doctor's health consultation clinic
Suppliers/contractors	Contractors' employees	Privacy rights (Supply chain management)	Supplier meetings Manufacturer self-evaluation Plant visit audit	Supplier management procedure
Clients	Owner's employees	Privacy rights	Owners meeting	Confidentiality commitment

External Initiatives and 2025 Performance

CHPT adheres to the RBA Code of Conduct, which sets forth requirements and standards across four major areas: labor rights, occupational safety, environmental protection, and business ethics. Through this commitment, the Company ensures that the rights and interests of all stakeholders, including employees, customers, suppliers, and contractors, are protected.

- **Supply chain management:** CHPT requires all suppliers to sign relevant agreements, including the Statement of the Code of Ethics and Business Conduct and the Declaration of Non-use of Conflict Minerals, to eliminate any unfair, unjust, or discriminatory conduct in procurement activities.
- **Audit results:** In 2025, the Company took part in a total of 11 RBA audit or questionnaire surveys from our customers, all of which showed our compliance with the regulations. No cases of sexual harassment, bullying, or other workplace misconduct were reported at CHPT in 2024.
- **Annual summary:** In 2025, CHPT had no human rights issues, including discrimination, child labor, forced labor, and violation of freedom of assembly and association.

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3.2 Talent Development and Cultivation

3.2.1. Talent Training and Continuation

Through the integration and utilization of various resources, CHPT implements talent development and education and training, provides employees with a good learning environment, and allows each employee to have diverse development opportunities. Learning, growth and experience continuation cultivating outstanding talents in various fields is the core value that the Company attaches great importance to. In 2025, we continued to actively develop digital courses and resources as well as provided diverse learning channels for the team, so that learning can take place regardless of location and time. This year, we integrated online training and offline learning and development activities, with a total of more than 30,000 training hours, and an average of about 24.2 training hours per employee.

Core Strategy: Key Training Program

Taking continuation as the main axis, make good use of internal human capital to develop knowledge management expertise and share experience



Project succession

Promoting design, undertaking projects, simulating manpower development, continuing and optimizing employment efficiency projects, digitizing teaching materials and designing communication-related operating software and professional knowledge courses.



Lecturer development

Organize internal lecturer awarding activities to enable internal lecturers to understand the value of education and training, enhance their self-confidence and strengthen their sense of mission, and expect internal lecturers to maximize the benefits of experience continuation



Management development

Since 2022, the Company has continued to offer annual training programs for newly promoted frontline supervisors, aiming to enhance their management capabilities and strengthen their understanding of human resources policies and systems.

Continuing from 2023, the Company has sustained its intermediate-level supervisor training, aimed at broadening their horizons, stimulating their potential and developing high-quality communication, and effectively bolstering their mastery of managerial responsibilities and tasks.

Training Implementation: Cultivation of New Employees and Experience Continuation

The course design for new employees includes three major items: an introduction to the company and its compensation and attendance systems, legal knowledge and environmental protection, and awareness of quality and information security. In 2025, the number of participants in new employees course training was a total of 612, with a total of 1,773 hours and an average of 2.9 hours per person, which showed that the Company attached great importance to basic training for new recruits. Because of the cornerstone of good new employees training, is regarded as the first step in talent cultivation.

Resource Integration: Promotion of Physical and Digital Learning Courses and Resources

CHPT has established a comprehensive training framework, conducting approximately 220 to 250 internal and external training sessions per quarter. Training is divided into eight major categories: general training (new employee training); regulatory training (external training); professional training; quality training; management training; other training; occupational safety and health training; and technical training. In 2025, total training participation reached 24,020 employees, with total training hours amounting to 32,490.8 hours.

Overview of Digital Courses and Learning Resources

A total of 3 major types of online courses and resources (mandatory training, elective training, and learning resources) were established, covering 9 categories and 47 items. Among these, elective training registrations reached 326 person-times, while learning resources recorded 1,810 views, including:



Elective courses

Professional courses, occupational safety and health courses, and management and general education courses.



Learning resources

Insurance and financial planning, experience sharing, learning sharing, operation manuals, occupational safety, digital transformation, and sustainable development.

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Quantitative Statistics on CHPT’s Overall Training Performance

Physical + Digital Course Training Overview

Course type	Region	Course item	Accumulated number personnel trained/ hours
Physical and digital courses	Taiwan	General category (new employee training)	A total of 612 trainees, totaling 1,773 hours
		Law category (external training)	A total of 197 trainees, totaling 1,279 hours
		Quality category	Attended by 1,728 trainees for a total of 2,093.8 hours
		Professional category	A total of 9,446 trainees, totaling 13,958.8 hours
		Management category	A total of 587 trainees, totaling 866 hours
		Others	A total of 11,075 trainees, totaling 10,680.3 hours
	Su Zhou Precision Test Tech. Ltd.	Safety and health	A total of 117 trainees, totaling 576 hours
		Technology	A total of 258 trainees, totaling 1,264 hours

Average Hours of Employee Training in 2025

Unit: hours

Rank	Average training hours for males	Average training hours for females
Management roles	30.4	28.8
Non-management roles	23.4	22.8
Total	24.5	23.4

Note 1: Management position: supervisor (including a proxy) at the group level (including) or above

Note 2: Education and training hours include overseas regions, internal training, and external training

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2023-2025 Training Hours and Participation by Training Category

Region	Category	Item	2023	2024	2025
Taiwan	General category (New employee training)	Total hours	1,251	2,017.5	1,773
		Number of trainees	369	624	612
		Average training hours	3.4	3.2	2.9
	Law category (external training)	Total hours	1,617	1,278.0	1,279
		Number of trainees	285	164	197
		Average training hours	5.7	7.8	6.5
	Quality category	Total hours	2,316.5	1,743.7	2,093.8
		Number of trainees	1,896	1,472	1,728
		Average training hours	1.2	1.2	1.2
	Professional category	Total hours	11,009	12,154.0	13,958.8
		Number of trainees	7,162	7,585	9,446
		Average training hours	1.5	1.6	1.5
	Management category	Total hours	946.32	2,330.0	866
		Number of trainees	335	1,756	587
		Average training hours	2.8	1.3	1.5
Su Zhou Precision Test Tech. Ltd.	Others	Total hours	15,459.5	13,876.9	10,680.3
		Number of trainees	14,780	12,089	11,075
		Average training hours	1.0	1.1	1.0
	Safety and health	Total hours	N/A	781.5	576
		Number of trainees	N/A	148	117
		Average training hours	N/A	5.28	4.92
	Technology	Total hours	N/A	445.7	1,264
		Number of trainees	N/A	176	258
		Average training hours	N/A	2.53	4.9

Note: The course statistics include general education courses conducted at both Taiwan and overseas locations

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Employee Training Amount and Hours

Training indicator	2023	2024	2025
Total employee training amount (NT\$)	672,346	836,539	680,860
Total employee training hours (hours)	32,599.3	33,400.1	32,490.8
Employee training amount/ Total numbers of employees (NT\$/people)	551.1	735.7	616.2
Total employee training expenditure as a percentage of operating revenue	0.02%	0.02%	0.01%

Note 1: Number of employees in 2023: 1,220 people
Note 2: Number of employees in 2024: 1,137 people
Note 3: Number of employees in 2025: 1,167 people
Note 4: Amounts for Su Zhou Precision Test Tech. Ltd. are calculated based on the NT\$/RMB exchange rate of 4.5 as of December 31, 2025

3.2.2. Performance Assessment

CHPT provides a platform for employees to give full play to their professional functions, expecting to achieve the Company's strategic goals and further have a positive impact on social development. The Company's talent cultivation policy takes function as the training goal, follows the "Performance Management and Development Procedures," and conducts annual performance assessment for all employees every year. In 2025, the completion rate of performance assessment was 100% among employees, including 653 males, accounting for 67.46% of the total number of employees assessed; 315 females, accounting for 32.54%; and 174 management employees, accounting for 17.98%; and 794 non-management employees, accounting for 82.02%. Every employee is a valuable asset and an indispensable member of CHPT. The assessment mechanism is not to evaluate the quality of employees, but through a diverse and multi-faceted evaluation mechanism, employees and managers at all levels can fully understand their own work goals and the blueprint for the future development of the organization, and serve as the basis for determining salary and bonuses, and position adjustments. If employees have doubts about the assessment results, they can file an appeal, and their line supervisor will respond to the appeal.

Item	Total	Male		Female	
	Number of People	Number of People	Percentage	Number of People	Percentage
Management roles	174	135	77.59%	39	22.41%
Non-management roles	794	518	65.24%	276	34.76%
Subtotal	968	653	67.46%	315	32.54%

Note 1: The number of inspections received does not include the Chairman, the President, migrant workers, interns, and new recruits who have been employed for less than 3 months
Note 2: Those who participated in one or more performance assessments will be included in the calculation of the number of persons subject to assessment,

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3.3.1 Safe Work Environment and Management System

EHS Policy and Four Core Principles

CHPT mainly provides solutions for semiconductor testing interfaces; from R&D, design, manufacturing, assembly, on-board verification, debugging and after-sales service. We are a comprehensive "highly integrated, deeply customized" and professional Company. Upholding its commitment to fulfilling corporate social responsibility, CHPT aims to reduce pollution generated from its products, services, and activities. The Company is also dedicated to creating a better and safer working environment, and makes the following commitments:

- ① Comply with local safety, health and environmental protection regulations, and continue to pay attention to international safety, health and environmental issues.
- ② Promote occupational safety, health, and environmental management systems, implement relevant risk assessments, review improvement results, and continually improve management performance.
- ③ Actively improve the manufacturing process, control pollution sources, promote waste reduction and energy conservation in the manufacturing process, and reduce environmental impact and risks.
- ④ Implement safety, health and environmental protection education, establish employee prevention concepts, and avoid disasters and pollution.
- ⑤ Establish a safe and healthy workplace environment, implement health management and promotion activities, and improve the physical and mental health of employees.
- ⑥ Support employees to consult and participate in safety, health, environmental protection and other related issues, and encourage all employees to discover hazards, risks and improvement opportunities, and receive appropriate responses and protections.
- ⑦ Establish good communication between suppliers, outsourced vendors and other stakeholders, and communicate company policies for the purpose of sustainable operation.

CHPT's Four Concepts of Safety and Health Policy



Comply with workplace safety regulations



Eliminate risk factors



Commitment to continuous improvement



Prevention of injuries and accidents

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Occupational Safety and Health Management System

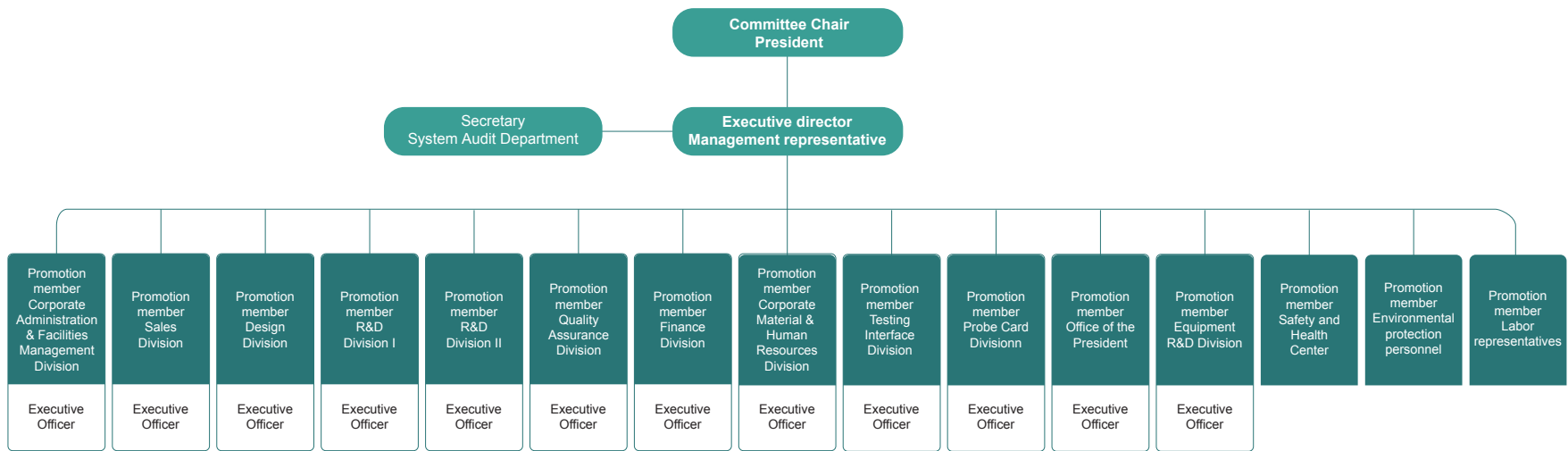
In accordance with the ISO 45001 occupational health and safety management system, CHPT has set up a Safety and Health Committee and established a "safety and health policy" to maintain the work safety and health of employees, suppliers, contractors and other employees in the plant, and continuously improve the working environment, enhance the awareness of safety culture, strengthen self-inspection, and aim at zero workplace safety incidents and zero injuries.

CHPT attaches great importance to the safety of employees' workplaces. In order to create a safe workplace environment, it has been committed to safety and health related issues for a long time, and insists on regarding safety and health as equally important issues as industrial development. Since 2018, CHPT has established the ISO 45001 management system at its Taoyuan plant and successfully obtained system certification in 2019. Other plants in Taiwan operate in accordance with the same system standards, while overseas sites follow local regulatory requirements. The system covers all personnel within the plant, such as suppliers and contractors, in addition to the internal employees of CHPT.

Worker Participation, Consultation, and Communication on Occupational Health and Safety

A meeting of the Occupational Safety, Health and Environmental Protection Committee is held every quarter, and is convened by the plant's top supervisor. The committee members are composed of head of division, safety and health management personnel, medical staff and labor representatives, and labor representatives must account for more than one-third of the total number of members in the meeting. During the meeting, the committee members will discuss all safety and health activities in the plant area and make recommendations on the plans and implementation results. If there is a disaster of personnel or equipment, the unit supervisor needs to explain and propose improvement measures to achieve the goal of review and improvement and prevent the problem from happening again. In addition, internal employees of the Company can provide occupational safety and health related suggestions to safety and health personnel or labor representatives through telephone, email, etc. at any time, and relevant safety and health personnel will communicate and discuss immediately. The Safety and Health Center or labor representatives will also bring up the situation or discuss unresolved occupational safety and health recommendations in the committee.

Occupational Safety and Health and Environmental Protection Committee Organization



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Occupational Safety and Health and Environmental Protection Committee Responsibility

Committee organization	Responsibility
Committee (labor representatives account for more than one-third of the committee members)	• Responsible for the promotion of environmental safety and health policy. • Coordinate and recommend occupational safety and health management plan. • Review occupational safety and health education training and implementation plan. • Discuss the resolution of occupational safety and health, environmental protection and other requirements management, and conduct a review of implementation deviations. • Assess the audit items of the management system and implement performance tracking. • Review hazard identification and risk assessment, identification results of environmental factors. • Review management of occupational safety and health, environmental protection and other requirements, proposal planning, implementation and tracking. • Review the planning and promotion of the Company's internal/external emergency response plan. • Review various sources of pollution, operation environment inspection plans, results, and measures adopted. • Review the investigation report on occupational safety and health and environmental incidents. • Analysis and tracking of employee health protection and promotion implementation results and monitoring results. • Other improvement suggestions or extempore motions.
Committee Chair	• Approve policies, goals and objectives. • Supervise management system operation. • Review management system promotion performance • Require managers at all levels and management, command, and supervision related personnel to implement relevant occupational safety and health, environmental protection, and other requirements.
Executive director	• Confirm that the requirements of the management system are established, implemented and maintained in accordance with this standard. • Report the performance of the management system to managerial supervisor for review and as a basis for system improvement. • Responsible for convening meetings and supervising the implementation of resolutions and evaluating the effectiveness of resolutions.
Promotion member	• Responsible for the implementation of the work assigned by each unit and the confirmation of the effect. • Responsible for reporting the work implementation status and performance of the unit at the committee meeting. • Responsible for supervising subordinate personnel to promote various improvement work.

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Identify Operating Environment Risks and Preventive Actions

Risk Prevention Measures

Each plant area has set up a workplace safety and health organization to coordinate the management and promotion of the environmental safety and health work at the plant, and abide by relevant laws and regulations on workplace safety, fire protection, and health. To prevent mechanical equipment from causing harm to personnel, the Company standardizes automatic inspection and fosters employees' habit of self-inspection before operation, to prevent occupational disasters caused by abnormal mechanical equipment.

Note 1: Plant coverage: Taiwan plants area (excluding the Hsinchu branch)



Identify the level of hazard risk



Risk score rating



Improve risk based on rating

Hazard Identification and Risk Assessment

The personnel who perform hazard identification must first complete the hazard identification risk assessment training before they can operate, and the personnel who perform hazard identification are all the entry-level supervisors in the Company (the section manager or the proxy). When identifying hazards, it is necessary to identify potential or past hazards from various operating behaviors, working environments, machinery, tools, and chemical substances in the unit, and classify the hazard items in terms of severity, operation time, and hazard occurrence possibility. The possibility of risk is calculated by multiplying the product, and the score will have five intervals (1~100), which are divided into risk levels of A~E according to the interval from high to low.

Internally, the Company lists hazards with risk scores higher than 46 points as items that must be improved (according to the resolution of the Occupational Safety, Health and Environmental Protection Committee, it may be listed as an annual target), and after the improvement is completed, re-evaluation is required to reduce the hazards to below 46 points. For hazards with a score lower than 46 points, it is necessary to propose improvement suggestions for safety optimization as much as possible.

Risk Level	Score	Explanation of Risks		Countermeasures	Opportunity planning for control measures or improvements
E	1~15	Acceptable risks	Light risks	Improving is not currently being considered, maintaining existing measures	- Suggestions for control measures or improvement opportunities should be put forward when the risk level is A or B - Suggestions on control measures or improvement opportunities may be proposed when there are different and better solutions than existing measures
D	16~30		Low risks	Adding additional control measures is not currently being considered, but under the condition of not increasing the cost, it is advisable to consider the improvement method that can boost the control effect	
C	31~45		Moderate risks	There is no need to add additional control measures currently, but after weighing the required cost and technology-related factors, control measures to reduce risks can be adopted	
B	46~70	Unacceptable risks	High risk	Listed as an improvement item, control measures to reduce risks should be taken within a certain period of time	Suggestions for control measures or opportunities for improvement to be proposed
A	71~100		Significant risks	Before the risk is reduced, it cannot be operated, and it is listed as the primary improvement item, and risk reduction measures should be carried out as soon as possible	

- In 2025, a total of 2,820 hazard identifications were completed, including 0 necessary improvement items and 57 safety optimization improvement items.
- According to the degree of risk, in 2025, there were high-risk hazard items: 0%, medium-risk hazard items: 0.6%, and low-risk hazard items: 99.4%.

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Workplace Safety Measures and Emergency Response

CHPT has established a 24/7 protection network to ensure that emergency response mechanisms can be activated immediately in the event of an abnormal incident.

Implementation Items	Implementation method
Plant Safety Management	The plant has access control set up at all entrances and exits. The gate has add more security guards stationed 24 hours a day and the entire plant area is covered by a surveillance system. The stationed guards patrol the plant site every 2 hours at night. A 24-hour emergency reporting hotline – 1999 - has been set up to prevent failure and delay in reporting emergency events.
Fire Safety Training	Engage external professional instructors to conduct specialized fire self-defense team training every six months based on the attributes of each floor and response zone within the plant.
Emergency response and evacuation drills	Conduct annual plant-wide emergency response and evacuation drills, and carries out regional drills on a rotating basis according to the attributes of each unit. Engage external professional instructors every three years to conduct emergency response commander training courses.
Occupational Safety and Health System	Operation of the occupational safety and health system. The Safety and Health Center has been assigned to perform daily inspections of the workplace, and conduct inspections on contractors' safety and health, the standard manufacturing procedures, equipment operation/maintenance policy, and chemical operation management, and other related operations, and make timely improvements. Each year, the Audit Center conducts 1 to 2 audits on the workplace safety and health system. In doing so, we hope to develop a habit of ongoing improvement and self-management among employees, and raise their awareness towards safety and health that would lead to the creation of a safe and comfortable work environment.

Actual Emergency Response Drill Process



Smoke is detected during the initial stage of a leakage incident - Personnel use fire extinguishers to conduct initial fire suppression



Personnel come into contact with chemicals during a chemical leakage incident - Designated personnel assist in guiding them to the emergency shower and eyewash station for immediate treatment



The evacuation guidance team carry out evacuation guidance for personnel on each floor



The evacuation guidance team carry out evacuation guidance for personnel on each floor



ERT personnel assemble and establish the Emergency Response Center



Personnel from each unit assemble at designated gathering points for roll call



Personnel prepare and put on appropriate protective equipment before entering the affected area to handle the chemical spill as instructed by the commander



The rescue team complete registration and confirm the pressure of breathing air cylinders before entering the affected area



The rescue team enter the affected area to handle the chemical spill



The rescue team enter the affected area to handle the chemical spill

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Hours of Safety Education and Training Statistics

CHPT has established a comprehensive training system to ensure that employees in different positions possess the corresponding safety knowledge required for their roles. Core training performance in 2025: CHPT conducted 7 sessions of general occupational safety and health on-the-job education and training for current general employees and supervisors, with a total of 741 participants completing the training.

Training type	Description	Shift	Number of trainees	Total training hours
General employees and supervisors safety and health education and training		7	741	741
Occupational safety and health/productive machinery/general hazard awareness training for new employees	According to the Company's regulations, all employees of CHPT are required to complete 1 hour of training annually. Employees in managerial positions must complete 3 hours of training every two years.	155	479	1,020
Safety and health-related training conducted by each department		141	1,492	1,781.25
Production mechanical equipment safety education and training	For employees of units that operate or introduce new mechanical equipment, receive at least one hour of hazard knowledge training on mechanical equipment operations every year. Employees of units that use chemicals must receive at least one hour of chemical hazard knowledge training every year.	136	1,307	1,784.5
Radiation protection personnel education and training (including refresher training)	For personnel who operate radiation equipment in the Company, external training is arranged according to the validity period of the operating certificate.	50	74	342
Emergency response education and training	Arrange training related to emergency response tasks for personnel in the Company who have a response task group.	12	234	427.25
Self-defense fire brigade education and training	For the fire brigade personnel in the Company, the training is arranged, which is divided into the first and second half of each year.	7	119	405

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Training type	Description	Shift	Number of trainees	Total training hours
First aid personnel education and training (including internal training - AED operation education and training)	For the first-aid personnel in the Company, in addition to arranging external training according to the validity period of the certificate, AED operation training and other relevant first-aid knowledge training are added internally.	8	36	87.5
Hazardous operation supervisor education and training (organic solvents, specific chemical substances, lead operation, dust operation, rooftop operation, high-pressure gas supply and consumption operation, oxygen-deficient operation supervisor, and scaffold assembly operation) (including refresher training)	For units in the Company that perform or are likely to perform hazardous operations, the hazardous work supervisors set up external training shall be arranged according to the validity period of the certificate.	25	31	222
Machinery and equipment operator training (forklift and aerial work platform operators) (including refresher training)	For personnel who operate machinery or equipment requiring operator training under the Occupational Safety and Health Act, CHPT arranges external training in accordance with regulatory requirements.	6	6	18
Hazard identification risk assessment education and training	For executives and reviewers in the Company, conduct and review training at least once a year.	7	136	134.5
External education and training (including refresher training and new training hours) for personnel of the Safety and Health Center	For the personnel of the safety and health management unit in the Company, external training shall be arranged according to the requirements of laws and regulations.	12	12	85

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Comprehensive Security Protection

Protection item	Protection measures
 Provision of personal protective equipment	According to the hazard level of the on-site operation environment, provide the required safety protective equipment, such as activated carbon masks, N95 masks, soundproof protective equipment (earplugs or earmuffs), etc.
 Right to refuse unsafe work	Provide and ensure a safe working environment through the operating area inspections by supervisors at all level, the regular patrols of the guards, irregular inspections of the Safety and Health Center, and the implementation of illegal environmental assessments
 Arranging Regular Health Checkups for Labor	Each year, the Company provides general employee health examinations and special health examinations for designated operations that exceed statutory requirements, while implementing health classification management and occupational physician consultation services. (For detailed data and implementation results, please refer to Section 3.3.3 Employee Health Management and Promotion)
 Clear health and safety goals	Relevant management procedures are clearly stipulated, and health grading management is carried out according to the health checkups results of employees in the plant, to identify personnel with high-risk hazards, carry out risk hazard notification, improve the working environment, limit working hours, and use protective equipment.
 Comply with the International Labor Organization	Comply with the regulations of the International Labor Organization, prohibit child labor, avoid overtime work, eliminate discrimination and forced labor.

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3.3.2. Occupational Safety Indicators Disclosure

Statistics on the number of occupational injuries and the disabling severity rate over the years

Item		2023	2024	2025
Number of Work-Related Injuries in Recent Years	Number of work hours	3,009,631	2,673,905	2,786,977
	Number of fatalities as a result of work-related injury	0	0	0
	Ratio of fatalities as a result of work-related injury	0	0	0
	Number of high-consequence work-related injury	0	0	0
	Ratio of high-consequence work-related injury	0	0	0
	Number of recordable work-related injury	2	1	3
	Types of recordable work-related injury	Injury sustained during material handling (1 incident) Laceration caused by equipment operation (1 incident)	Equipment maintenance laceration (1 incident)	Chemical splash (1 incident) Fall-related injury (1 incident) Process-related laceration injury (1 incident)
	Ratio of recordable work-related injury	0.66	0.37	1.08

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	Item	2023	2024	2025
Disabling Severity Rate	Total number of injuries and losses	2	0	0
	Total number of work days lost	12	0	0
	Disabling frequency rate (FR)	0.66	0	0
	Disabling severity rate calculation (SR)	3	0	0

Note 1: When calculating the number and ratio of high-consequence work-related injuries, exclude the number of deaths

Note 2: When calculating the number and rate of recordable work-related injuries, include the number of deaths caused by work-related injury and calculate the rate in millions of hours worked

Note 3: High-consequence work-related injury means failure to return to pre-injury health over six months

Note 4: Only injuries caused by commuting accidents, which occur while using transportation arranged by the organization, can be counted as work-related injuries, and employee commuting to and from work is not included

Note 5: Calculation of total working hours: employee swiping card data (including overtime hours) + contractor's monthly swiping card entry times * 8 hours Calculation of total working hours from 2021 to 2024: employee card information (including overtime hours) + contractors entering the plant * 120 days * 8 hours (based on an estimated operational baseline of 10 entry days per month per contractor over a 12-month fiscal period, totaling 120 working days annually) Calculation of total working hours in 2025: employee clock-in records (including overtime hours) + the number of contractor personnel entering the plant * monthly working days * daily working hours.

Note 6: Disabling frequency rate (FR): (total number of injuries and losses*10⁶)/total working hours

Note 7: Calculate disabling severity rate (SR): (total number of work days lost *10⁶)/total working hours

Note 8: No disabling injury incidents occurred in either 2024 or 2025.

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Work-Related Injuries and Accidents Response Improvement Plan, 2025

Work-related injuries incidents	Number of People	Improvement methods
Commuting to and from work	17 incidents	1. We launched commuter accident incidence and severity reduction programs to strengthen employees' understanding of the concepts and behaviors of safe and defensive driving through professional safe and defensive driving training and hands-on demonstration courses. 2. Produced a traffic safety awareness video and played it in the elevator halls at the entrances and exits of the underground parking lot.
Chemical splash	1 incident	1. Posted PPE-wearing signage in work areas and switched to covered measuring cups. 2. Added long cylindrical graduated cylinders, enabling chemical solutions to be automatically dispensed into the reduction tank by pressing, replacing the previous manual addition method. 3. Standardized the requirements for wearing personal protective equipment during chemical handling operations within the unit.
Fall-related injury	1 incident	1. Posted warning signs along pedestrian walkways and incorporated the topic into the department's annual training program. 2. Purchased cart boards and required the use of frames and carts during transportation.
Process-related laceration injury	1 incident	1. Removed the originally installed cleaning spray pipe to create an additional 10 cm of space for employees when loading boards, and posted a reminder of the standard board-loading hand posture in front of the work area. 2. Incorporated the adjusted board-loading hand posture into the "Outer Layer Copper Reduction and DES Operating Standards" and provided training to department employees.

Note: Commuting to and from work is not included in the calculation of work-related injuries in the plant



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3.3.3. Employee Health Management and Promotion

Maintaining the Concept of Employee Health

We care about the health of our employees, promote their physical and mental health, provide employees with a safe, healthy and friendly working environment, promote health promotion activities and employee assistance programs, encourage employees to participate, and create a shared goal of a healthy workplace. We set up full-time occupational health nurses and hire qualified occupational medicine specialists and trained labor health service physicians to serve at the plant to ensure that every employee can work in a workplace environment under the utmost care.

The actual implementation status and results of the annual physical and mental health promotion and disease prevention initiatives are as follows:

- Provide health care that is superior to the laws and regulations, and employees' family members can participate in health checkups activities according to the employee's health checkups items and amount.
- Publish health education, prevention information and other information every week, and publish them simultaneously in the "EIP Safety and Health Bulletin" so that personnel in all districts can know the latest safety and health issues, correct health care and disease prevention concepts in the first place.
- Periodic health examinations for employees are arranged, and the actual implementation status is provided in the attached table.
 - Special health checkups in Taiwan: annually; General health checkups: annually; Managerial supervisors health checkups: every three years.
 - Special health examinations in Mainland China: irregular timing, pre-employment physical exams, and wellness check for employees with two years of service.
- Analyze, evaluate and manage employee health checkups and special health checkups records, and take the initiative to care for them according to their graded management. When necessary, arrange doctors to conduct interviews and provide health guidance and care.

Overview of Health Checks in 2025

Health Check Items	Target Group	Frequency	Number of Examinees	Examination Rate
Special health checkups in Taiwan	Employees engaged in operations with specific health hazards	Annually	355 people	100%
General health checkups in Taiwan	Employees with over one year of service	Annually	869 people	99%
Managerial health checkups in Taiwan	Top-level supervisor	Every three years	65 people	98%
Special health check in Mainland China	Employees in hazardous positions	Irregular	25 people	100%
Pre-employment medical examination in Mainland China	New recruits	Upon employment	15 people	100%
Wellness health check in Mainland China	Employees with over two years of service	Every two years	7 people	27%

Note 1: Scope of health examination data: Taiwan region, including employees assigned to Japan and North America.

Note 2: Health examination rate in Taiwan is below 100%: Some overseas-based employees are unable to return to Taiwan for health examinations. Hospital visits will be arranged based on each employee's circumstances to complete the health examinations.

Note 3: Special health examination rate in Mainland China: Includes examinations before employment, during employment, and upon leaving the post.

Note 4: Pre-employment health examination in Mainland China: Conducted upon onboarding in accordance with the requirements of the employee's assigned position.

Note 5: Welfare health examinations in Mainland China are not subject to regulatory requirements and are provided as a company benefit. Employees may choose to participate voluntarily.

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Special Health Checkups Provided for Employees Working in Special Places

Special health checks are provided for employees working in designated hazardous areas, tailored to the nature of their tasks (e.g., noise exposure, ionizing radiation checks, etc.).

Special Occupational Health Examination Items and Number of Examinees in Taiwan

Special Occupational Health Examination Items	Number of individuals
Full-frequency audiometric testing exceeding regulatory requirements	162
Ionizing radiation operations	112
Lead operations	109
n-Hexane operations	9
Manganese and its compounds operations	137
Dust exposure operations	98
Chromic acid and its salts or dichromate salts operations	15
Nickel and its compounds operations	147
Formaldehyde exposure operations	94
Mercury and its inorganic compounds operations	5

Occupational Hazard Examination Items and Number of Participants in Mainland China

Occupational Hazard Position Examination Items	Number of employees examined during employment	Number of employees examined before employment	Number of employees examined upon leaving the post
Lead and its inorganic compounds	13	3	1
n-Hexane	3	0	0
Pentane (all isomers)	3	0	0
Tin and its compounds	11	3	1
Dipropylene glycol monomethyl ether	3	0	0
Noise	16	7	2

Note 1: Noise is a mandatory examination item for occupational hazard exposure in the company

Note 2: Other hazard items are examined in accordance with regulatory requirements, based on the employee's job position and work activities

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Comprehensive Proactive Health Management and Prevention System Initiatives

Prevention of Occupational Diseases and Related Hazards

By using relevant assessment tools such as Framingham risk score and overload questionnaire, musculoskeletal questionnaire, job site hazard identification, environmental risk assessment, etc., to carry out related assessments such as overload, musculoskeletal, and illegal infringement workplace. No cases of occupational illness were reported at CHPT in 2025.

The proactive health management and prevention system includes health seminars, on-site occupational physician services, workplace violence risk assessment, abnormal workload assessment, maternal health protection, and ergonomic hazard prevention.

- In cooperation with the Taoyuan City Government's free lung cancer screening program, the Company assisted 51 employees in applying for the program in 2025. Since 2023, the Company has assisted a total of 79 employees in applying for and obtaining eligibility for free screening.
- Engaged an occupational medicine specialist to conduct a "Travel Medicine Seminar," providing employees with professional and accurate health and medical knowledge needed for travel.
- Engaged an occupational medicine specialist to provide 36 on-site service sessions annually, totaling 108 hours. Services included physiological assessments under the respiratory protection program for emergency response personnel and employees required to wear full-face or half-face respirators; health education on cardiovascular diseases, including cardiovascular conditions, metabolic syndrome, hypertension, hyperlipidemia, and hyperglycemia; post-surgery return-to-work assessments and care; physical and mental health care for pregnant employees; workplace environment assessments; and consultation, evaluation, and on-site operational visits for personal health-related matters. In 2025, a total of 180 employees received on-site services. Following comprehensive evaluations, all employees who received consultations were deemed capable of adapting to and performing their work, with no immediate need for work adjustments or additional work restrictions.
- Workplace violence risk assessment: Senior executives jointly signed the Declaration on the Prevention of Workplace Violence, demonstrating the Company's zero-tolerance stance toward workplace violence. The Safety and Health Center conducted a risk assessment of the entire plant environment and identified 7 areas suspected to be at high risk of workplace violence. After assessment and improvement meetings were held with the supervisors of the responsible units, all relevant corrective actions were completed.
- Abnormal workload assessment: Health examination reports, questionnaire responses, and overtime hours were consolidated for risk comparison and analysis. High-risk employees accounted for 1.6% of all employees. Through consultation interviews, they were informed of relevant hazards and encouraged to actively improve their health conditions, and their risk levels have all been reduced to medium risk.

- Maternal health protection: The maternal work risk and hazard protection map is regularly updated based on the plant's workplace environmental monitoring results and simultaneously published in the EIP Safety and Health Announcements. Health care and workplace environment assessments were conducted for all maternal employees during pregnancy and upon returning to work after childbirth. In 2025, a total of 12 maternal employees received care and assessments. Following the assessments, all maternal employees were classified under Level 1 management, with no immediate need for work adjustments or additional work restrictions.
- Ergonomic musculoskeletal hazard prevention: An online survey was conducted among all employees across the plant, requiring them to complete a musculoskeletal questionnaire. Based on the survey analysis, 2.2% of employees indicated potential hazards. Individual interviews were conducted to determine the relevance of these hazards to their work, and the interview results were further reviewed by an occupational medicine specialist during on-site services. The assessment concluded that the relevance to work was not significant. In addition, the analysis found that two employees who reported potential hazards were engaged in on-site process operations within the same unit. Accordingly, an occupational medicine specialist was arranged to conduct an on-site work observation, including observing the actual work conditions of employees in the area and interviewing senior employees to confirm the work content. The KIM-MHO and KIM-PP methods were used to assess ergonomic risks at the worksite. The calculated operational risk level was medium to low workload. Based on the interviews and actual work observations, it was determined that there was currently no immediate need for job redesign.

Improving the Work Environment

- Operating environment related to chemical factors: According to the results of operating environment monitoring, when the exposure concentration is higher than 1/2 of the allowable concentration, the process improvement will be implemented; the monitoring results in 2025 was lower than 1/2.
- Operating environment (noise) related to physical factors: According to the results of the monitoring of the operating environment, when the number of decibels is higher than the statutory requirements, the process improvement will be implemented; the monitoring results in 2025 were all lower than the statutory requirements.
- The occupational hazard work environment in Mainland China was certified as compliant by the local environmental inspection agency in 2025.

Promoting Smoke-Free Workplaces or Tobacco Hazard Prevention Actions

In compliance with tobacco hazard prevention regulations, the Company prohibits smoking throughout the factory premises, with the exception of designated smoking areas. Irregular online announcements on tobacco hazard prevention are issued, and smoking cessation posters are posted in stairwells on each floor to encourage employees to actively quit smoking.

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Performance in Promoting Health Promotion Activities

- In 2025, one blood donation event was held with participation from 87 employees, collecting a total of 121 bags of blood. From 2023 to the present, a cumulative total of 331 participants have donated 454 bags of blood.
- Visually impaired massage therapists provided on-site massage services to employees. In 2025, there were 1,019 massage service sessions. From 2023 to the present, a total of 2,176 sessions have been recorded.
- Health education leaflets were promoted via online announcements. In 2025, a total of 72 leaflets were issued, including 49 on general health, 7 on traffic safety, and 16 on occupational safety and health.
- Leveraging the independently developed health management system to allow employees to access their health reports anytime and monitor their health status. Based on varying levels of health risk, it also provides tailored health care, follow-up reminders, and support. In addition to providing risk notifications and reminders during health interviews, care messages may also be recorded in the health management system. On the following day, the system converts the care message content into email format and sends it to employees' personal mailboxes, once again reminding high-risk employees to pay attention to their personal health conditions.

3.3.4. Contracting Manufacturer Safety and Health Management

CHPT has long regarded contractors and collaborative partners as part of ourselves. CHPT attaches great importance to the safety and health of contractors and collaborative partner, so we strictly implement relevant management regulations. To effectively implement the safety and health management work, CHPT has formulated a safety and health policy. Convey or announce policies to employees, contractors, customers, suppliers, and other stakeholders publicly (e.g., community residents). The headquarters, as the general supervisor of the implementation outcome of each plant, regularly report the implementation outcome of the safety and health improvement plans of each plant, including the follow-up and preventive measures for accidents and violations, to review the status and continue to improve, to achieve the goal of creating the best health workplace.

In order to prevent disasters or work-related injuries incidents, we will assess the risk comprehensively of the operating environment in the construction area before contracting. When signing the contract, we require contractors and collaborative partners to abide by the current laws and regulations related to safety, health and environmental protection. At present, we are cooperating with 351 contractors. The Company has standardized and systematized the contractor management system and established contractor management procedures. Professionals conduct risk assessments on contract operations, identify potential dangers, and formulate corresponding safety management projects. Work with contractors to control predictable risks and reduce the possibility of disasters, implement contractor safety and health management, and ensure that all personnel entering the plant can work safely.

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Safety Management Criteria for Undertaking Safety and Health Construction

- Before the construction of the contracted project, the CHPT undertaker of the project contracting must hold a "job safety analysis meeting" together with the contractor's project leader and security personnel. The contractor will propose various possible hazards one by one for the various operations of the project, and propose preventive measures for these hazards.
- At the beginning of the project, a "toolbox meeting" must be held every day, and the possible hazards caused by the operations performed on that day must be explained to the construction personnel one by one.

Contractor and Equipment Management

CHPT will formulate contractor management system standards and systematization, establish contractor management procedures, carry out hazard identification and risk assessment for operation projects undertaken by professionals, formulate corresponding safety management projects, and work with contractors to control predictable risks and reduce the possibility of disasters. At the same time, the Company also standardizes the automatic inspection of machinery and equipment and develops the habit of employees to conduct self-inspection before operation, to prevent occupational accidents caused by abnormal machinery and equipment.

In response to matters such as production line expansion and the establishment of the headquarters, the number of contractors working with CHPT has reached 351. The Company has established a professional and dedicated executive unit and implemented the Company's safety and health management mechanism through an institutionalized, systematic, and top-down approach to ensure the safety of products, employees, contractors, plants, and communities. Maintaining employee health and safety and community safety is a corporate social responsibility and an important indicator of corporate competitiveness.

Annual Contractor Project Statistics

In 2025, there were 487 projects and 2,492 construction applications, among which the applications for special operations are as follows:



Elevated operations

574



Hot operations

253



Crane operations

162



Chemical pipeline operations

52



Organic solvent operations

273



Confinement/hypoxic operations

9



Roof operations

11

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3.4 Supply Chain Sustainability Management

CHPT provides solutions for semiconductor testing interfaces; from R&D, design, manufacturing, assembly, on-board verification, debugging and after-sales service, we are a comprehensive "highly integrated, deeply customized" and professional Company. Our supply chain spans the globe and includes raw materials, packaging materials, technologies, products, components, and services.

CHPT's goal is to promote supply chain stability while providing customers with high-quality products and services. With sustainable development at the core, we establish long-term partnerships with suppliers and expect them to comply with the Company's procurement principles and relevant policies. We also encourage suppliers to require their downstream suppliers, contractors, and service providers to comply with the same standards.

3.4.1. Supplier Sustainability Selection and Risk Assessment

Sustainable Supplier Management



Localized procurement

Internally establish and improve the basic information system of suppliers, and conduct investigations on suppliers' supply sources. Based on the principle of local supply, actively develop local suppliers and implement localized procurement to achieve timely and appropriate procurement, reduce transportation costs and greenhouse gas emissions during transportation, to achieve sustainable development, and create local employment opportunities and economic development. In 2025, the proportion of domestic suppliers increased by 1% compared with 2024.

2025 Procurement Amount Ratio and Number of Suppliers (Equipment + Raw Materials)

Equipment and raw materials	Domestic	Overseas	Total
Amount percentage	87%	13%	100%
Transaction Amount	\$1,584,329,687	\$239,614,365	\$1,823,944,052
Number of suppliers	716	10	726
Supplier percentage	99%	1%	100%

Comparison of Supplier Proportions from 2024 to 2025

Supplier Proportion	2024	2025
Domestic	98%	99%
Overseas	2%	1%

Note: Definition of domestic suppliers: The transaction counterparties with CHPT that are registered in Taiwan; Definition of foreign suppliers: The transaction counterparties with CHPT that are not registered in Taiwan.

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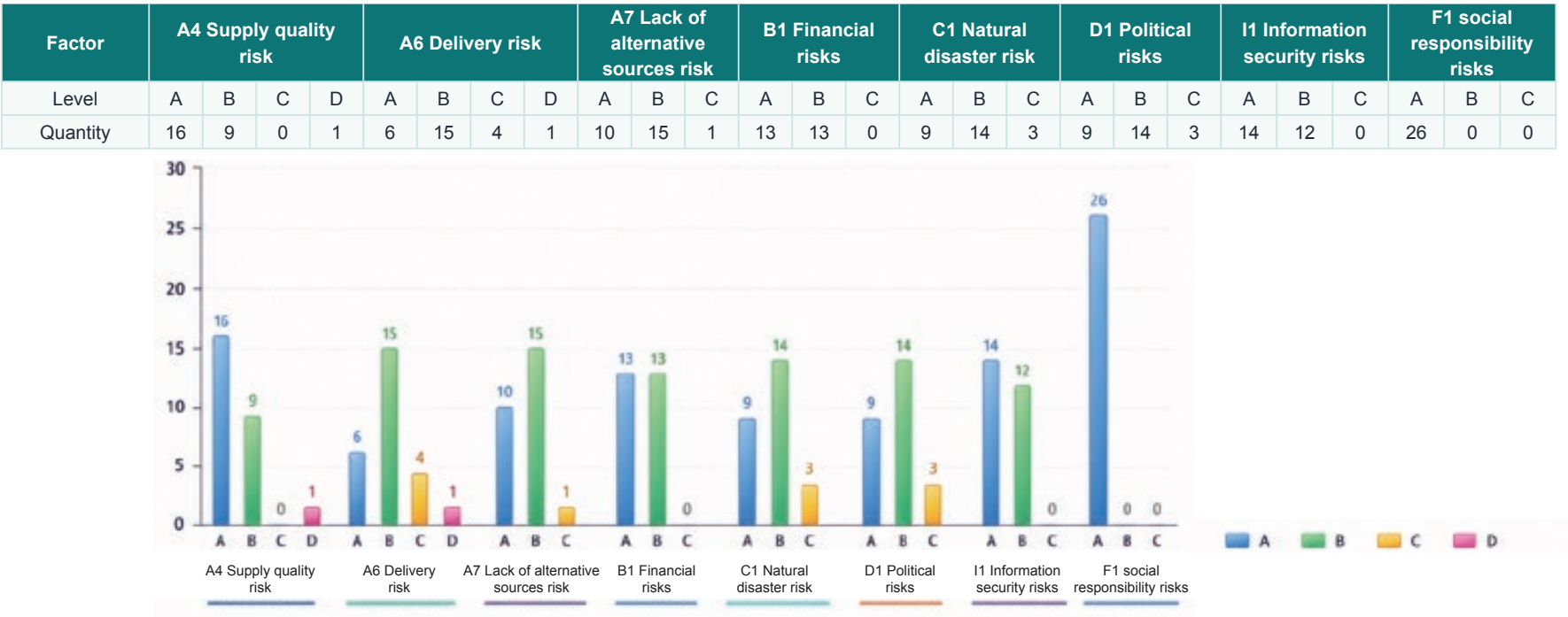
Supplier Risk Identification

CHPT regularly conducts risk assessment on raw material suppliers every year to confirm the risk level of cooperative suppliers. In 2025, a total of 26 suppliers were subjected to risk identification assessments, including 4 key suppliers and 22 important suppliers. The evaluation criteria covered factors such as quality, delivery timeliness, information security, and sustainability issues. If a supplier violates the commitments related to integrity management and corporate social responsibility, CHPT can check the government's website or the record of manufacturers' environmental violations published by the Green Citizens' Action Alliance, and inquire whether the supplier has any major violations of the above clauses or news events. For major cases with significant impacts on the environment and society (such as malicious emissions and environmental violations), violations or missing items will be included in the risk assessment. If the supplier's risk assessment level is D-level, it is listed as a "high-risk project," and corresponding measures must be taken and tracked and controlled until the risk factor level falls to C-level acceptable risk. Suppliers with a risk assessment grade of E are listed as "key risk project," and annual on-site evaluation or submissions to management review meetings are required for follow-up control and review. Suppliers with a risk assessment grade of E are listed as "key risk project," and annual on-site evaluation or submissions to management review meetings are required for follow-up control and review.

In 2025, through the risk assessment mechanism, certain supply items from some suppliers were identified as requiring enhanced management. In accordance with the principles of supplier risk assessment and rolling management, the Company activated its second source mechanism and adjusted supply allocation in a timely manner to maintain operational and quality stability. Regarding waste removal and disposal at the plant, before conducting on-site inspections of suppliers, the Company first uses the transparent footprint website to verify whether the suppliers have any violations or penalty records. Additionally, prior to contract signing, the Company performs on-site audits to ensure compliance with regulations and completes a "Waste Disposal Vendor Evaluation/Audit Form" to facilitate subsequent tracking and assessment.

2025 Supplier Risk Factor Distribution Statistics

Unit: Number of suppliers



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3.4.2. Supply Chain Social and Environmental Survey

Enhancing Supply Chain Communication

Purchasing units carry out "Sustainable Procurement Policy," "Supplier Code of Conduct," "Principles of Ethical Corporate Management," "Information Security Policy Publicity," "Non-Use of Conflict Minerals," "Compliance with International RoHS Environmental Protection Standards," "About Reporting" and various international social responsibility standards through questionnaire surveys, Company official website or supplier meeting every two years.

2025 Supplier Conference

At the end of 2025, CHPT held a Supplier Conference, inviting a total of 53 suppliers to participate, thereby continuing to deepen supply chain partnerships and strengthen the foundation for sustainable governance. During the conference, the Company presented the "Outstanding Supplier Award" to 10 high-performing partners and the "ESG Excellence Supplier Award" to 5 suppliers that demonstrated concrete implementation in the areas of environmental, social, and corporate governance. Through thematic briefings and exchanges, the conference also strengthened suppliers' awareness and practical implementation of key issues, including supply chain management, integrity management, information security, occupational safety and health, and carbon emissions management. Through the Supplier Conference, the Company continues to work with its supply chain partners to jointly enhance sustainable risk management capabilities, implement responsible procurement, and move toward the goal of building a sustainable supply chain.



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Statement of the Code of Ethics and Business Conduct Signing Status

CHPT requires its suppliers to comply with sustainable standards through the “Statement of the Code of Ethics and Business Conduct.” This includes prohibitions on child labor, discrimination, and forced labor, as well as commitments to integrity management. In 2025, a total of 726 suppliers involved in transactions signed the “Statement of the Code of Ethics and Business Conduct.”

Number of Suppliers	Number of Suppliers that Have Signed the Statement	Percentage of Suppliers that Have Signed the Statement
726	726	100%

Conflict Minerals

In 2025, all the products provided by CHPT to customers were metal conflict-free products

CHPT will commit to a detailed investigation and promise not to directly or indirectly purchase conflict minerals (3TG: tantalum, tungsten, tin, and gold) that bring benefits to armed groups in the Democratic Republic of Congo and adjacent areas. Only purchases from internationally recognized independent third-party audits or conform to the conflict-free smelter/refinery list announced by RMI/RJC/LBMA, to avoid direct or indirect funding of armed conflict groups or mining areas that violate human rights. In 2025, we confirmed that 29 raw materials containing gold, tin, tantalum, and cobalt were used in manufacturing and production. We have conducted inquiries and investigations on the suppliers who provided these raw materials, and all suppliers have completed the CMRT questionnaire to prove that the gold, tin, and tantalum contained in the raw materials we purchase and use for production come from the list of conflict-free smelters/refineries that have passed the RMAP audit, and there were no suppliers who have violated and disqualified in 2025.

Questionnaire Survey

In 2025, suppliers that completed and returned the sustainability questionnaire accounted for 86% of the total procurement amount (298 questionnaires collected).



	Policy 1 Procurement policy advocacy	Policy 2 Comply with RBA	Policy 3 Integrity management	Policy 4 Information security policy	Policy 5 Non-use of conflict minerals	Policy 6 Comply with international RoHS	Policy 7 About reporting
Number of questionnaires collected in 2025	298	298	298	298	298	298	298

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3.4.3. Supplier Audit and Improvement Plan

Supplier Management System

All suppliers are required to sign the "Statement of the Code of Ethics and Business Conduct", and investigate the manufacturers of 3TG (Tantalum, Tin, Tungsten and Gold) used in the raw materials and production process of the products, so as to prevent any unfairness, injustice, and acts of discrimination in the procurement activities. We conduct supplier policy promotion every six months to convey to suppliers our requirements related to the supply chain. The contents of the promotion include the need to comply with the Responsible Business Alliance (RBA) and require to ensure their labor, health and safety, environment, business ethics and management system and other aspects of business conduct, as well as the Company's environmental and safety policies, Principles of Ethical Corporate Management, Information Security Policy, related products comply with international environmental protection regulations, etc.



Introducing New Suppliers

When developing new suppliers, new supplier surveys will be conducted, including review of written materials or on-site audit and inspections, to understand the supplier's operating conditions and compliance with "Environmental Standards" and "Social Standards". In 2025, CHPT introduced a total of 31 new suppliers, all of which met the "Environmental Standards" and "Social Standards" upon review of written documents or on-site machine inspections.

☐ AURO-001	☐ ERPA-004
☐ URPC-019	☐ RAPI-001
☐ LYXX-001	☐ ERPA-001
☐ SYXX-003	☐ IRMP-012
☐ DCEM-001	☐ EUXX-001
☐ IRMP-018	☐ ERPA-005
☐ IRPA-011	☐ IROS-005
☐ YXXX-002	☐ IROS-004
☐ KYXX-001	☐ IRPA-019
☐ IRMP-017	☐ IRPA-016
☐ IRPA-018	☐ PROC-001
☐ QREL-001	☐ IRPA-010
☐ JGTX-002	☐ IROS-007
☐ IRPC-015	☐ IROS-008
☐ UFFX-001	☐ IRPA-017
☐ TWCL-001	

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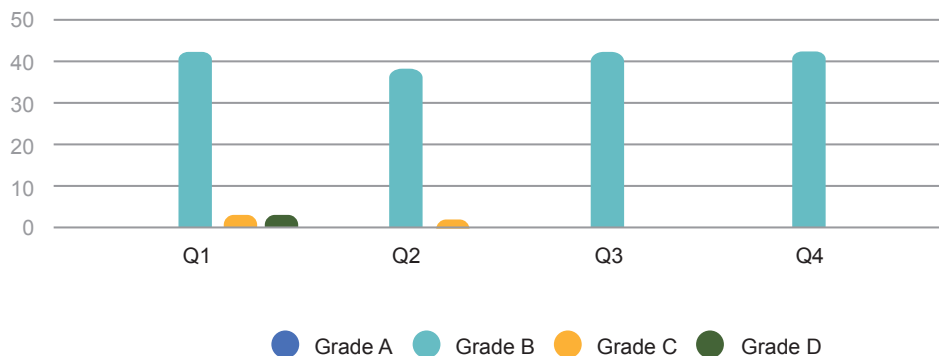
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Periodic Evaluation

Quality, cost, delivery, service, management and technology are evaluated quarterly for the main raw material suppliers to ensure that all items can meet the needs of the plant. In 2025, CHPT conducted on-site evaluation on eight manufacturers, all of which met the "Environmental Standards" and "Social Standards" upon review of written documents or on-site machine inspections.

2025 Data Evaluation Statistics Table



Awards/Punishment

Suppliers with excellent performance will be publicly commended at the supplier meeting and listed as priority procurement targets. After regular evaluation and counseling, if they are still high-risk suppliers, and if they fail to improve within the time limit, the transaction frequency or amount will be reduced.

Unit: Number of suppliers

Evaluation Rating	Q1	Q2	Q3	Q4	2025 Total
A	0	0	0	0	0
B	43	39	41	44	167
C	1	1	0	0	2
D	1	0	0	0	1



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3.5 Customer Value and Product Responsibility

3.5.1. Product Quality Management and Certification

Since obtaining the ISO 9001 certification and other related certifications in January 2007, CHPT has established a comprehensive quality management system through a process-oriented approach, in combination with an intelligent production management model and continuous improvement. The operating site in China also obtained ISO 9001 quality management system certification in December 2024. The Company is committed to optimizing the quality of our products and is more comprehensive and prudent in setting our own quality standards based on risk considerations. We firmly believe that through these preventive measures, we can not only respond quickly to potential quality problems, but also build a solid quality foundation and ensure that our customers always enjoy quality products and services under a customer-oriented premise.

Quality Principles

- 

This should meet the needs of the Company and customers.
- 

There should be the spirit of pursuing continuous improvement and meeting various needs.
- 

Can be expanded by quality objectives.
- 

In line with continuous refinement and improvement.

Quality Policy

Based on risk considerations, CHPT has established the quality policy of "full participation, continuous improvement, and customer satisfaction." This is not just a slogan but a guiding principle for every employee's actions. Through systematic training, the concept of quality management is deeply ingrained in the hearts of all employees. The Company actively promotes various quality activities and introduces cutting-edge intelligent manufacturing technologies to ensure that its products and services remain industry-leading. By setting specific quality objectives, conducting rigorous performance evaluations, and implementing continuous improvement plans, CHPT concretely demonstrates its commitment to quality and strives to continually enhance quality to exceed customer expectations. We believe innovation is the key to improving quality, and customer satisfaction is the driving force behind the Company's pursuit of excellence.

Scope of ISO Certification

ISO Certification	ISO 9001	ISO 14001	ISO 45001	ISO 27001
Taiwan	●	●	●	●
Mainland China	●			
USA				
Japan				

Note 1: Focusing on the four major operational regions

Note 2: The Japan location serves as an office, while the U.S. location functions as both an office and a customer service center

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Quality Policy Implementation Performance

Through intelligent technologies and systematic training, we transform our quality commitments into tangible performance:

Quality Policy	Quality Goals and Vision	Achievements
Full participation	Employees are the Company's core assets, and product quality is the lifeline of the Company—both are indispensable. By establishing a comprehensive training system, employees continuously learn and integrate quality management into their daily work.	- Quality culture promotion – Quality-related courses were attended by a total of 1,728 participants, with 2,093 training hours completed. Company-wide quality awareness was enhanced to reduce risks and costs while meeting customer expectations. - Audit qualification completion – 8 supplier auditors completed training, and all were certified and qualified as auditors. This strengthened supplier audit capabilities and ensured supply chain quality. - Maintenance competency enhancement – The skills of customer-side maintenance personnel were strengthened, with personnel skill points increasing by 7.2% compared with the previous year. This supports the provision of high-quality after-sales service to customers.
Continuous improvement	Through the implementation of quality activities, intelligent production technology to improve and enhance product quality	- Quality activity promotion – In the 2025 QMS internal audit, 1,197 samples were reviewed, with 55 improvement items identified. Of these, 41 items were completed, representing a completion rate of 74.5%. Improvement items not completed in 2025 were all identified during the Q4 audit and remain under ongoing improvement. Follow-up will continue in Q1 2026 until completion. - Standards system development - 53 system and document standardizations; recurrence rate of similar quality abnormalities reduced to 0%. - New material process breakthrough – The reliability and quality verification of a new material, high-resin-content PP, was completed. The material was introduced into high-end, technically challenging multilayer board projects, increasing the project yield rate from 25% to 75%. - Backdrilling process upgrade – Improvements to the backdrilling method and the introduction of program automation increased the backdrilling yield rate from 62.5% to 95.2%.
Satisfying Customers	Guided by providing excellent product quality, and constantly improving and refining process technology to meet the different needs of customers.	- Outstanding repair completion performance – The target on-site repair completion rate for FAE was 90%, while the actual repair completion rate in 2025 reached 94.2%. - Advanced probe development – The development of uBump probes, SL ultra-short probes, and 2.5A ultra-high current-resistant probes was completed to meet customer and market demands. - Copper plating capability enhancement – Copper plating uniformity was optimized, reducing the average copper plating R value from 8 μm to 3–4 μm, in response to customers' advanced product specifications.

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3.5.2. Customer Communication and Satisfaction

CHPT regards customer needs as the core driving force for corporate improvement. Through a highly vertically integrated All in House business model, we establish long-term and in-depth partnerships with our customers. Through rigorous communication mechanisms and satisfaction surveys, we translate customer feedback into tangible performance in product optimization and technological innovation.

Customer Satisfaction Management Mechanism

CHPT maintains positive interactions with customers through feedback mechanisms, listens to customer needs, optimizes product quality, and continuously enhances service quality and efficiency. Through comprehensive communication with customers, the Company gains a deeper understanding of their needs and transforms customer expectations into a driving force for continuous improvement, striving to become the most trusted partner for its customers.

To systematically understand customer evaluations, the Company has established the "Customer Satisfaction Survey Procedures" and conducts a comprehensive questionnaire survey once a year. The survey results are analyzed, and continuous improvement measures are formulated accordingly. Relevant departments then implement the improvement plans to precisely respond to customers' stringent requirements for advanced products.

Survey Participants and Scope

Survey participants: The survey primarily covers two major categories: the top 20 customers by annual revenue, which represent the Company's major revenue contributors and help ensure the stability and satisfaction of core business; and customers with operational significance, which include strategic customers that have not yet entered the top 20 by revenue but demonstrate high growth potential or technical benchmark value. These customers are assessed to proactively prepare for future order demand and implement risk and opportunity management.

Survey content: The survey consists of 5 key indicators—quality, cost-performance, technology, delivery time, and after-sales service—which are evaluated through weighted scoring.

2023–2025 Satisfaction Performance

In 2025, the results of CHPT's customer satisfaction survey showed that the average satisfaction score of all surveyed customers reached 89.92, exceeding the original target of 85. This demonstrates that the Company continued to maintain outstanding service quality amid the highly dynamic semiconductor market.

Category	2023	2024	2025
Customer Satisfaction (points)	84.86	86.38	89.92

Note: The 2023 target was not achieved due to the impact of geopolitical factors and market competition on cost-performance.

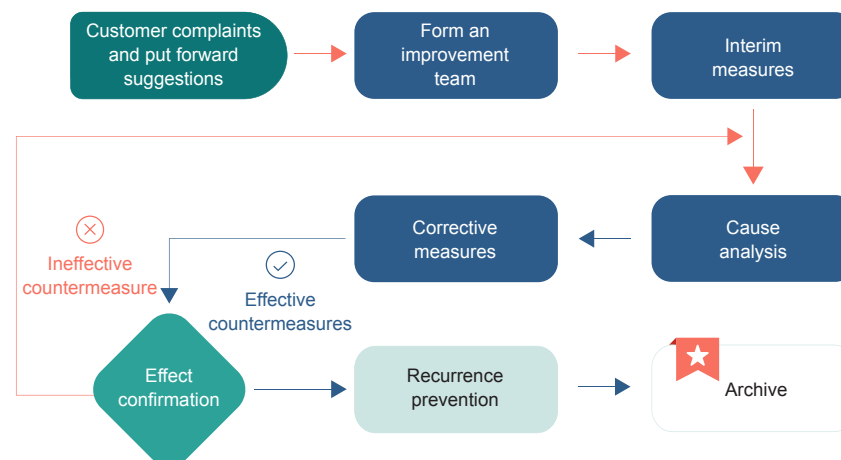
Continuous Improvement and Future Outlook

In response to specific suggestions raised by customers in the satisfaction survey, the Company translates them into substantive internal improvement indicators through regular management meetings and carries out relevant cross-departmental improvement projects focusing on delivery timelines and technological foresight. Looking ahead, the Company has set a high-standard target of maintaining customer satisfaction above 85 points in 2026. By steadily improving performance across the 5 key indicators, the Company will strengthen technical alignment with key customers, achieve win-win growth with customers, and realize shared prosperity.

Customers Appeal Handling

We attach great importance to customer feedback. When a customer complaint occurs, we will immediately start the customer complaint handling procedure. According to the prescribed processing schedule, we will establish a project review to analyze the cause, formulate corrective and preventive countermeasures, and confirm the effectiveness of the problem. Solve and give back to customers to meet customers' needs to understand customers' real needs and really listen to customers' voices, and strengthen management and control to achieve the highest customer satisfaction.

Flowchart for Handling Customer Complaints and Feedback



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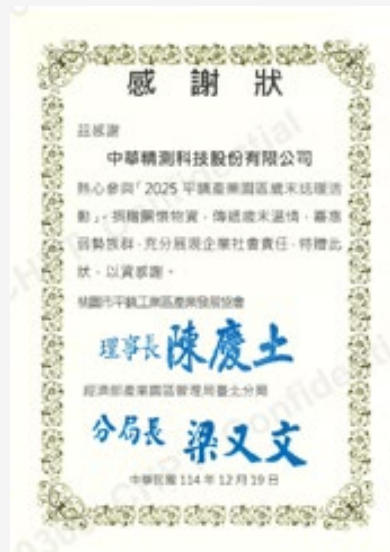
3.6 Care, Inclusion, and Community Engagement

CHPT is deeply rooted in Taoyuan and connected with society. We firmly believe that corporate growth should go hand in hand with local prosperity. In 2025, CHPT further deepened its core values of local care and social co-prosperity. By expanding social procurement and making diverse public welfare contributions, we created economic value while also striving to strengthen social resilience. In 2025, the Company's total social welfare-related expenditures increased significantly by more than fivefold compared with the previous year. Through concrete actions, the Company gave back to local communities and fulfilled its commitment to creating shared value with society.

2025 Public Welfare Activities

• Joining Hands to Create a Better Community – Charitable Donations Supporting the Future

CHPT responded to the “2025 Year-End Warmth Campaign” organized by the Pingzhen Industrial Park Service Center under the Ministry of Economic Affairs. Together with local competent authorities and other enterprises in the park, CHPT helped collect daily necessities and household appliances, providing heartwarming donations such as supplies and nutritional supplements to disadvantaged families and social welfare organizations in the Pingzhen area. These efforts demonstrated the Company's corporate social responsibility and community care, enabling people in need to feel warmth during the cold year-end season and welcome the New Year.



• Spreading Passion, Infinite Love

In today's society, blood donation is not only a vital act of saving lives but also a tangible expression of corporate social responsibility. As a company committed to sustainable development, CHPT fully recognizes the impact of our commitments and actions in the areas of Environmental, Social, and Governance (ESG) on society. Accordingly, CHPT collaborated with the Taiwan Blood Services Foundation to actively support the “Donate Blood, Share Love, Sustain Life” campaign, calling on all employees and members of society to participate. Through this initiative, the Company not only demonstrated its support for social welfare, but also sought to bring together collective efforts to contribute to a healthy and sustainable future.

As the annual winter blood shortage period approached, CHPT was honored to contribute a warm surge of support to Taiwan's blood banks. Over a hundred employees responded to the call for donations, and 121 bags of blood were donated in December 2025.



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• Taoyuan Sheltered Workshop Sales Program

"Sheltered Workshops" are employment service institutions established for individuals with disabilities. These government-supervised facilities provide a protected working environment, enabling participants to undergo job training, develop professional attitudes and skills, and eventually transition to the general labor market. CHPT is not a "sheltered workshop". In addition to supporting sheltered workshop programs by providing on-site exhibition and sales space each month, the Company also purchased products from sheltered workshops as prizes for the "CHPT 20th Anniversary: Gifts Along the Way" activity held during CHPT's 20th anniversary celebration in 2025.

Taoyuan City Sheltered Workshop Information Link: <https://lhrb.tycg.gov.tw/cp.aspx?n=4904>



• Eco-Friendly Environment and Social Good: CHPT's Participation in Industrial Park Public Affairs

CHPT also actively participates in public affairs within Pingzhen Industrial Park, including joining park cleaning initiatives organized by the industrial park corporate volunteer group and environmental volunteer teams from Yongfeng Village and three other villages, jointly promoting cleanliness across the park. Through the Industrial Park Service Center and the Industrial Park Industry Development Association, CHPT connects corporate and local community resources. Guided by the philosophy of environmental friendliness and social good, CHPT enthusiastically supported and participated in activities such as the "Anpingzhen Village Beetle Patrol Team" and the "10th Anniversary Appreciation Festival of the Ironclad Volunteer Army."

• Adoption of Roadside Trees in the Industrial Park

Since 2020, CHPT has adopted a total of 53 roadside trees surrounding its headquarters and Plant 1 in Pingzhen Industrial Park. The Company carries out maintenance, management, and cleaning activities to jointly create a high-quality community environment.

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Social Value Procurement

In 2025, CHPT's public welfare expenditures increased significantly, mainly due to the Company redirecting its annual gift and supplies procurement needs toward social enterprises and local smallholder farmers. While achieving revenue growth, the Company also worked with groups that have relatively limited public visibility to grow together. In addition to selecting gift boxes from the Down Syndrome Foundation, Simply ICR, and local smallholder farmers in Taoyuan, the Company also procured charity desk calendars to convey its sustainability philosophy to stakeholders.

Industry-Academia Collaboration and Talent Development

Through the strategy of combining the core professional skills of the enterprise with social welfare, we not only provide students with comprehensive work experience, but also support local education by increasing students' practical work experience and employing local manpower at various locations of operations while participating in educational development organizations. Each location of operations cooperates with the school to hire relevant manpower. In the internship program, through on-the-spot work experience, we bring young students workplace experience and sharing of professional knowledge, cultivate students to make good use of the professional ability to execute judgment and teamwork spirit, and complete work efficiently and independently. We uphold the original intention of "people-oriented," integrate the resources of the industry and academia to maximize the benefits, and jointly create competitiveness for the next generation.

In 2025, CHPT actively engaged in a variety of industry-academia collaboration programs with 4 universities, with a total of 221 participants. These included 2 industry-academia activities involving 51 participants and 3 student matching events involving 170 participants, resulting in 26 internship and employment placements.

The relevant instructions are as follows:

- **Industry-academia cooperation:** Through special lectures and other activities by the mentors, students can understand industry trends and technological developments while helping to minimize the learning gap.
- **Student matchmaking:** Actively provide high-quality job opportunities, attract fresh graduates, give young students a stage to play, feed back the Company to create growth momentum, and help the society to be useful, ensure stability, and reduce youth unemployment rate to achieve a win-win situation.
- **Mock Interview:** The purpose of the mock interview is to offer students resume check-ups and practice interviews. This allows them to receive guidance from industry professionals, improving their interview success rate and enhancing the success rate of company-student matching. Ultimately, it aims to increase social benefits.
- **Mock interviews:** We provide students with resume checks and mock interviews so that students can receive guidance from industry professionals. Such an initiative aims to increase the success rate of interviews, enhance the success rate of matchmaking between companies and students, and enhance social benefits. The salary and benefits of the interns can also be compared with the regular employees of the Company, and the favorable internship conditions are given.

Industry-academia exchange event

University A keynote speech

Event description

1. Date: April 15, 2025
2. Venue: University A
3. Theme: Company and product introduction
4. Benefits: Students and teachers can better understand the Company, and make connections between academics and the industry stronger.

Effectiveness and outcomes

51 people

Resources invested

Funding and manpower



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4.1 Sustainability Governance Framework

To realize the vision and 2030 commitments described in Section 1.1 Sustainable Development Goals and Blueprint, CHPT has established a three-tier sustainability governance structure under which the Board of Directors provides oversight, the committee conducts reviews, and the implementation units carry out execution. The Company translates its sustainability vision into a concrete governance structure. Through functional teams with clearly defined responsibilities and authorities, the Company ensures the steady achievement of its medium- and long-term environmental, social, and governance (ESG) goals.

Sustainable Governance Framework and Responsibility



Board of Directors and Chairman

The Board of Directors serves as the highest oversight body for climate change management and is responsible for approving sustainable development strategies, targets, and key material matters, including economic, environmental, and social impacts. The Board of Directors convenes at least once every quarter on average to review corporate operating performance, discuss important strategic issues and key material matters, including economic, environmental, and social impacts, risks, and opportunities. It is also responsible for reviewing the annual risk management report, implementation report, and audit report to ensure the effective implementation of the climate-related risk management system.

The Chairman, as the highest-ranking officer responsible for the Company's sustainability-related issues, is responsible for approving climate change response strategies and leading the management of climate action issues and targets. By leading the management team, the Chairperson ensures that the sustainable development vision is translated into concrete operational policies and reports regularly to the Board of Directors each year on implementation progress, thereby reinforcing senior-level accountability.



Sustainable Development Committee

On February 11, 2025, the Board of Directors of the Company resolved to establish a Sustainable Development Committee under its jurisdiction, serving as the highest governance body for sustainable development. The committee will be composed of five directors, including three independent directors. The Sustainable Development Committee convenes at least once a year to monitor and track the Company's sustainable development planning and execution results. If necessary, it submits resolutions to the Board of Directors, and the management team is held accountable for driving these initiatives. Every year, the Sustainability Committee will report climate-related operating results to the Board of Directors, and regularly review ESG impact, performance and strategic goals



Sustainable Development Implementation Committee

To deepen the promotion of sustainability issues, fulfill corporate social responsibility, and strengthen corporate governance, the Company's management team has established a Sustainable Development Implementation Committee. The Chairman chairs the committee, while the President serves as the vice-chairperson. The committee is divided four divisions focusing on Environment (E), Social (S1, S2), and Governance (G), with representatives from each unit forming implementation teams. The Sustainable Development Implementation Committee convenes meetings at least twice a year. The committee proposes sustainable development visions, policies, and management guidelines, and has tasked the implementation teams with the responsibility of advancing various sustainable development initiatives.

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Organizational Structure of the Sustainable Development Committee



Sustainable Development Committee reports to the Board each year of the achievements of implementation and the annual strategies and targets of the next year. The Board gives advice to the annual strategies and targets and urges the Company to implement such strategies as necessary to ensure that the strategies for sustainable development are fully implemented in operational activities. Reports are submitted to the Board of Directors on a quarterly basis regarding the planning and implementation status of the greenhouse gas inventory.

※For details of the CHPT "Sustainable Development Best Practice Principles", please refer to Company website: Home > Investors > Corporate Governance > Important Rules of the Company

Annual Approved Performance Results

The Company is committed to strengthening its sustainability governance framework by establishing a three-tier governance structure comprising oversight by the Board of Directors, review by the Sustainable Development Committee, and execution by the Sustainable Development Implementation Committee, thereby ensuring effective supervision and execution of various sustainability initiatives. The operational status in 2025 is as follows:

Senior-Level Oversight by the Board of Directors

- **Strategic Review:** Reports on implementation results and strategic objectives for the coming year are submitted to the Board of Directors twice a year on a regular basis. In 2025, reports were submitted on April 29 and October 28. The Board of Directors provided professional guidance and recommendations on each target and supervised their implementation to ensure the full execution of the strategies.
- **Climate Risk Control:** Reports on the planning and implementation status of the greenhouse gas inventory are submitted to the Board of Directors periodically. A total

of 2 reports were completed in 2025 to ensure that the Company's carbon reduction progress remained on track.

Sustainable Development Committee

A total of 4 meetings were convened in 2025, focusing on the review of the Company's sustainability strategy implementation, the management of risks and opportunities related to material issues, and the planning of sustainability objectives for the following year. All resolutions were submitted to the Board of Directors to ensure that the Board maintains full visibility over the direction of sustainability initiatives.

Sustainable Development Implementation Committee

In 2025, a total of 2 meetings were convened to consolidate the implementation results of sustainability projects across all units, track the achievement of key performance indicators, and coordinate cross-departmental resource allocation. For items falling behind schedule, specific improvement measures are formulated and submitted to the Sustainable Development Committee for review to ensure execution efficiency.

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4.2 Board Governance Practices

CHPT's Board of Directors is the highest governance unit of the Company. It convenes regular meetings to confirm the Company's operating strategy and financial stability, supervise operational performance, and ensure that the Company follows the Articles of Incorporation and does not violate government orders and regulations. CHPT adopts a candidate nomination system for elections of directors and they are elected by voting at the shareholders' meeting. The term of each director is three years. The current board members have professional backgrounds and industrial experience in business management, finance and accounting, law and semiconductors. There are currently seven board members, including one female director, representing 14%; independent directors account for 43%, and all three independent directors have served consecutive terms of no more than nine years; directors with employee status represent 14%.

Our objective is to have directors at least one seat shall have accounting or financial expertise; and directors concurrently serving as company officers not exceed one-third of the total number of the board members; and have at least one seat with a female director. If the number of directors of any gender on the Board of Directors of this company does not reach one-third, the reasons and plans for enhancing gender diversity among directors will be stated: Pursuant to the Articles of Incorporation, CHPT has established seven director seats. The current directors were elected at the shareholders' meeting on June 7, 2023. However, there is only one female director, which, while compliant with the relevant regulations at that time, still does not meet the one-third requirement. This is due to the characteristics of the semiconductor industry, where it is challenging to seek talent in a short period. Prior to the expiration of the current board's tenure and the upcoming re-election, management will proactively source qualified candidates through multiple channels—including industry benchmarks and academic networks—to enhance board efficacy and advance gender diversity targets.

All CHPT directors completed the annual target of at least six hours of continuing education in 2025 in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies." The newly appointed Chairman, Wei-Kuo Hung, assumed office on December 31, 2025, and completed three hours of continuing education in the year of appointment. The directors' continuing education courses covered topics including corporate governance, corporate transformation and upgrading, information security, and ethical management. The Company also has a chief corporate governance officer and corporate governance personnel who are responsible for corporate governance-related matters, assisting directors to ensure that Board of Directors procedures and all applicable laws and rules are complied with, and ensuring good information communication between members of the Board of Directors and between directors and managers. In 2025, the Board of Directors convened a total of five meetings. All directors were required to attend a total of 35 times, and actually attended a total of 35 times, with an attendance rate of 100%.

Board of Directors Nomination and Election

In accordance with the Articles of Incorporation, the Company may appoint five to nine directors to organize the Board of Directors, of which, appoint independent directors, not less than two in number and not less than one-fifth of the total number of directors, who shall serve a term of three years and shall be re-eligible. The candidates nomination system is adopted for election of the directors, independent directors and non-independent directors shall be elected together, and the number of elected directors shall be calculated separately. The Company's Board of Directors has a chairman elected by the Board of Directors, who internally serves as the chairman of both the Shareholders' Meeting and the Board of Directors and also represents the Company externally.

※For details of the CHPT "Director Election Policy," please refer to Company website:
Home > Investors > Corporate Governance > Important Rules of the Company



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Board Diversity

Name of Director	Gender	Age	Independent Director Tenure (Years)	An employee/ management of the Company	Industry knowledge/Professional competency					
					Business administration	Leadership and decision-making	Knowledge of the industry	Sustainable Development	Finance and Accounting	Legal knowledge
Chairman Wei-Kuo Hung	Male	61~70			●	●	●	●		
Director Jung-Kuei Chen	Male	61~70			●	●	●	●		
Director Shui-Ke Huang	Male	61~70		●	●	●	●	●		
Director Wei-Ning Shen	Male	41~50			●	●	●	●	●	
Independent Director Chung-Fern Wu	Female	61~70	6 to 9 years		●	●		●	●	
Independent Director Huang-Chuan Chiu	Male	61~70	6 to 9 years		●	●		●		●
Independent Director Chih-Cheng Su	Male	51~60	0 to 3 years		●	●		●	●	

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Tenure of Board Members

Job Title	Name	Date of election	Current term of tenure	Date of first election
Director	Chunghwa Investment Holding Company	2023/6/7	2023/6/7~2026/6/6	2005/8/26
Chairman	Representative of Chunghwa Investment Holding Company: Wei-Kuo Hung	2025/12/31	2023/6/7~2026/6/6	2012/9/1 2025/12/31 (Note 1)
Director	Representative of Chunghwa Investment Holding Company: Jung-Kuei Chen	2023/6/7	2023/6/7~2026/6/6	2023/6/7
Director	Shui-Ke Huang	2023/6/7	2023/6/7~2026/6/6	2005/11/30
Director	Hsiang Fa Co.	2023/6/7	2023/6/7~2026/6/6	2015/5/6
Director	Representative of Hsiang Fa Co.: Wei-Ning Shen	2023/12/29	2023/6/7~2026/6/6	2023/12/29
Independent Director	Chung-Fern Wu	2023/6/7	2023/6/7~2026/6/6	2017/6/8
Independent Director	Huang-Chuan Chiu	2023/6/7	2023/6/7~2026/6/6	2017/6/8
Independent Director	Chih-Cheng Su	2024/5/30	2023/6/7~2026/6/6	2015/5/6 2024/5/30 (Note 2)

Note 1: Mr. Wei-Kuo Hung was appointed as the representative of Chunghwa Investment Holding Company on December 31, 2025.

Note 2: Mr. Chih-Cheng Su was elected as an independent director in the by-election held on May 30, 2024.

Board of Directors Meeting Attendance Statistics

Name	Number of times to attend (A)	Actual attendance (B)	Actual attendance rate (%) (B/A)	Remarks
Representative of Chunghwa Investment Holding Company: Hong-Chan Ma	4	4	100.00	Retired on December 31, 2025
Representative of Chunghwa Investment Holding Company: Wei-Kuo Hung	1	1	100.00	Took office on December 31, 2025
Representative of Chunghwa Investment Holding Company: Jung-Kuei Chen	5	5	100.00	
Shui-Ke Huang	5	5	100.00	
Representative of MediaTek Capital Co.: Wei-Ning Shen	5	5	100.00	
Chung-Fern Wu	5	5	100.00	
Huang-Chuan Chiu	5	5	100.00	
Chih-Cheng Su	5	5	100.00	

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Board of Directors’ Training and Performance Evaluation

Members of the Board of Directors Training Hours

In order to encourage all directors to continuously improve their ability to accurately judge industry changes, the Board of Directors of CHPT arranges more than 6 hours of advanced training courses every year to assist directors to acquire new knowledge of the industry, keep pace with the times, and familiarize themselves with their functions and roles in the Board of Directors, effectively to implement the corporate governance system, which is conducive to the continuous optimization of the Board of Directors and the sustainable operation of the Company.

Job Title	Name	Organizer	Course title	Training hours	Training hours in 2025
Chairman	Representative of Chunghwa Investment Holding Company: Hong-Chan Ma(Note)	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan’s Industrial Outlook Under the "Trump 2.0" Era	3	6
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan’s Green Electricity Trading Mechanisms and Procurement Practices	3	
Chairman	Representative of Chunghwa Investment Holding Company: Wei-Kuo Hung(Note)	ITRI College	Interpreting COP30 Global Net-Zero Sustainability Trends and Taiwan’s Decarbonization Pathways	3	3
Director	hui-Ke Huang	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan’s Industrial Outlook Under the "Trump 2.0" Era	3	6
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan’s Green Electricity Trading Mechanisms and Procurement Practices	3	
Director	Representative of Chunghwa Investment Holding Company: Jung-Kuei Chen	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan’s Industrial Outlook Under the "Trump 2.0" Era	3	9
		ITRI College	AI Security and Digital Trust	3	
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan’s Green Electricity Trading Mechanisms and Procurement Practices	3	
Director	Representative of MediaTek Capital Co.: Wei-Ning Shen	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan’s Industrial Outlook Under the "Trump 2.0" Era	3	6
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan’s Green Electricity Trading Mechanisms and Procurement Practices	3	

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Job Title	Name	Organizer	Course title	Training hours	Training hours in 2025
Independent Director	Chung-Fern Wu	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan's Industrial Outlook Under the "Trump 2.0" Era	3	18
		Importers and Exporters Association of Taipei	Challenges and Strategic Responses to the New Global Economic and Trade Landscape	3	
		Taiwan Stock Exchange	2025 Cathay Sustainable Finance and Climate Change Summit	6	
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan's Green Electricity Trading Mechanisms and Procurement Practices	3	
		Taiwan Corporate Governance Association	Sustainability Performance and Executive Remuneration	3	
Independent Director	Huang-Chuan Chiu	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan's Industrial Outlook Under the "Trump 2.0" Era	3	6
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan's Green Electricity Trading Mechanisms and Procurement Practices	3	
Independent Director	Chih-Cheng Su	Securities and Futures Institute	U.S.–China Economic and Trade Relations and Taiwan's Industrial Outlook Under the "Trump 2.0" Era	3	6
		Securities and Futures Institute	Corporate Sustainability Policies: Taiwan's Green Electricity Trading Mechanisms and Procurement Practices	3	

Note: Mr. Hong-Chan Ma, representative of Chunghwa Investment Holding Company, retired on December 31, 2025. Chunghwa Investment Holding Company appointed Mr. Wei-Kuo Hung as its new representative on December 31, 2025.

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Board of Directors' Performance Evaluation

The performance evaluation of the Board of Directors is carried out once a year. The evaluation scope includes the performance evaluation of the Board of Directors, individual director members, and functional committees. In addition to the internal self-evaluation of the Board of Directors and the self-evaluation of directors, an external professional organization is appointed every three years to ensure its fairness. The Board of Directors' performance evaluation content can be divided into three aspects:



Performance evaluation of the Board performance evaluation:

including the professional functions of the Board of Directors, the decision-making effectiveness of the Board of Directors, the emphasis degree and supervision of the Board of Directors on internal control, and the attitude of the Board of Directors on corporate social responsibility, etc.



Performance evaluation of individual directors:

Includes the Company's objectives and tasks, Directors' understanding of responsibilities, participation in the Company's operations, internal relationship management and communication, professional and continuous training of directors, internal control, etc.



Performance evaluation of the functional committee (Audit Committee, Sustainable Development Committee and Remuneration Committee):

the degree of participation in the Company's operation, the functional committee members' understanding in their responsibilities, improves the quality of the functional committee's decision-making, the composition of the functional committee, the selection of members, and internal control.

※ For details of the CHPT "Board of Directors Performance Evaluation", please refer to Company website: Home > Investors > Corporate Governance > Board of Directors Performance Evaluation

Linkage Between Board Remuneration Policy and ESG Performance

Rules concerning the payment of directors' compensation have been outlined in the Company's Articles of Incorporation. If the Company has profits, it shall set aside not more than 1% as remuneration for the directors, which shall be resolved by the Board of Directors and paid in cash. Individual directors are rewarded by the Board of Directors based on their involvement in and contribution to the Company's business operations. Independent directors are not included in the Company's annual earnings distribution. In addition to performance-based profit-sharing with directors and employees in the form of remuneration, the Company also has a compensation policy for the general manager and deputy general manager, which has a positive correlation with operational performance, and the amount of payment is disclosed in accordance with the law, and future risk should be limited. The assessment for procedure of formulating compensation is based on the Company's "Director Remuneration Management Measure," "Rules for Performance Evaluations of the Board of Directors," and "Senior Manager Remuneration Measure." The assessment is not only based on the Company's overall operational performance, industry future business risks and development trends, but also examines the individual's performance achievement rate and contribution to the Company's performance including the realization of the Company's core value and operational management capability, financial indicators (e.g., the achievement rate of revenues, net income before tax, and net income after tax), the accomplishment regarding the business operations performance indicators and integrated management indicators, and participation in and implementation effectiveness of sustainable development (ESG) indicators, including integrity management, quality management, customer relations, supplier management, employee equity, occupational safety, information security, water resource management, and waste management. Additionally, other special contributions or material negative incidents are also included in the performance assessment and remuneration measurement to facilitate the provision of reasonable remuneration. Performance assessment and the reasonableness of remuneration both have been reviewed by the Remuneration Committee and the Board of Directors. The compensation system is reviewed at any time based on actual business conditions and related laws to seek a balance between the Company's sustainable operation and risk control.

Critical Concerns Engagement and Responses

The Company handles and discloses material inside information in accordance with relevant laws, orders, regulations of the Taiwan Stock Exchange or the Taipei Exchange, and Procedures for Handling Material Inside Information.

The scope of Material Inside Information referred to by CHPT is as follows:

- 1 The Taiwan Stock Exchange or the Taipei Exchange Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities, or the material information determined by the Procedures for Press Conferences Concerning Material Information, etc.
- 2 Article 36-1 of the Securities and Exchange Act authorizes the formulation of matters that shall be announced or reported under relevant sub-acts.
- 3 Matters stipulated in Article 7 of the Securities and Exchange Act Enforcement Rules
- 4 Material news as defined in Article 157-1, Paragraph 4 of the Securities and Exchange Act, the scope of material news and the regulations governing the method of disclosure.

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Evaluation and approval procedures for material inside information disclosure within CHPT

The major decisions made by the Company or the occurrence of important events conform to the regulations of the Taipei Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities. The "Material Information Release Application Form" and the "Material Information Evaluation Checklist" should be filled in and signed by the head of the financial and accounting department. It shall then be sent to the spokesman of the Company for review, and material information shall be released after being signed and approved by the president before the time limit prescribed by the law. The Company's major decisions or the occurrence of important events are in compliance with the requirements of the Taipei Exchange Corporation Procedures for Verification and Disclosure of Material Information of Companies with Listed Securities, or after further evaluation of the materiality, the decision or event has a significant impact on the Company's finances, business, shareholders' equity, or securities prices, the material information shall be released as soon as possible within the time limit specified by the law and in accordance with the preceding paragraph. If the content reported by the media is inconsistent with the content disclosed by the Company, the Company should immediately clarify at the Market Observation Post System and request the media to make corrections. Published major information in Market Observation Post System 41 times in accordance with regulations in 2025.

Operation and Performance of the Functional Committee

Audit Committee

CHPT established an Audit Committee approved by the Board of Directors on May 6, 2015, replacing the former supervisory duties and comprises of all independent directors.

The responsibilities of the Audit Committee include:

- Adopt or amend internal control systems in accordance to Article 14-1 of the Securities and Exchange Act.
- Assessment of the effectiveness of the internal control system.
- Adopt or amend, pursuant to Article 36-1 of the Securities and Exchange Act, procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees of others.
- Matters relating to the director's own interests.
- A material asset or derivatives transaction.
- A material monetary loan, endorsement, or provision of guarantee.
- The offering, issuance, or private placement of any equity-type securities.
- The hiring or dismissal of a CPA, or the compensation given thereto.
- The appointment or discharge of a financial, accounting, or internal auditing supervisor.
- Annual and quarterly financial statements signed or stamped by the Chairman, responsible managers, and the Accounting Manager.
- Acceptance and processing whistleblowing cases with regards to the masters listed in the relevant provisions.
- Other material matters as defined by the Company or the competent authorities.

In 2025, the Audit Committee convened a total of four meetings, with a 100% attendance rate in each meeting.

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Remuneration Committee

To improve corporate governance, Company directors, and managers' remuneration system, the Company established a Remuneration Management Committee, which is composed of three independent directors, and selected one as the convener; with a professional and objective position, it evaluates the Company's directors and managers' remuneration policies and systems, and makes recommendations to the Board of Directors for reference in its decision-making.

The professionalism and independence of each committee member comply with the provisions of Articles 5 and 6 of the Regulations Governing the Appointment and Exercise of Powers by the Remuneration Committee of a Company Whose Stock is Listed on the Taiwan Stock Exchange or the Taipei Exchange.

Stakeholders of the Company can submit their opinions through the stakeholder questionnaire on the official website; managers discuss remuneration-related issues through the personnel review committee held quarterly and submit them to the Remuneration Management Committee for resolution when necessary.

Remuneration Committee responsibilities include:

- Stipulates and regularly reviews the remuneration policies, systems, standards and structures, and performance of directors and managers.
- Regularly evaluate and formulates the directors' and managers' remuneration.

When the Remuneration Committee performs its functions and powers, it shall abide by the following principles:

- The performance evaluation and remuneration of directors, supervisors, and managers should refer to the normal payment situation of the industry, and consider the rationality of the relationship with individual performance, Company operational performance, and future risks.
- Directors and managers should not be led to engage in behaviors that exceed the Company's risk tolerance in pursuit of remuneration.
- The ratio of dividends for the short-term performance of directors and senior managers and the timing of payment of part of variable remuneration should be determined by taking into account the industry characteristics and the nature of the Company's business.

In 2025, the Remuneration Committee convened a total of two meetings, with a 100% attendance rate in each meeting.

4.3 Integrity Governance and Ethical Standards

On the basis of "integrity and morality", CHPT will improve and develop the corporate culture of ethical management; abide by ethical management and not accept improper benefits; advocate and promote norms such as integrity behavior, interests recusal, and business confidentiality protection; and regularly organize "integrity management" education and training, such as relevant internal and external laws and regulations on employee professional ethics and integrity principles. CHPT recorded zero violations of socio-economic laws and regulations, with no incidents involving anti-competitive behavior, anti-trust practices, monopoly behaviors, or corruption in 2025. To ensure the implementation of the Principles of Ethical Corporate Management, reports on its execution are submitted to the Board of Directors on a regular basis in the fourth quarter each year. The execution status was reported to the Board of Directors on October 28, 2025.

The Company is committed to promoting its ethical management policy. In addition to complying with domestic laws and regulations, the Company annually announces the "Code of Conduct," "Human Rights Policy," "Anti-Corruption and Anti-Money Laundering Policy," and "Anti-Discrimination and Anti-Harassment Policy" of its parent company, Chunghwa Telecom, to ensure that the Group's sustainability principles are embedded in daily operations. To strengthen compliance transparency and oversight accountability, the Company regularly provides its parent company with a "Due Diligence Statement." Through rigorous self-assessment, the Company concretely fulfills its commitment to ethical conduct.

Comply with the Code of Ethics and Business Conduct and Personal Integrity

CHPT has established the "Principles of Ethical Corporate Management" and "Procedures for Ethical Management and Guidelines for Conduct" approved by the Board of Directors, and stipulated in the "Work Rules". All employees should uphold the spirit of honesty, rigor, and dedication, and abide by the statement of the Code of Ethics and Business Conduct and the principle of personal integrity to perform duties. 100% of the employees sign the labor contract, which includes integrity and the prohibition of accepting benefits.



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Perfect Punishment and Appeal System for Violations

CHPT has established a comprehensive punishment and appeal system for violations to ensure that whistleblowers will not be mistreated due to reporting, and has set up a special page for "Inappropriate Behavior Reporting" on the Company website. The Human Resources Division serves as the dedicated unit for promoting ethical business practices. In charge of work, assist the Board of Directors and management to formulate and supervise the implementation of ethical management policies and behavior guidelines, implement the Principles of Ethical Corporate Management, and report the implementation status to the Board of Directors regularly every year since 2019.

The implementation status of this system in 2025 is detailed as follows:

- 1 Company website - Ethical Corporate Management Policy and Business Integrity Code of Conduct for Employees.
- 2 Awareness sessions on "unethical conduct" on an irregular basis, with a total of four awareness sessions was held by the Company in 2025 and no incidents of unethical conduct reported, whose content includes:
 - Information security management policy
 - Insider trading and short-swing trading
 - Prohibition of external disclosure regarding Company's internal information
 - Prohibition of infringement of intellectual property rights
 - Prohibition of giving and receiving bribes
 - Inappropriate donations or sponsorships
 - Interests recusal
- 3 Training of new employees - promotion of legal knowledge including insider trading.
- 4 Quarterly e-bulletins - promotion of confidentiality, intellectual property rights compliance, and conducts of integrity.

Recusal via Conflict of Interest Mechanisms

Ethical management serves as the foundational principle of CHPT's corporate culture. Under the Company's conflict of interest recusal policy, directors and executive officers are strictly prohibited from participating in discussions and voting on any agenda items that pose a potential conflict of interest. In 2025, during three Board meetings, Chairman Wei-Kuo Hung, Director Shui-Ke Huang, and attending senior executives voluntarily recused themselves from a total of 8 agenda items involving potential conflicts of interest, including proposals related to managerial performance bonuses, employee remuneration, salary adjustments, and Chairman remuneration.

Please refer to the section on important resolutions of the Board of Directors for further details in CHPT's 2025 Annual Report.

"Prevention of Insider Trading" and "Anti-corruption"

- 1 CHPT has formulated the "Management for the Prevention of Insider Trading," which prohibits insiders such as directors or employees from using unpublished information in the market to profit from trading securities.
- 2 Promote on the Company's official website "Prevention of Insider Trading," "Implementation of Ethical Management Policy," "Employee Integrity Code" and "Inappropriate Behavior Reporting."
- 3 Quarterly internal announcements on "Insider Trading and Short-Term Trading Regulations," "Prohibition of Employees from Disclosing Material Inside Information of the Company without Authorization," "Promotion of Confidentiality" and "Promotion of Conducts of Integrity."
- 4 Periodically implement "New Employees Training" and "Current Employees Training".



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New Employee Training:

New recruits must complete the "New Recruits Training Course _ Legal Knowledge Promotion" course within three months of their report to duty, which includes insider trading and honesty and integrity promotion.

Current Employees Training:

In order to prevent the risk of illegal insider trading caused by the Company or insiders who are not familiar with the laws and regulations, the Company specially formulated the "Management for the Prevention of Insider Trading" in accordance with the Securities and Exchange Act and related laws and regulations, and the handling guidelines for the internal control system of public companies, all employees are prohibited from using unpublished information on the market to profit from trading securities. In 2025, the Company held a total of 6 internal and external training sessions on topics related to ethical management. These sessions covered themes such as ethical management, gender equality, and other professional and legal topics, with a total of 5,584 participant attendances. The following are the actual actions of the Company to promote the prevention of insider trading:

- 1 The Company's official website discloses promotion on preventing insider trading.
- 2 Quarterly e-bulletins of promotion of confidentiality, and conducts of integrity, etc.
- 3 Every year, insiders are prohibited from trading their stocks during the closed period of 30 days before the announcement of the annual financial report and 15 days before the announcement of the quarterly financial report.
- 4 Every year, online courses of compulsory training on "Prevention of Insider Trading" and "Confidentiality, honesty and integrity" are held for all employees. Each course study includes a test for about 1 hour, and the test score must reach 100 points.

Starting from 2020, all employees are required to undergo compulsory training on "Preventing Insider Trading" and "Promoting Confidentiality, Integrity, and Honesty" regularly every two years regularly. The content of the course includes explaining the constituent elements of insider trading, the penalties for violating insider trading, how to avoid false insider trading, and the promotion of confidentiality, honesty and integrity, and so on. From 2022, these two courses have been relisted as annual compulsory courses.

Training hours of the 2025 Promotion of Confidentiality and Honesty and Integrity Course for Each Operating Location

Issues promoted or discussed in the course	Name of Course	Taiwan			Mainland China			USA			Japan		
		Number of Trainees (a)	Course Hours (b)	Total Training Hours (a*b)	Number of Trainees (a)	Course Hours (b)	Total Training Hours (a*b)	Number of Trainees (a)	Course Hours (b)	Total Training Hours (a*b)	Number of Trainees (a)	Course Hours (b)	Total Training Hours (a*b)
Employee integrity	Promotion of confidentiality and honesty and integrity	913	0.5	456.5	0	0.5	0	16	0.5	8	1	0.5	0.5
Employee integrity	New employees training - Legal knowledge (Personal confidentiality obligations, personal data protection, insider trading, technical protection, and honesty and integrity)	137	0.5	68.5	1	0.5	0.5	0	0.5	0	0	0.5	0

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	2023		2024		2025	
Trainees	New employees	Current employees	New employees	Current employees	New employees	Current employees
The number of employees to be received anti-corruption policy training	141	1,051	97	1,127	138	930
Number of employees who actually received anti-corruption policy training	141	1,051	97	1,127	138	930
Training completion rate	100%	100%	100%	100%	100%	100%

In 2025, the number of new recruits training courses and on-the-job training completed: a total of 1,026 people, with a training completion rate of 100%. Among them, there were 138 new recruits (i.e., 137 from Taiwan and 1 from Mainland China) and 930 employees attending on-the-job training (i.e., 913 from Taiwan, 16 from the United States, and 1 from Japan). The number of trainees above does not include migrant workers.

Total Number of Sites where the Company has Conducted Corruption Risk Assessment

	2023	2024	2025
The number of sites already assessed	8	8	8
Total number of CHPT sites	8	8	8
Percentage	100%	100%	100%

Note: In 2023-2025, CHPT conducted integrity training for employees in 8 location of operations in Taiwan (Taoyuan, Hsinchu, Taichung, Kaohsiung), the Chinese mainland (Shanghai, Suzhou), the United States (California), and Japan (Tokyo).

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4.4 Risk and Opportunity Management

Risk Management

In response to the rapidly changing global landscape, CHPT proactively implements the risk management cycle and regularly identifies environmental, social, and governance risks that may arise during its operations. We not only formulate forward-looking response plans for material issues, but also further translate risk assessments into a basis for strategic planning. Through proactive prevention under controllable risks, we not only effectively mitigate negative impacts, but also keenly identify transformation opportunities hidden behind risks, thereby creating differentiated competitive advantages for the Company.

Risk Management Awareness Cultivation

To ensure that risk management is implemented across all levels of the organization, the Company launched a series of training programs on the "ISO 31000:2018 Risk Management Standard" in 2025, aiming to establish a common risk language and assessment logic:

Advanced leadership and seed instructor development: In 2025, professional training was first provided to seed instructors and senior executives, with a total of 67 participants and 33.5 cumulative training hours. Through the introduction of international standards, the Company strengthened the decision-making level's professional capabilities in risk identification, analysis, and evaluation.

Risk awareness internalization: Risk management training has laid a professional foundation for the Company's risk management practices. Looking ahead to 2026, we plan to incorporate risk management training into the annual mandatory courses for all employees, thereby embedding risk awareness across the entire workforce and ensuring that every member can proactively identify potential risks and transformation opportunities in daily operations.



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Risk Management Scope

To accurately capture operational variables, CHPT has established a systematic risk identification mechanism that quantifies the likelihood and severity of risk impacts using a matrix-based approach. Based on the assessment results, we classify risk priority levels and implement differentiated management strategies. The Company's risk source management focuses on the following key aspects:

Aspects	Risks Sources	Risks Description	Correspond Method
Operational aspect	Market and customer relationship	① Geopolitical factors resulted in an inability to serve customers. When international tensions, sanctions, or trade barriers intensify, import and export permits, logistics, and payment channels may be forced to shut down. This could prevent customers from placing orders, resulting in an immediate decline in revenue, inventory buildup, and damage to brand trust in the affected region. Without diversified markets and political risk clauses in place, the Company may face prolonged operational gaps and financial threats. ② Changes in policies and regulations affecting company operations Sudden changes in regulations related to taxation, environmental protection, data protection, and other areas may require adjustments to product design, systems, and processes, resulting in additional compliance costs and schedule delays. Failure to respond in a timely manner may lead to fines, suspension of business licenses, or forced suspension of operations, causing revenue decline and loss of customer trust.	① Global deployment diversification Expand production capacity in North America to directly serve major local customers. At the same time, enhance order intake capabilities in Mainland China through Su Zhou Precision Test Tech exhibitions and digital marketing, thereby avoiding dependence on a single market. ② Pursuing customer qualification and technological leadership Seize opportunities in key components, optimize equipment and machinery, and continuously enhance process technologies through intelligent design software to strengthen product competitiveness and increase opportunities for customer qualification. ③ Strengthen customer relationship management Regularly review whether R&D products align with market demand and monitor the cost and management challenges brought by deglobalization. Deepen trust-based cooperation, evaluate new business models such as probe sales, PH contract manufacturing, or in-house equipment production, and optimize the time-cost structure of products. ④ Diversifying sales concentration risk Allocate resources to products with development potential and new applications, strengthen marketing and business promotion, expand the existing customer base, and actively develop new customers while evaluating opportunities in other emerging application areas.
Operational aspect	Talent retention	Talent loss may prevent the timely delivery of key technologies and experience, resulting in delayed customer delivery schedules and damaged trust. It may also require additional training costs, increasing manpower and time burdens. Furthermore, without adequate technical knowledge transfer and document retention, the Company may face risks of knowledge gaps and data loss.	① Key talent deployment and development — Focusing on key competencies such as design, project execution, R&D, and maintenance, the Company combines external recruitment with internal talent development. — Establish a mentor system under which senior employees guide new hires and transfer knowledge through practical experience. — Promote job rotation and shadowing internships to build well-rounded teams with cross-functional skills. ② Talent retention and workforce management — Forecast workforce gaps in advance based on market trends and develop reinforcement plans accordingly. — Closely link employee performance with operational objectives and implement a systematic performance management system. — Strengthen industry-academia collaboration to identify and secure outstanding student talent in advance. — Regularly analyze the reasons for employee turnover and formulate specific retention measures to address root causes. — Understand employees' needs regarding the work environment, career development, remuneration, and benefits through surveys, and continuously optimize workplace conditions.

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Aspects	Risks Sources	Risks Description	Correspond Method
Operational aspect	Labor safety management	Operations may inherently involve hazards. If operating methods are changed without completing comprehensive risk assessments and employee training, new hazards may arise, ultimately resulting in employee injuries.	1 Strengthening the management system — Integrate the ESH cloud platform, covering regulatory compliance, chemical management, and risk identification, and establish standard operating procedures to prevent hazards caused by human error. — Establish a historical database of hazards and improvement records for traceability and analysis. 2 Enhance personnel awareness and competence — Regularly conduct training on occupational safety, environmental protection, fire safety regulations, and customer/audit requirements to quickly stay abreast of regulatory changes. — Regularly assess employees' capabilities in risk management, accident prevention, and crisis response. — Maintain communication with competent authorities to understand the practical implementation status within the industry, and provide improvement recommendations for potential operational risks to reduce the likelihood of accidents.
Operational aspect	Supply chain risks	Due to geopolitical tensions, raw material costs may increase, while suppliers may face stockouts, quality issues, or logistics delays. These factors could lead to production line disruptions and failure to meet delivery commitments, further resulting in revenue loss, decreased customer trust, and contractual breaches. If affected suppliers are compromised by malware or the supplied components are tampered with, product safety and brand reputation may also be impacted, potentially resulting in product recalls and regulatory penalties.	1 Raw material risk identification Based on the global geopolitical landscape, regularly inventory key raw materials classified as high risk. 2 Cross-border supply chain governance The headquarters centrally strengthens supply chain monitoring and evaluation to ensure that suppliers in each region meet quality and delivery requirements. 3 Flexible inventory management Adopt a dynamic rolling inventory model to adjust safety stock levels in real time in response to unexpected stockouts or price fluctuations. 4 Local procurement and facility management adjustments Overseas sites adjust facility management based on local conditions and seek nearby backup material sources to reduce logistics and political risks. 5 Annual supplier risk assessment At year-end, a comprehensive risk factor assessment is conducted for major raw material suppliers, covering supply quality, delivery, backup sources, finance, natural disasters, political risks, information security, and the overall supply chain. Based on the assessment results, cooperation strategies are adjusted or contingency plans are activated.

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Aspects	Risks Sources	Risks Description	Correspond Method
Operational aspect	Patents and trade secrets	If the Company fails to properly apply for or maintain patents for its core technologies, competitors may easily circumvent or infringe upon them, resulting in the loss of market advantages, increased litigation costs, and potential compensation liabilities. If trade secrets lack strict access controls and confidentiality agreements for departing employees, the likelihood of information leakage or misappropriation may increase. This could result in the disclosure of product designs, manufacturing processes, or customer information, further weakening competitiveness, damaging brand image, and even triggering legal liabilities and compensation claims. In brief, inadequate protection of patents and trade secrets may directly threaten the Company's innovation assets, operating profits, and market position.	1 Trade secrets - Review existing internal confidentiality measures and conduct gap analysis. - Establish a sound knowledge management system to ensure that employee-held know-how is promptly incorporated into the system. - Conduct regular training and communication to strengthen employees' awareness of trade secret protection. 2 Intellectual property management - Monitor competitors' patent portfolios and assess infringement risks. - Establish the Company's own patent landscape, identify technology gaps, and plan new patent applications. - Link intellectual property objectives with operational strategies and implement systematic management processes.
Operational aspect	Information security	If employees lack awareness of social engineering defenses, they are prone to mistakenly clicking on malicious e-mail links or downloading unknown attachments, which allows attackers to successfully implant malware and steal credentials. If data leakage occurs, the theft of confidential information may result in loss of customer trust, penalties under personal data protection laws, and damage to the Company's brand. If data is tampered with, critical data and system configurations may become inaccurate, leading to flawed decision-making, product defects, and decreased service quality. In the event of DDoS or ransomware attacks, system disruptions may halt business operations, directly causing revenue losses and contractual breaches.	1 Establish an information security management system and formulate the "Information Security Management Procedures" as the highest-level guiding principles. These procedures cover areas including server rooms, networks, system development and program changes, data protection, confidentiality, intellectual property, and outsourcing, reducing information operation risks through unified and traceable operating processes. 2 Promote ISO 27001 to enhance the overall maturity and credibility of information security governance through systematic risk assessment and treatment, the establishment of security objectives, and the planning of implementation pathways. 3 Through regular social engineering exercises and information security education and training, the Company has implemented simulated phishing e-mail drills and tracking metrics. These efforts are complemented by mandatory information security training for all personnel and remedial training for those who do not meet the required standards. We are systematically strengthening the defensive awareness of colleagues and establishing the employees as the Company's first line of defense for information security.
Financial aspect	Financial management	1 Engaging in high-risk, high-leverage investments, loan funds to others, endorsement guarantees, derivative trading, etc., may cause financial losses in the event of default. 2 Changes in interest rates and exchange rates will have an impact on financial profit or loss.	The Company focuses primarily on core business activities; it did not engage in any high-risk or highly leveraged investments or transactions such as loans to third parties, endorsements, and guarantees. Adhering to the prudent and conservative principle of financial management, the derivatives trades that CHPT engages in are mainly risk-avoiding operations, and pay close attention to changes in market interest rates and exchange rates, and keep abreast of potential risks to operations and profits, so as to ensure the operational performance and stable profitability of the industry.

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Aspects	Risks Sources	Risks Description	Correspond Method
Hazard incident aspect	Climate and disaster impacts	❶ Extreme climate events, such as droughts and heat waves, may lead to water and power shortages, forcing production lines to reduce output or suspend operations. This may result in delivery delays, increased costs, and revenue losses. ❷ Natural disasters such as typhoons, earthquakes, and floods may damage facilities and disrupt logistics and communications, resulting in production capacity interruptions and data loss, ultimately affecting operational continuity and customer trust.	❶ Water and power shortages may directly lead to production line shutdowns, thereby threatening operational continuity. To mitigate impacts, the Company has prepared mobile water tankers for emergency water supply and deployed generators at each plant site to ensure backup power. ❷ In the disaster aspect, conducts regular inspections of fire safety equipment, establishes comprehensive fire prevention and emergency response mechanisms, and continuously monitors indoor air quality and chloride ions generated from combustion. These measures enable the timely identification and handling of potential fire or environmental hazards, thereby ensuring safe operations.

Internal Audits

CHPT’s internal audit unit is an independent unit that reports directly to the Board of Directors. In accordance with the "Corporate Governance Code of Conduct" and the "Board of Directors and Management Department Responsibilities Table," the appointment and removal, evaluation, and remuneration of auditors must be signed and approved by the chairman of the Board of Directors, and the appointment and removal of the internal audit supervisor shall be subject to the approval of the Audit Committee and submitted to the Board of Directors for resolution.

The Internal Audit Unit performs its audit duties in accordance with the annual audit plan approved by the Board of Directors and the Company’s internal audit policies and procedures. It reviews the adequacy of the internal control system and the effectiveness of implementation in general operations, and conducts both ongoing and project-based audits. The audit scope covers all internal operations of the Company. The Internal Audit Unit also reports audit findings and the effectiveness of corrective actions to the Board of Directors and the Audit Committee on a regular basis, thereby ensuring the reliability, timeliness, and transparency of the Company’s financial, operational, and management information, as well as compliance with applicable laws and regulations.

Each year, the Internal Audit Unit formulates an annual audit plan based on the results of risk assessments. The plan is submitted to and approved by the Board of Directors and the Audit Committee before the Internal Audit Unit carries out the relevant audit activities. Monthly audit reports are submitted to the independent directors for review, and any identified audit deficiencies are tracked continuously until comprehensive remediation is achieved. The supervisor of the internal audit unit must attend the Audit Committee and the Board of Directors to report audit findings every quarter. After the actual implementation of the internal control system, CHPT has not found any lack of internal controls in 2025.

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4.5 Innovation and Intellectual Property Management

CHPT has always regarded R&D innovation as a key driver of corporate growth. Leveraging its vertically integrated “All in House” advantages, the Company is committed to advancing technology upgrades and process optimization for semiconductor test interfaces. In response to the technological challenges arising from AI, high-performance computing (HPC), and advanced packaging, the Company continues to increase its R&D investment and strengthen its intellectual property portfolio, helping customers achieve outstanding performance during the testing stage. The Company not only integrates expertise across materials, mechanical design, electrical engineering, and optics, but also establishes a highly efficient smart manufacturing environment through the deployment of AMR logistics systems and AI-enabled intelligent equipment. These efforts are aimed at meeting the stringent requirements of leading global customers for high-frequency and high-speed testing solutions.

Leading Testing Solutions for the New AI Era

In response to the new milestone in data transmission demand, CHPT has advanced its R&D capabilities from PAM4 112Gbps to the forward-looking development of 224Gbps technology. The Company has successfully established a comprehensive solution covering both wafer probing (CP) and final testing (FT), with technologies spanning research on broadband AC/DC blocking characteristics, the SL Series high-speed probe, and high-frequency coaxial sockets. At the same time, to support precise high-frequency measurement, the Company has established a high-frequency impedance measurement methodology that converts frequency-domain data into time-domain analysis. It has also introduced electrothermal simulation technology for probe heads, enabling precise control of thermal variation phenomena from the design stage and ensuring the high reliability of test interfaces under extreme temperatures.

Pioneering Advanced Processes

In the fields of advanced processes and intelligent automation, the Company has demonstrated strong process R&D capabilities. We successfully developed ST ABF Pitch 35μm and ceramic build-up technologies, while establishing process capabilities for materials used in 112Gbps high-speed transmission applications. In addition, to improve production yield and efficiency, CHPT independently developed AI-based inspection equipment for PCB appearance defects. The Company has also deployed comprehensive automated production and inspection technologies, achieving a full-scale upgrade from precision manufacturing to intelligent quality control, while continuing to lead the transformation of semiconductor test interfaces toward finer pitch, higher speed, and greater intelligence.

Technologies, Products, or Equipments Successfully Developed in 2025

Year	Key Research and Development Results
2025	Establishment of an AMR Logistics System
	Research and Development of PAM4 224Gbps
	Establishment of broadband AC blocking application methodologies
	Research on high-frequency DC blocking characteristics and applications
	Development of PAM4 112 Gbps FT transmission architecture
	Research and development of SL150 high-speed probe heads
	Research and development of fine-pitch high-frequency coaxial sockets
	Establishment of simplified electrothermal simulation methodologies for needles
	Establishment of frequency-to-time domain impedance measurement methodologies for high-frequency pitch 1 mm structures
	Development of AI-based inspection equipment for PCB surface defect detection
	Development of V93K soldering heating platform
	Development of tri-temperature testing system equipment for probe card Ultraflex interfaces
	Development of PCB matrix protective coating equipment
	Establishment of 2A current module technology for measurement equipment
	Research and development of high-density continuity testing equipment
	Research and development of large-size PCB packaging equipment
	Development of ST ABF Pitch 35um process technology
	Development of PCB Pitch 150um process technology
	Research on PCB Material and Process Capabilities for 112G Applications
	Research on ceramic + ABF build-up technology capabilities
	Development of PAM4 224Gbps CP/FT Test Solution
	Development of PAM4 224 Gbps high-speed sockets
	Research and development of general-purpose FCT equipment
	Development of probe card deformation measurement equipment
	Development of 8th-generation probe card automatic needle insertion equipment

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Investment in R&D and Innovation Activities

CHPT invests in research and development based on the progress of new product and technology development. In 2025, R&D expenses reached NT\$867,835 thousand, accounting for 18% of operating revenue. The Company plans to gradually increase R&D investment annually according to business conditions and has allocated a capital expenditure budget for purchasing machinery and equipment to enhance production capacity and market competitiveness.

Patent Accumulation

CHPT continuously encourages colleagues dare to innovate research and development, optimize product quality, and invest in patent layout to strengthen our intellectual property capabilities. We provide different proposal channels and attach importance to education and training related to colleagues' intellectual rights, so that colleagues can actively submit invention applications and ensure the competitive advantage of CHPT. The Company's patent deployment focuses on patent quality, mainly in Taiwan, the United States, China, etc. In 2025, CHPT had a total of 21 patents approved around the world. As of the end of 2025, we have accumulated up to 451 approved patents.

Performance in R&D and innovation activities

Patent title	Taiwan patent certificate number
Test devices for semiconductor components	I865284
Heat-dissipating probe card device and guide plate module thereof	I890351
Parallel probe card device and its guide plate mechanism	I876912
Probe-expanding probe card device and its probe head	I893694
Probe card device and its assembly method	I894032
Probe card device and its high-speed spring probe	I887153

Intellectual Property Management Plan

As CHPT operates in a cutting-edge high-tech industry, protecting the Company's intellectual property is an essential measure for ensuring its sustainable operations. The development and deployment of the Company's intellectual property are fully aligned with its operational

needs. With a focus on the prudent and effective use of resources, the Company prioritizes the protection of essential intellectual property that is critical to its business. As the Company continues to pursue earnings growth, it remains committed to protecting the core technologies developed through its dedicated R&D efforts, while reinforcing its strong corporate image. On the protection of trade secrets, each unit continues to carry out and improve its implementation on a daily basis, promotes its implementation, and conduct related education and training every year. In 2025, one online course was held with 930 participants completing the training. These measures help maintain IP security, support continuous company growth, and further strengthen CHPT's competitiveness and profitability.

01 Enforcement of patents

- The Company organizes a dedicated unit responsible for patent-related matters.
- The Company has established comprehensive patent incentive mechanisms to reward and encourage employees to actively engage in the research and development of pioneering technologies.
- Both patent application and maintenance procedures undergo rigorous evaluations by functional experts, focusing on portfolio quality and strategic relevance rather than absolute volume.
- The market deployment of each patent is determined based on the intrinsic merits of the underlying technology, with a focus on precision in strategic positioning. This approach not only safeguards the Company's proprietary technologies but also serves to prevent competitive encroachment and preempt rival patent filings.
- The content of the patent application has been brainstormed by the agent, the inventor, and the Company's undertaker. The inventor invented a single technology, and the protection degree is amplified through the rules of the patent game, and even multiple cases are derived to expand the coverage and prevent others from avoiding the patent.

02 Status of trademark implementation

- Trademarks are the characterization of the Company's image, goodwill and brand. For the trademarks mainly used by CHPT, we have applied for important countries or market regions in the world to properly layout trademarks.
- The customers of CHPT are not ordinary consumers, so the layout of the trademark focuses on the recognition of the Company's image.

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03 Enforcement of copyright

- Copyrights are different from patents and trademarks, and do not obtain rights through the registration mechanism. Therefore, the Company has clearly stipulated in the labor contract that the copyrights of employees' works on duty belong to the Company.
- The Company's external press releases are all in charge of colleagues with senior news backgrounds, seeking accurate information expression.
- The Company has a special person responsible for external publicity, including written and film and television.

04 Enforcement of trade secrets

- The Company has established trade secret management measures. For many technical trade secrets that are more valuable than patents, measures are taken to only specific people know and protect and control.
- To comply with the Personal Data Protection Act at the same time, the Company controls personal information with economic value to avoid improper disclosure.
- All important meetings of the Company have limited participants, and unrelated people cannot participate in the meeting.
- The Company stipulates in the labor contract that colleagues are not allowed to bring other people's confidential information into the Company, and are not allowed to disclose Company secrets, including being bound after resignation. And we will promote once a quarter.
- Trade secrets such as the Company's finances, business, and personnel are also restricted from access and handling by specific people.

4.6 Financial Performance and Tax Transparency

CHPT adheres to a prudent financial strategy, focusing on its core business operations while pursuing revenue growth and increased profitability, alongside effective operational risk management. In 2025, the Company achieved consolidated revenue of NT\$4.806 billion, representing a 33% increase compared to the previous year. Gross profit margin rebounded to 56%. With the continued robust global development of AI applications driving demand for high-frequency, high-speed testing, process technology and complexity have also increased. CHPT has responded through digital transformation, implementing smart design and smart manufacturing. Benefiting from a diversified product portfolio, a broad customer base, and global deployment synergies, the Company's earnings per share rose to NT\$30.41. Amid ongoing macroeconomic uncertainties, CHPT continues to invest in the research and development of new products and technologies, and dynamically adjusts its operational strategies to stay ahead. These efforts lay a solid foundation for long-term growth and resilience in the face of future challenges.

Unit: NT\$ thousands

Item	2023	2024	2025
Operating revenue	2,884,442	3,604,674	4,806,013
Gross profit	1,391,136	1,926,883	2,668,125
Income from operations	(52,722)	488,851	1,190,480
Net income	2,595	484,871	986,391
Net profit attributable to shareholders of the parent	32,601	509,712	997,181
EPS (NT\$)	0.99	15.55	30.41

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Economic value distributed to stakeholders

Unit: NT\$ thousands

Item	Sub-item	2023	2024	2025
Direct economic value generated	Operating revenue	2,884,442	3,604,674	4,806,013
Economic value distributed	Operating costs	2,937,164	3,115,117	3,615,533
	Employee salaries and benefits (Note 1)	1,342,200	1,477,836	1,679,906
	Payments to providers of capital	386,601	17,539	256,593
	Payments to government	53,536	10,435	178,933
	Community investments	348	133	557
Economic value retained (Note 2)		(493,207)	461,450	754,397

Note 1: Included in operating costs

Note 2: Economic value retained = Operating revenue - Operating costs- cash dividends - Income tax paid - Community investment

Tax Governance

In 2025, CHPT's consolidated effective income tax rate was approximately 19.5%, lower than Taiwan's statutory corporate income tax rate of 20%. This was primarily attributable to expected tax incentives totaling NT\$19.76 million under Taiwan's Statute for Industrial Innovation for R&D expenditures, investments in smart machinery, 5G systems, cybersecurity, artificial intelligence, energy conservation and carbon reduction, and substantive investments of undistributed earnings.

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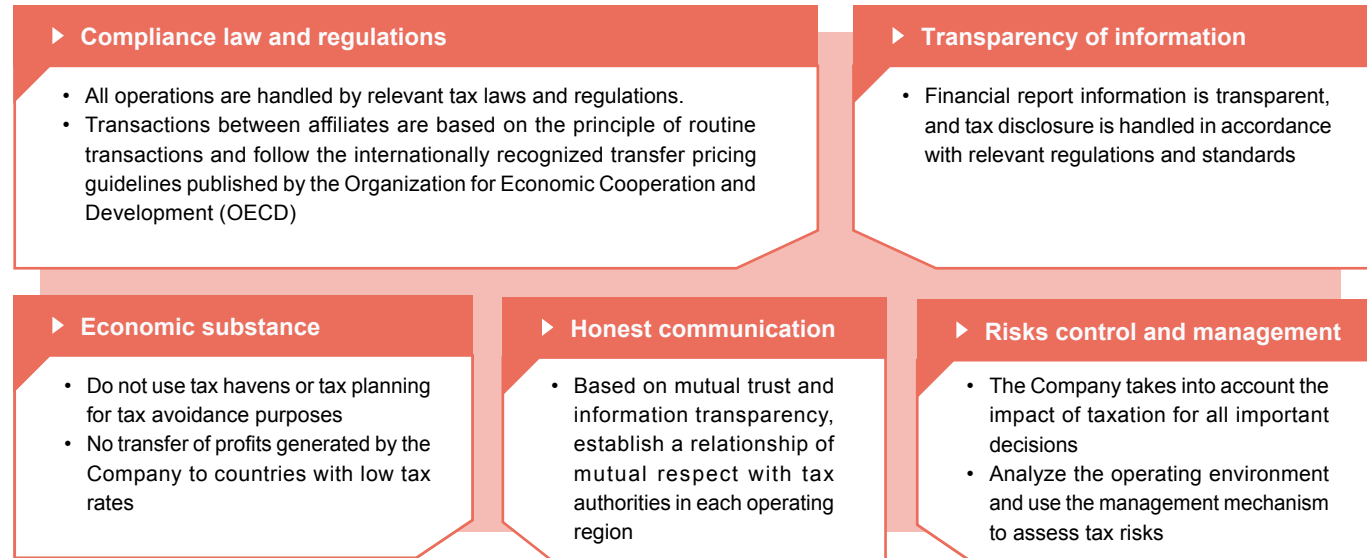
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Tax Commitment



Tax Risk Management

CHPT operates and expands business around the world, and at the same time abides by the tax laws and regulations of the countries where each operating area belongs. The Company's major policies are all subject to a professional internal team with appropriate qualifications and experience and external experts to participate in the tax assessment. In order to effectively manage tax risks, CHPT follows internal procedures to identify, assess and manage tax risks arising from changes in regulations and its operating activities, and properly measure, manage and control risks.

- Analyze the operating environment and change risks in each region, and use the management mechanism to assess tax risks
- Transparent financial reporting information, all comply with relevant laws and regulations to disclose relevant tax information
- All operations are handled in accordance with the tax laws and regulations of each region
- Actively participate in information seminars on major issues related to taxation in various countries to keep abreast of the latest status

There were no tax negotiation or tax dispute matters during the year.

Financial Assistance Received from Government

Unit: NT\$

Item	Source Region	Amount
Investment tax credit	Taiwan	Estimated at NT\$19.76 million
Government subsidy income	Taiwan	35,925
	China (Su Zhou Precision Test Tech. Ltd.)	273,852

Note: Amounts for Su Zhou Precision Test Tech. Ltd. are calculated based on the NT\$/RMB exchange rate of 4.5 as of December 31, 2025.

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4.7 Information Security and Privacy Protection

CHPT regards information security as a core competency for sustainable operations and has established management procedures in accordance with the ISO/IEC 27001 international standard for information security management. The Company began implementation in November 2021, obtained its initial certification in August 2022, and successfully completed the transition certification to the ISO 27001:2022 version in May 2025 (valid through August 2028). Through rigorous internal and external audits, the Company is committed to building a secure and trustworthy information operations environment, ensuring authenticated identities for information assets, verified digital activities, and traceability of operational records.

Information Security Governance Structure and Organization

CHPT has established its corporate information security policy. Through a “top-down and independent accountability” structure, the Company ensures that information security decisions are aligned with its corporate strategy:

Information Security Committee: Officially established in 2022, the Committee consists of 14 members. The Board of Directors has appointed a senior executive at the Vice President level to serve as the Chief Information Security Officer, who is responsible for overall supervision and coordination. In 2025, the Committee maintained solid operations, convening 1 management review meeting, 26 project team meetings, and 3 internal audit meetings during the year.

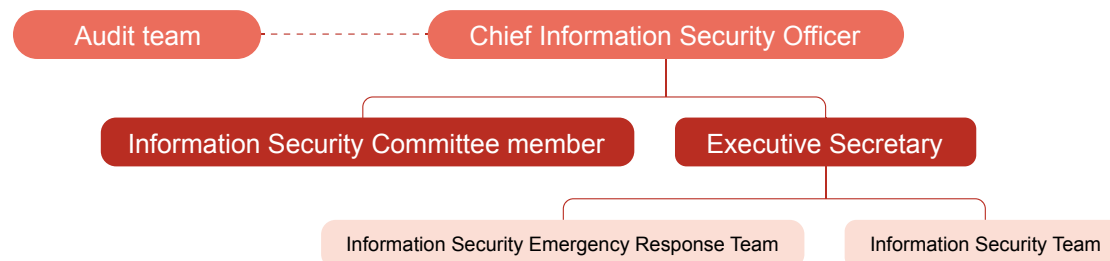
Dedicated team and independent audit: Assigned 2 full-time information security personnel to carry out cybersecurity protection duties. In addition, in line with the principle of segregation of duties, the Company has established an information security audit team composed of professionals from non-IT departments to independently review the effectiveness of ISMS operations, ensuring that its management mechanisms provide comprehensive coverage without blind spots.

Management Approach and Targets

CHPT has established its Information Security Management Procedures as the highest guiding principles for information security management, covering computer room management, network security, system development, data confidentiality, intellectual property rights protection, and outsourcing principles. To quantify management effectiveness, the Company established and achieved the following three annual objectives in 2025:

- ① Data center operations and maintenance services: Availability during working hours exceeded 99.9% throughout the year.
- ② Recovery from critical business system interruptions: The recovery time for operations interrupted due to security incidents was within 24 working hours per incident.
- ③ Recovery from data center interruptions: The recovery time for data center interruptions caused by security incidents was within 24 working hours per incident.

Organizational Chart of the Information Security Management Committee



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Specific Management Measures

CHPT continues to strengthen multidimensional protection measures with reference to the "Information Security Effectiveness Measurement Indicators Table." The relevant measures include:



Network and endpoint security: The Company has deployed next-generation firewalls to implement network segmentation, and has introduced MDR threat detection and response services as well as external cybersecurity monitoring. Internal network vulnerability scans are conducted semiannually, while access security is strengthened through IP/MAC management and monitoring, as well as multi-factor authentication for VPN access.



Data leakage prevention: The Company has established electronic document encryption, USB device controls, and tiered user access permissions, while also implementing controls over cameras on personal mobile devices.



Infrastructure resilience: The Company has established an off-site data backup mechanism. Its servers and networks adopt a cluster architecture, and disaster recovery drills are conducted semiannually for key critical systems.



Email security: The Company has implemented mechanisms to block spam, viruses, and phishing emails, and has established a comprehensive email archiving system.

Information Security Awareness Training

CHPT has deeply embedded a people-oriented cybersecurity defense culture and regards personnel awareness as the core of information security protection. The scope of the Company's information security education and training covers all full-time employees. For on-site IT personnel and contractor personnel, specific security controls are implemented in accordance with the "Information Security Outsourcing Vendor Management Regulations." Through tiered and role-based training, the Company ensures that all personnel with access to its information assets possess a high and consistent level of cybersecurity knowledge, protection capabilities, and awareness of their responsibilities.

To ensure that trainees in different roles can accurately understand their respective responsibilities, the training curriculum covers information security awareness promotion, technical courses, management courses, audit courses, risk management courses, information security laws and regulations, and information security technical specifications.

Achievement Rate for information Security Training Among Relevant Personnel in 2025 reached 100%:

First-day onboarding training: In 2025, 100% of the 153 new employees completed the required training and signed the "Material Information Confidentiality Agreement," "Electronic Device Usage Undertaking," and "Software Usage Policy" on their first day of employment.

Tiered professional training:



General employees (2 hours/year): Training focuses on awareness promotion, applicable laws and regulations, and basic technical specifications, with the aim of ensuring secure day-to-day operations. This is further supported by quarterly social engineering drills.



IT personnel (3 hours/year): Training focuses on advanced information security technical courses and technical specifications to strengthen system development and network defense capabilities.



Dedicated information security personnel (6 hours/year): Training focuses on management, audit, and risk management courses to ensure that cybersecurity defense strategies remain aligned with international trends.

Management Performance

Through a robust management system and full employee participation, CHPT did not experience any information security incidents in 2025, nor were there any complaints concerning breaches of customer privacy or loss of customer data. We will continue to invest resources in recruiting dedicated information security professionals, while evaluating the introduction of a network micro-segmentation system and a cross-site high-availability architecture to ensure the most stable and secure operating environment in the global semiconductor test interface market.



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About the Report

Chunghwa Precision Test Tech. Co., Ltd. (CHPT) has been publishing its Sustainability Report annually since 2020. Through the Sustainability Report, the Company discloses its goals and achievements in the areas of Environmental, Social, and Governance (ESG), and provides transparent information to respond to the expectations of its stakeholders. The Company is committed to establishing long-term partnerships and places great importance on interaction and communication with all stakeholders. CHPT actively responds to the sustainability issues that are of concern to its stakeholders.

Report Boundary

The information disclosed in the report covers the actions and performance information of CHPT on various major topics such as corporate governance, environmental sustainability and social commitment from January 1, 2025 to December 31, 2025, including various stakeholders' feedback on concerning issues. The report boundary is set with CHPT as the main body (including eight locations of operations such as Taiwan, the United States, the mainland China, and Japan), and excluding companies with less than 100% shareholding. The boundary of the report accounts for 99.99% of the overall revenue indicated in the consolidated financial statements. The source of financial data is consistent with the financial report data after being audited by CPAs. Any adjustments to the data category will be explained in the notes to the report. The consolidated financial statements have been prepared in accordance with the "Regulations Governing the Preparation of Financial Reports by Securities Issuers" and the International Financial Reporting Standards (IFRS) as endorsed, issued, and brought into effect by the Financial Supervisory Commission (FSC). The financial report, calculated in New Taiwan Dollars, has been audited by the CPA (PwC Taiwan).

Report Compilation Principles

The Report was prepared in accordance with the GRI Standards 2021 published by Global Reporting Initiative (GRI). The report information is also consistent with the standards at home and abroad, such as Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, United Nations Sustainable Development Goals (SDGs), Task Force on Climate-Related Financial Disclosures (TCFD) Framework, and Sustainability Accounting Standards Board (SASB).

Report Review Approach

The information content of the report is collected and prepared by the Sustainable Development Task Force, and the heads of various departments review and confirm the accuracy of the information and data. After proofreading and review, it is submitted to the Office of the President for review and verification. The report is finally issued and submitted to the Board of Directors in the second quarter of each year.

External Assurance and Verification

The report refers to the GRI Sustainability Reporting Standards and four principles of materiality, inclusivity, responsiveness, and impact of Accountability principles of AA1000 2018. The Report has undergone independent external assurance by AFNOR Asia Ltd. in accordance with the AA1000 Assurance Standard (AA1000AS v3) Type 1 protocols, achieving a moderate level of assurance.

To provide readers with reliable public information, the report has been independently assured by AFNOR Asia Ltd., an independent third-party institution, which is consistent with the requirements of Type 1 moderate-level assurance of AA1000 AS v3 verification standard. The Assurance Statement is attached to the appendix of the report.

Publication Date of the Report

Last issue: Published in October 2025

Current issue: Published in September 2026

Next issue: To be published in September 2027

Contact Information

To continue to improve the quality and content of the CHPT Sustainability Report and to facilitate communication with stakeholders, if you have any suggestions or concerns for the Report, please contact us via the point of contact (POC).

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Headquarters official website: <https://www.chpt.com/>

Contact Person: Mr. Chu

Tel: +886-3-469-1234

Contact Email: ESG@chpt.com

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Appendix - GRI Content Index				
Statement of use CHPT has followed the GRI Standard to report the content from January 1 to December 31, 2025.				
GRI 1 in use GRI 1: Foundation 2021				
Applicable GRI Industry Standard None				
GRI 2: General Disclosures 2021				
Disclosure Item	Description	Corresponding Subchapters or Description	Page Number	Description of Omission
2-1	Organization Details	Company Overview	5	
2-2	Entities Included in Organizational Sustainability Reports	About the Report	150	
2-3	Reporting period, reporting frequency, and contact person	About the Report	150	
2-4	Restatements of information	Restatements of information		
2-5	External assurance	About the Report	150	
2-6	Activities, value chains and other business relationships	Industry Value Chain	11	
2-7	Employee	3.1 Friendly Workplace and Inclusive Prosperity	65	
2-8	Workers not hired by the Company	3.1 Friendly Workplace and Inclusive Prosperity	65	
2-9	Governance structure and composition	4.2 Board Governance Practices	126	
2-10	Nominating and selecting the highest governance body	4.2 Board Governance Practices	126	
2-11	Chair of the highest governance body	4.2 Board Governance Practices	126	
2-12	Highest governance body's role in supervising impact management	4.2 Board Governance Practices	126	
2-13	Head of impact management	4.2 Board Governance Practices	126	
2-14	Highest governance body's role in sustainability reporting	4.1 Sustainability Governance Framework	124	

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Disclosure Item	Description	Corresponding Subchapters or Description	Page Number	Description of Omission
2-15	Conflict of interest	4.3 Integrity Governance and Ethical Standards	133	
2-16	Communicating critical concerns	4.2 Board Governance Practices	126	
2-17	Collective knowledge of highest governance body	4.2 Board Governance Practices	126	
2-18	Evaluating the highest governance body's performance	4.2 Board Governance Practices	126	
2-19	Remuneration policies	4.2 Board Governance Practices	126	
2-20	Process for determining remuneration	4.2 Board Governance Practices	126	
2-21	Annual Total Compensation Ratio	3.1.3 Remuneration and Benefits	72	
2-22	Statement of Sustainability Development Strategy	Message from the President	3	
2-23	Policy Commitment	3.1.5 Diversity, Equity, and Anti-Discrimination Policy	86	
2-24	Incorporate policy commitments	3.1.5 Diversity, Equity, and Anti-Discrimination Policy	86	
2-25	Procedures for remedying negative impacts	4.3 Integrity Governance and Ethical Standards	133	
		3.1.4 Employee Benefits and Communication Mechanism	73	
		3.4 Supply Chain Sustainability Management	111	
2-26	Mechanisms for seeking advice and raising concerns	4.3 Integrity Governance and Ethical Standards	133	
		3.1.4 Employee Benefits and Communication Mechanism	73	
		3.1.5 Diversity, Equity, and Anti-Discrimination Policy	86	
2-27	Compliance with laws and regulations	3.1.4 Employee Benefits and Communication Mechanism	73	
2-28	Membership of associations	Company Overview	5	
2-29	Stakeholder engagement guidelines	1.4 Stakeholder Communication and Management	27	
2-30	Collective Bargaining	3.1.4 Employee Benefits and Communication Mechanism	73	

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GRI 3: Material Topics 2021

Disclosure Item	Description	Corresponding Subchapters or Description	Page Number	Description of Omission
3-1	Process for determining material topics	1.3 Materiality Assessment and Management	16	
3-2	List of Material Topics		16	

GRI Standard Corresponding to Material Topic

GRI 3: Material Topics 2021

GRI Standard	Material Topic	Corresponding Subchapter	Page Number	Description of Omission
3-3 Management of material topics	Corporate Governance	1.3 Materiality Assessment and Management	16	
		4. Corporate Governance and Ethical Management	124	
	Innovation and R&D	1.3 Materiality Assessment and Management	16	
		4.5 Innovation and Intellectual Property Management	142	

Material Topic: Operational Performance

Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
201 Economic Performance 2016	201-1 Direct economic value generated and distributed	Company Overview	5	
		4.6 Financial Performance and Tax Transparency	144	
	201-2 Financial implications and other risks and opportunities due to climate change	2.1 Climate Risk and Strategy Management	32	
		3.1.4 Employee Benefits and Communication Mechanism	73	
	201-3 Defined benefit plan obligations and other retirement plans			
	201-4 Financial assistance received from government	4.6 Financial Performance and Tax Transparency	144	

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Material Topic: Energy Management

Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
302 Energy 2016	302-1 Energy consumption within the organization	2.3 Energy Management	50	
	302-2 Energy consumption outside of the organization	2.3 Energy Management	50	
	302-3 Energy intensity	2.3 Energy Management	50	
	302-4 Reduction of energy consumption	2.3 Energy Management	50	
	302-5 Reductions in energy requirements of products and services	2.3 Energy Management	50	

Material Topic: Water Resource Cycle

Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	2.4 Water Management	52	
	303-2 Management of water discharge-related impacts	2.5.1 Treatment of Wastewater	52	
	303-3 Water withdrawal	2.4 Water Management	52	
	303-4 Water discharge	2.4 Water Management	52	
	303-5 Water consumption	2.4 Water Management	52	

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Material Topic: Waste Management

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GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
306 Waste 2020	306-1 Waste generation and significant waste-related impacts	2.6.3 Resource Reuse and Management	62	
	306-2 Management of significant waste-related impacts	2.5.2 Waste Management Measures	56	
		2.6.3 Resource Reuse and Management	62	
	306-3 Waste generated	2.5.2 Waste Management Measures	56	
	306-4 Waste diverted from disposal	2.5.2 Waste Management Measures	56	
	306-5 Waste directed to disposal	2.5.2 Waste Management Measures	56	

Material Topic: Supplier Management

Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
308 Supplier Environmental Assessment 2016	308-1 New suppliers screened based on environmental criteria	3.4 Supply Chain Sustainability Management	111	
	308-2 Negative environmental impacts in the supply chain and actions taken	3.4 Supply Chain Sustainability Management	111	
414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	3.4 Supply Chain Sustainability Management	111	
	414-2 Negative social impacts in the supply chain and actions taken	3.4 Supply Chain Sustainability Management	111	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.4 Supply Chain Sustainability Management	111	

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Material Topic: Employee Rights and Interests

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GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	3.1.4 Employee Benefits and Communication Mechanism	73	
401 Employment 2016	401-1 New employee hires and employee turnover	3.1.2 Talent Recruitment and Retention	67	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.4 Employee Benefits and Communication Mechanism	73	
	401-3 Parental leave	3.1.4 Employee Benefits and Communication Mechanism	73	
405 Employee Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.1.1 Employee Structure and Headcount	65	
	405-2 Ratio of basic salary and remuneration of women to men	3.1.3 Remuneration and Benefits	72	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.1.5 Diversity, Equity, and Anti-Discrimination Policy	86	

Material Topic: Occupational Safety

Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	1.3 Analysis and Management of Material Topics	16	
403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.3.1 Safe Work Environment and Management System	95	
	403-2 Hazard identification, risk assessment, and incident investigation	3.3.1 Safe Work Environment and Management System	95	
		3.3.2 Occupational Safety Indicators Disclosure	103	
	403-3 Occupational health services	3.3.3 Employee Health Management and Promotion	106	

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Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
403 Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	3.3.1 Safe Work Environment and Management System	95	
	403-5 Worker training on occupational health and safety	3.3.1 Safe Work Environment and Management System	95	
	403-6 Promotion of worker health	3.3.3 Employee Health Management and Promotion	106	
	403-7 Prevention and mitigation of occupational health and safety impacts directly associated with business relationships	3.3.1 Safe Work Environment and Management System	95	
		3.3.3 Employee Health Management and Promotion	106	
	403-8 Workers covered by an occupational health and safety management system	3.3.1 Safe Work Environment and Management System	95	
		3.3.4 Contracting manufacturer safety and health management	109	
	403-9 Work-related injuries	3.3.2 Occupational Safety Indicators Disclosure	103	
		3.3.3 Employee Health Management and Promotion	106	
	403-10 Work-related ill health	3.3.3 Employee Health Management and Promotion	106	

Material Topic: Talent Development

Corresponding GRI Standard and Disclosure Content		Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
GRI 3: Material Topics 2021	3-3 Material Topic Management	1.3 Materiality Assessment and Management	16	
404 Training and Education 2016	404-1 Average hours of training per year per employee	3.2.1 Talent Development and Succession	91	
	404-2 Programs for upgrading employee skills and transition assistance programs	3.2.1 Talent Development and Succession	91	
	404-3 Percentage of employees receiving regular performance and career development reviews	3.2.2 Performance Assessment	94	

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General Topic:

Governance Aspect	Corresponding GRI Standard and Disclosure Content	Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
202 Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	3.1.3 Remuneration and Benefits	72	
	202-2 Percentage of senior management hired from the local community	3.1.1 Employee Structure and Headcount	65	
205 Anti-corruption 2016	205-1 Location of operations have been assessed for corruption risks	4.3 Integrity Governance and Ethical Standards	133	
	205-2 Communication and training about anti-corruption policies and procedures	4.3 Integrity Governance and Ethical Standards	133	
	205-3 Confirmed incidents of corruption and actions taken	4.3 Integrity Governance and Ethical Standards	133	
206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	4.3 Integrity Governance and Ethical Standards	133	
207 Taxation 2019	207-3 Stakeholder engagement and management of concerns related to tax	4.6 Financial Performance and Tax Transparency	144	
Environmental Aspect	Corresponding GRI Standard and Disclosure Content	Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
301 Materials 2016	301-1 Materials used by weight or volume	2.6.1 Management of Key Process Raw Materials and Chemicals	59	
Social Aspect	Corresponding GRI Standard and Disclosure Content	Corresponding Subchapter	Page Number	Description of Omission/ Supplementary Explanation
411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	3.1.5 Diversity, Equity, and Anti-Discrimination Policy	86	
418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	4.7 Information Security and Privacy Protection	147	

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Code	Indicator	Category	Unit of Measure	Annual Disclosure	Corresponding Chapters	Remarks												
I	Total energy consumption, percentage of purchased electricity, utilization rate (renewable energy)	Quantitative	Gigajoules (GJ), percentage (%)	(1) Total energy consumed was 113,085.85 GJ (2) Electricity from the grid accounted for 99.02% of total energy consumed (3) The Company has yet to use renewable energy (0%)	2.3 Energy Management													
II	Total water withdrawn, total water consumption	Quantitative	Thousand cubic meters (m³)	(1) Total water withdrawal was 244.77 thousand cubic meters (2) Total water consumption was 67.96 thousand cubic meters	2.4 Water Management													
III	Total hazardous waste generated and percentage recycled	Quantitative	Metric tons (t), percentage (%)	Total amount of hazardous waste was 498.47 metric tons, with a recycled rate of 98.91% in 2025	2.5.2 Waste Management Measures													
IV	Types of, number of employees in and rate of occupational accidents	Quantitative	Percentage (%), quantity	The primary types of recordable work-related injuries in 2025 included: one chemical splash incident, one fall-related injury, and one process-related laceration, totaling 3 recordable cases (Recordable Work-Related Injury Rate: 1.08%).	3.3.2 Occupational Safety Indicators Disclosure 3.3.3 Employee Health Management and Promotion													
V	Product Lifecycle Management Disclosure: including weights of scraps and electronic waste and percentage recycled(Note 1)	Quantitative	Metric tons (t), percentage (%)	Total amount of waste generated in 2025 was 878.18 metric tons, with a waste recycled rate of 74.65%	2.5.2 Waste Management Measures													
VI	Description of the management of risks associated with the use of critical materials	Qualitative description	Not applicable	3.4 Supply Chain Sustainability Management 4.4 Risk and Opportunity Management														
VII	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	Reporting currency	There were no violations of relevant regulations in 2025, and the total amount of financial loss was NT\$0	4.5 Innovation and Intellectual Property Management													
VIII	Production by product category	Quantitative	Varies by product category	Total production volume in 2025 amounted to 28,525 pieces <table><tr><th></th><th>Capacity</th><th>Production Volume</th></tr><tr><td>Probe Cards</td><td>24,049</td><td>25,143</td></tr><tr><td>Load Board</td><td>6,873</td><td>3,382</td></tr><tr><td>Total</td><td>30,922</td><td>28,525</td></tr></table>		Capacity	Production Volume	Probe Cards	24,049	25,143	Load Board	6,873	3,382	Total	30,922	28,525	Annual Report Reference	
	Capacity	Production Volume																
Probe Cards	24,049	25,143																
Load Board	6,873	3,382																
Total	30,922	28,525																

Note: If scrap materials were sold or otherwise recycled and disposed of, relevant explanations should be provided.

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Aspects	Topic	Code	Category	Unit of Measure	Accounting Metric	Disclosure	Corresponding Chapters	Remarks
Environmental	Greenhouse Gas Emissions	TC-SC-110a.1	Quantitative	(metric tons CO ₂ e)	(1) Global total Scope 1 emissions and (2) Total emissions from perfluorinated compounds	(1) Total Scope 1 greenhouse gas emissions was 2,872.3154 tCO ₂ e (2) Total perfluorinated compound emissions was 2,128.0968 tCO ₂ e	2.2 Greenhouse Gas Management 2025 Greenhouse Gas Inventory Report, Version 2	
		TC-SC-110a.2	Quantitative	Not applicable	Discussion of long- and short-term strategies or plans for managing Scope 1 emissions, emission reduction targets, and performance analysis against such targets	2.1 Climate Strategy and Risk Management		
	Energy Management in Manufacturing	TC-SC-130a.1	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed, (2) percentage of power from the electrical grid, and (3) percentage of recycled content	(1) Total energy consumed was 113,085.85 GJ (2) Electricity from the grid accounted for 99.02% of total energy consumed (3) The Company has yet to use renewable energy (0%)	2.3 Energy Management	
	Water Management	TC-SC-140a.1	Quantitative	Thousand cubic meters (m ³), Percentage (%)	(1) Percentage of total water withdrawal in areas with high or extremely high baseline water stress; (2) Percentage of total water consumption in areas with high or extremely high baseline water stress	(1) Total water withdrawal was 244.77 thousand cubic meters (2) Total water consumption was 67.96 thousand cubic meters Given CHPT's operational nature as a semiconductor test interface provider, its manufacturing facilities do not fall under water-intensive industrial categories.	2.4 Water Management	
	Waste Management	TC-SC-150a.1	Quantitative	Metric tons (t), percentage (%)	(1) Weight of hazardous waste generated from manufacturing processes and (2) Percentage recycled	(1) Hazardous waste was 498.47 metric tons (2) Recycled rate was 98.91%	2.5.2 Waste Management Measures	

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Aspects	Topic	Code	Category	Unit of Measure	Accounting Metric	Disclosure	Corresponding Chapters	Remarks
Social	Labor Health & Safety	TC-SC-320a.1	Qualitative	Not applicable	Description of efforts to assess, monitor, and reduce employee exposure to human health hazards	3.3 Workplace Safety and Health Management		
		TC-SC-320a.2	Quantitative	Currency	Total amount of monetary losses resulting from legal proceedings associated with employee health and safety violations	In 2025, the Company had no major violations related to employee health and safety, with a financial loss amounting to NT\$0	3.3 Workplace Safety and Health Management	
	Recruitment and Management of Global and Skilled Workforce	TC-SC-330a.1	Quantitative	Percentage (%)	Percentage of employees requiring work visas	(1) Percentage of foreign employees: 17.3% (202 employees) (2) Percentage of overseas employees: 6.5% (77 employees) Total number of employees: 1,167 employees	3.1.1 Employee Structure and Employee Headcount	
Governance	Product Lifecycle Management	TC-SC-410a.1	Quantitative	Percentage (%)	Percentage of revenue from products containing IEC 62474 declarable substances	Not applicable; the Company has not reported any products under IEC 62474		
		TC-SC-410a.2	Quantitative	Product category	(1) Server (2) Desktop computer (3) Processor energy efficiency at the system level for notebook computers	The Company does not produce servers, desktop, or laptops. Therefore, this requirement is not applicable to the Company's products		
	Material Acquisition	TC-SC-440a.1	Qualitative	Not applicable	Description of risk management associated with the use of critical materials	3.4 Supply Chain Sustainability Management 4.4 Risk and Opportunity Management		
	Intellectual Property Protection and Competitive Behavior	TC-SC-520a.1	Quantitative	Currency	Total amount of monetary losses resulting from legal proceedings associated with anti-competitive behavior regulations	There were no violations of relevant regulations in 2025, and the total amount of financial loss was NT\$0	4.5 Innovation and Intellectual Property Rights Management	
Activity Metrics	Total Production Volume	TC-SC-000.A	Quantitative	pcs	Total production volume in 2025 amounted to 28,525 pieces			Annual Report Reference
					Primary Products	Capacity	Production Volume	
					Probe Cards	24,049	25,143	
					Load Board	6,873	3,382	
	Total	30,922	28,525					
Percentage of production in own facilities	TC-SC-000.B	Quantitative	Percentage (%)	100%				

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Topic	Code	Category	Unit of Measure	Accounting Metric	Disclosure Content / Corresponding Section	Remarks
Product Safety	TC-HW-230a.1	Discussion and analysis	Not applicable	Description of approaches to identifying and addressing product data security risks	4.4 Risk and Opportunity Management 3.5.1.Product Quality Management and Certification 4.5.Innovation and Intellectual Property Management	
Employee Diversity and Inclusion	TC-HW-330a.1	Quantitative	Percentage (%)	(a) senior management, (b) non-senior management, (c) technical employee, and (d) all other employees (1) Gender and (2) Percentage of representation for diverse groups	3.1.1.Employee Structure and Headcount	
Product Lifecycle Management	TC-HW-410a.1	Quantitative	Percentage (%)	Percentage of revenue from products containing IEC 62474 declarable substances	Not applicable; the Company has not reported any products under IEC 62474	
	TC-HW-410a.2	Quantitative	Percentage (%)	Percentage of revenue from qualified products that meet the registration requirements of the Electronic Product Environmental Assessment Tool (EPEAT) or equivalent standards	Not applicable. The Company does not have relevant products.	
	TC-HW-410a.3	Quantitative	Percentage (%)	Percentage of revenue from qualified products certified for energy efficiency	0%	
	TC-HW-410a.4	Quantitative	Metric tons (t), percentage (%)	Weight of end-of-life products and electronic waste recovered; Percentage recycled	Not applicable, 0%	

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Topic	Code	Category	Unit of Measure	Accounting Metric	Disclosure Content / Corresponding Section	Remarks	
Supply Chain Management	TC-HW-430a.1	Quantitative	Percentage (%)	Percentage of Tier 1 supplier facilities audited under the Responsible Business Alliance Validated Assessment Program (VAP) or equivalent procedures, by (a) all facilities and (b) high-risk facilities	No survey was conducted. In 2025, a total of 726 suppliers were required to sign the Statement of the Code of Ethics and Business Conduct.		
	TC-HW-430a.2	Quantitative	Ratio	For Tier 1 supplier facilities audited under the Responsible Business Alliance Validated Assessment Program (VAP) or equivalent procedures, the (1) non-conformance rate and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	As no survey was conducted, no relevant data is currently available.		
Material Acquisition	TC-HW-440a.1	Discussion and analysis	Not applicable	Description of risk management associated with the use of critical materials	4.4 Risk and Opportunity Management		
Activity Metrics	TC-HW-000.A	Quantitative	Quantity	Number of production units, by product category	Annual Report Reference Total production volume in 2025 amounted to 28,525 pieces Unit: pcs		
					Major Product Category	Capacity	Production Volume
					Probe Cards	24,049	25,143
					Load Board	6,873	3,382
		Total	30,922	28,525			
	TC-HW-000.B	Quantitative	Square meters (m²)	Area of manufacturing facilities	Plant 1: 8,182 m² Headquarters: 15,287 m²		
TC-HW-000.C	Quantitative	Percentage (%)	Percentage of production from owned facilities	100%			

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Aspects	TCFD Recommendation Disclosure Items	Corresponding Chapters	Remarks
Governance	Describe the Board of Directors' oversight of climate-related risks and opportunities.	4.1 Sustainability Governance Framework 4.2 Board Governance Practices 2.1 Climate Strategy and Risk Management	
	Describe management's role in assessing and managing climate-related risks and opportunities.	4.1 Sustainability Governance Framework 4.2 Board Governance Practices 2.1 Climate Strategy and Risk Management	
Strategy	Describe the short-, medium- and long-term climate-related risks and opportunities identified by the organization.	2.1 Climate Strategy and Risk Management	
	Describe the impact of climate-related risks and opportunities on an organization's business, strategy, and financial planning.	2.1 Climate Strategy and Risk Management	
	Describe the organization's strategic resilience, taking into account different climate-related scenarios (including 2°C or harsher scenarios).	2.1 Climate Strategy and Risk Management	
Risk Management	Describe the organization's process for identifying and assessing climate-related risks.	2.1 Climate Strategy and Risk Management	
	Describe the organization's processes for managing climate-related risks.	2.1 Climate Strategy and Risk Management	
	Describe how the process of identifying, assessing and managing climate-related risks is integrated into the organization's overall risk management system.	2.1 Climate Strategy and Risk Management	
Indicators and Goals	Disclose the indicators that organizations use to assess climate-related risks and opportunities, following their strategy and risk management processes.	2.1 Climate Strategy and Risk Management	
	Disclose Scope 1, Scope 2 and Scope 3 (if applicable) greenhouse gas emissions and associated risks.	2.2 Greenhouse Gas Management	
	Describe the goals used by the organization to manage climate-related risks and opportunities, and the performance against those goals.	2.1 Climate Strategy and Risk Management	

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Item	Corresponding Chapters	Remarks
Description of the Board of Directors' and Management's Oversight and Governance of Climate-Related Risks and Opportunities	4.1 Sustainability Governance Framework 4.2 Board Governance Practices 2.1 Climate Strategy and Risk Management	
Description of the Impact of Identified Climate-Related Risks and Opportunities on the Company's Business, Strategy, and Financial Performance (Short-, Medium-, and Long-Term)	2.1 Climate Strategy and Risk Management	
Description of the Financial Impacts of Extreme Climate Events and Transition Actions	2.1 Climate Strategy and Risk Management	
Description of How the Identification, Assessment, and Management Processes of Climate-Related Risks Are Integrated into the Overall Risk Management Framework	2.1 Climate Strategy and Risk Management	
If scenario analysis is used to assess resilience against climate change risks, the scenarios, parameters, assumptions, analytical factors, and key financial impacts shall be disclosed.	2.1 Climate Strategy and Risk Management	
If a transition plan has been established to address climate-related risks, please describe the content of the plan, as well as the metrics and targets used to identify and manage physical risks and transition risks.	2.1 Climate Strategy and Risk Management	
If internal carbon pricing is used as a planning tool, the basis for determining the price should be disclosed.	No internal carbon pricing plan has been developed yet.	
If climate-related targets have been established, the Company should disclose the scope of activities covered, the greenhouse gas emission scopes included, and the planned timeline with annual progress toward achievement. If carbon offsets or Renewable Energy Certificates (RECs) are used to meet such targets, the sources and quantities of emission reductions offset, or the number of RECs utilized, should also be disclosed.	Climate-related targets: 2.1 Climate Strategy and Risk Management No carbon offsets or Renewable Energy Certificates were used.	
Greenhouse gas inventory and assurance status, as well as reduction targets, strategies, and specific action plans.	2.2 Greenhouse Gas Management 2.1 Climate Strategy and Risk Management The tabular data are shown in the attached table below.	

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Greenhouse Gas Inventory and Assurance Status for the Most Recent Two Years

In accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies, the parent company is required to begin conducting greenhouse gas inventories in 2025, while subsidiaries included in the consolidated financial statements are required to begin conducting greenhouse gas inventories in 2026. Since 2022, the Company has established a greenhouse gas inventory mechanism in accordance with ISO 14064-1:2018, the greenhouse gas inventory standard published by the International Organization for Standardization (ISO). A review of the Company's overall greenhouse gas emissions in 2025 found that the main emission hotspot was Scope 2 purchased electricity, which accounted for approximately 58% of total emissions, followed by Scope 3 transportation and goods purchased and used by the organization, which accounted for approximately 30% of total emissions.

The greenhouse gas inventory data for the past two years were compiled based on the operational control approach. The greenhouse gas emissions are described as follows:

		2024		2025	
		Emissions (tCO ₂ e)	Intensity (tCO ₂ e/NT\$ million in revenue)	Emissions (tCO ₂ e)	Intensity (tCO ₂ e/NT\$ million in revenue)
Parent Company	Scope 1 (Direct)	1,671.8104	Scope 1+2	2,833.1470	Scope 1+2
	Scope 2 (Energy Indirect)	14,747.3499		14,743.0863	
	Scope 3 (Other Indirect)	4,864.2233	4.55	6,830.8761	3.73
	Subtotal	21,283.3836		24,407.1094	
Subsidiary	Scope 1 (Direct)	NA	Scope 3	39.1684	Scope 3
	Scope 2 (Energy Indirect)			304.8575	
	Scope 3 (Other Indirect)		1.35	1,217.4454	1.67
	Subtotal			1,561.4713	
Total		21,283.3836	5.90	25,968.5807	5.40
Assurance Institutions		AFNOR ASIA LTD.		AFNOR ASIA LTD. DQS Taiwan Inc. Centre Testing International Group Co., Ltd.	
Assurance Status Description		ISO 14064-3 : 2019 Reasonable Assurance/Limited Assurance		ISO 14064-3 : 2019 Reasonable Assurance/Limited Assurance	
Assurance Opinion		Unqualified Opinion		Unqualified Opinion	

Note 1: The data for 2024 covers only the standalone entity.

Note 2: The data for 2025 covers both the parent company and subsidiaries included in the consolidated financial statements.

Note 3: In accordance with the Sustainable Development Roadmap for TWSE/TPEX Listed Companies, the parent company should begin conducting greenhouse gas inventories in 2025, while subsidiaries included in the consolidated financial statements should begin conducting greenhouse gas inventories in 2026.

Note 4: The electricity emission factor was 0.474 kgCO₂e/kWh in 2024 and 2025.

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Category	Item	2024	2025
		Emissions (tCO ₂ e)	
III	Upstream transportation and distribution	119.1924	407.9381
	Downstream transportation and distribution	68.3986	403.1460
	Business travel	55.4946	207.5830
	Employee commuting	-	504.8571
IV	Purchased goods	4,460.3175	6,228.9171
	Procurement of capital goods	-	7.5987
	Waste generated in operations	152.7578	187.4056
	Upstream leased assets	-	1.5706
	Other services	7.5659	99.3053
V	Downstream leased assets	0.4965	-
Total emissions (tCO ₂ e)		4,864.2233	8,048.3215

Greenhouse Gas Reduction Targets, Strategies, and Specific Action Plans

The greenhouse gas base year is set as 2022, with emissions of

Scope 1 (direct emissions): 4,052.6793 metric tons CO₂e

Scope 2 (energy indirect emissions): 15,322.2485 metric tons CO₂e

Scope 3 (other indirect emissions): 5,455.0169 metric tons CO₂e

Greenhouse Gas Reduction Strategies, and Action Plans

- In alignment with international trends and regulatory requirements, the Company has established GHG reduction targets and conducts annual evaluations with continuous monitoring.
- Implementation of carbon reduction initiatives, including waste reduction measures, replacement of obsolete equipment, adoption of energy-efficient technologies, and the introduction of smart control and energy management systems.
- Development of renewable energy installation plans and sustainable, health-oriented green building projects.
- Annual implementation of GHG emission inventories to identify emission hotspots, track reduction trends, and formulate mitigation strategies.

GHG Reduction Targets and Achievement Status

Short- and Medium-term Reduction Targets:

Short-term target: Achieve zero growth in carbon emissions by 2027.

Medium-term target: Reduce Scope 1 and Scope 2 GHG emissions by 8% to 15% by 2030 compared to the base year.

Starting from the base year of 2022, the Company conducts annual GHG inventories to continuously monitor emissions, with the objective of achieving zero growth in GHG emissions at the individual company level.

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Scope of reporting: Consistent with the scope of preparation of the consolidated financial statements

Aspects	IFRS S2 Climate-Related Disclosures	Company Response Measures / Corresponding Sections	Remarks
Governance	A. The role of the governance body in overseeing climate-related risks and	4.1 Sustainability Governance Framework 2.1 Climate Strategy and Risk Management	
	B. The role of management in governing climate-related risks and opportunities	4.1 Sustainability Governance Framework 2.1 Climate Strategy and Risk Management	
Strategy	A. Climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects	2.1 Climate Strategy and Risk Management	
	B. Information on the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain	2.1 Climate Strategy and Risk Management	
	C. Information on the effects of climate-related risks and opportunities on the entity's strategy and decision-making	2.1 Climate Strategy and Risk Management	
	D. Effects of climate-related risks and opportunities on the entity's current and anticipated financial position, financial performance, and cash flows	2.1 Climate Strategy and Risk Management The specific impacts on cash flows are still under planning and assessment	
	E. Climate-related scenario analysis and assessment of climate resilience	2.1 Climate Strategy and Risk Management	
Risk Management	Processes for identifying, assessing, prioritizing, and monitoring climate-related risks and opportunities	2.1 Climate Strategy and Risk Management	
Indicators and Goals	A. Information relevant to cross-industry metric categories (climate-related metrics) - (1) climate-related metrics associated with greenhouse gases	2.2 Greenhouse Gas Management	
	A. Information relevant to cross-industry metric categories (climate-related metrics) - (2) remuneration	4.2 Board Governance Practices	
	B. Information on industry-based metrics	Appendix - Sustainability Disclosure Indicators - Semiconductor Industry	
	C. Information on targets set for climate-related risks or opportunities (climate-related targets)	2.1 Climate Strategy and Risk Management	

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Report No. : (TH06-162 / Version 1)

Greenhouse Gas Verification Report Opinion

THGHG06162-02

Verification Scope: Chungwa Precision Test Tech. Co., Ltd.
No.12, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)
The information of other sites are listed on the subsequent page.

Verification Criteria: ISO 14064-1 : 2018

Verification Objectives : According to ISO 14064-3:2018, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period : From 01/01, 2025 to 12/31, 2025 (The data being viewed is historical in nature)

Verification Data :	Direct GHG Emissions (Category 1):	2,854.1449 tCO ₂ e
	Energy Indirect GHG Emissions (Category 2):	14,760.3248 tCO ₂ e
	Indirect GHG Emissions (Category 3-6):	6,937.1099 tCO ₂ e

Global Warming Potential (GWP) : Refer to IPCC The 06-assessment report 2021 Year

Statement Basis : This statement must be interpreted as a whole with the following.

GHG Inventory Report (Version : 2 : Date : 03/27, 2026)	}
GHG Inventory (Version : 2 : Date : 03/27, 2026)	

Materiality : 5% (Category 1 and Category 2)

Type of Opinion : ☒ Unqualified ☐ Qualified (see the subsequent page) ☐ Disclaim the issuance

To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties.

Verification Conclusion: Declares that the reasonable assurance level of the inventory data is Category 1 (Taoyuan & Hsinchu) and Category 2 (Taoyuan & Hsinchu) ; the limited assurance level of the inventory data is Category 1 (Taichung, Kaohsiung, Chungwa Precision Test Tech USA Corporation and CHPT Japan Co., Ltd) and Category 2 (Taichung, Kaohsiung, Chungwa Precision Test Tech USA Corporation and CHPT Japan Co., Ltd) Category 3 to Category 6 (All Sites).

Date of Issuance: 03/31, 2026

APPROVED BY

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

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Report No. : (TH06-162 / Version 1)

The Geographical Location of Multiple Sites :

Site	Address
Headquarters/Factory 1	No.12 & No.15, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)
Hsinchu Branch	Rm. C8, 3F., No.1, Lixing 1st Rd., Hsinchu City 300, Taiwan (R.O.C.)
Taichung Office	1F., No. 356, Fuya Rd., Xitun Dist., Taichung City 407, Taiwan (R.O.C.)
Kaohsiung Office	No. 501, Qiaoxin 3rd Road, Qiaotou District, Kaohsiung City 825, Taiwan (R.O.C.)
Chungwa Precision Test Tech USA Corporation	2047 Zanker Road, Suite 10, San Jose, California, USA 95131
CHPT Japan Co., Ltd	Room 602, New TAKAO Heights, 1-5-13 Azabu-Juban, Minato-Ku, Tokyo 106-0045, Japan
Test Pro Investment Co., Ltd.	10F., No.12, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)
CHPT International	Vistra Corporate Services Centra, Ground Floor NPF Building, Beach Road, Apin SAMOA

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (tCO ₂ e)	Note
(Category 1) Direct GHG emissions	Stationary emissions, Mobile emissions, Process emissions, Fugitive emissions	2,854.1449	
(Category 2) Indirect GHG emissions from imported energy	Electricity	14,760.3248	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Upstream transportation of raw materials, Downstream transportation of products, Employee commuting, Business travel	1,106.1371	
(Category 4) Indirect GHG emissions from products used by the organization	Purchased goods, Waste treatment, Assets used	5,836.9728	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	NA	NA	
(Category 6) Indirect GHG emissions from other sources	NA	NA	

Biomass Burning Emission : 0.0000 tCO₂e

Note: The presentation of data after the decimal point in this Verification Report Opinion shall follow the definition of the inventory procedures and other documents of the organization being verified, if not defined, it shall be presented by the provisions of the organizational level of ISOEN: 4 decimal places.

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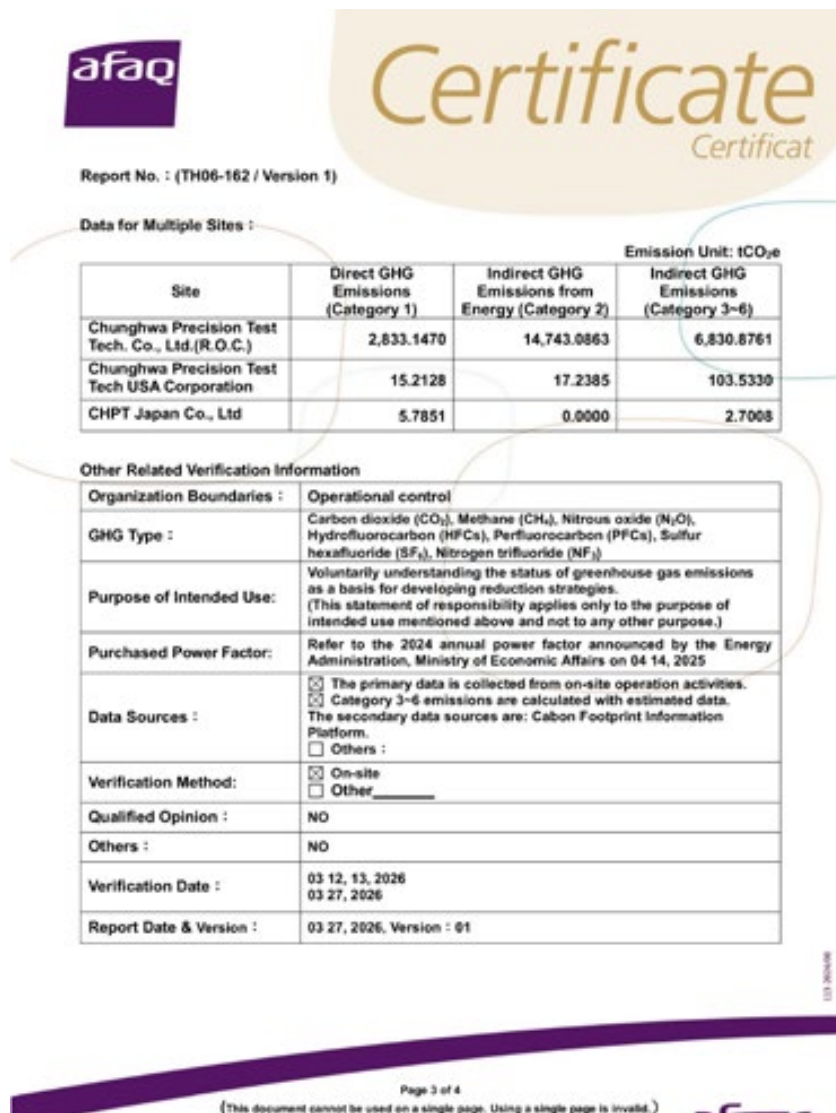
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Data for Multiple Sites :

Site	Direct GHG Emissions (Category 1)	Indirect GHG Emissions from Energy (Category 2)	Indirect GHG Emissions (Category 3-6)
Chunghwa Precision Tech. Co., Ltd.(R.O.C.)	2,833.1470	14,743.0863	6,830.8761
Chunghwa Precision Tech USA Corporation	15.2128	17.2385	103.5330
CHPT Japan Co., Ltd	5.7851	0.0000	2.7008

Emission Unit: tCO₂e

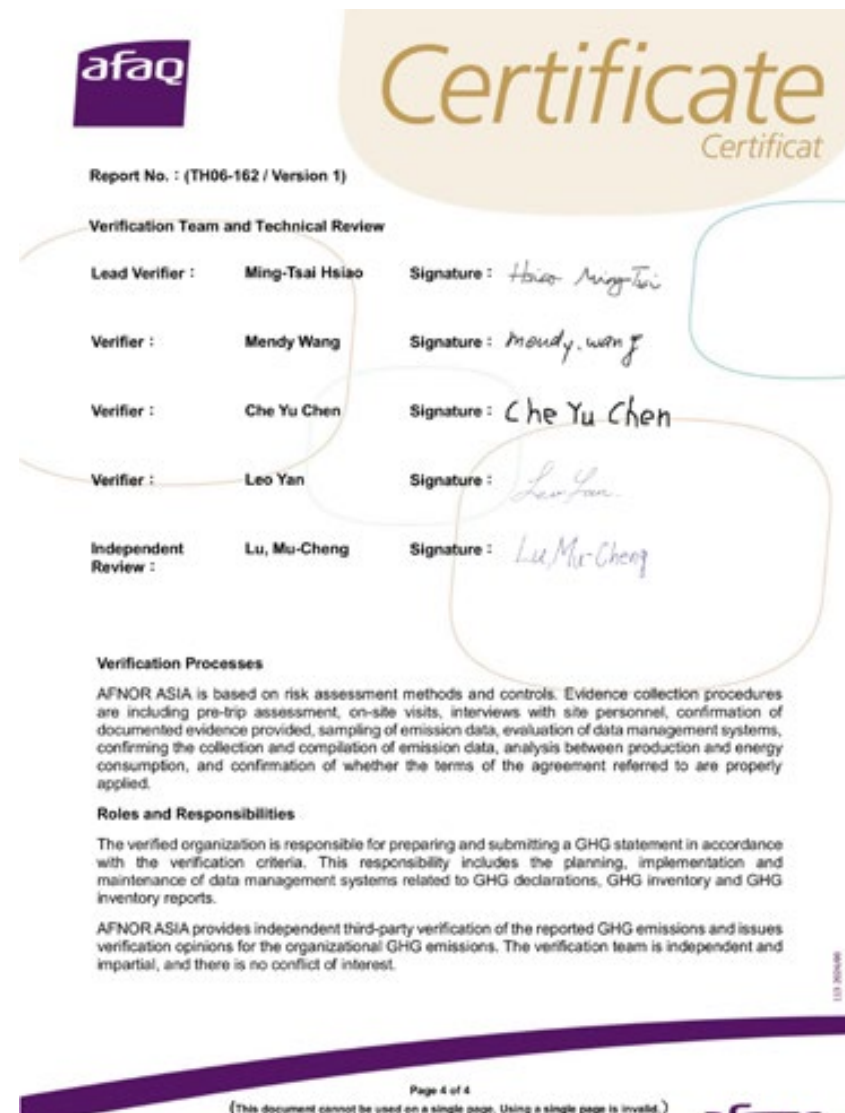
Other Related Verification Information

Organization Boundaries :	Operational control
GHG Type :	Carbon dioxide (CO ₂), Methane (CH ₄), Nitrous oxide (N ₂ O), Hydrofluorocarbon (HFCs), Perfluorocarbon (PFCs), Sulfur hexafluoride (SF ₆), Nitrogen trifluoride (NF ₃)
Purpose of Intended Use:	Voluntarily understanding the status of greenhouse gas emissions as a basis for developing reduction strategies. (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Purchased Power Factor:	Refer to the 2024 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on 04/14/2025
Data Sources :	☒ The primary data is collected from on-site operation activities. ☒ Category 3-6 emissions are calculated with estimated data. The secondary data sources are: Carbon Footprint Information Platform. ☐ Others :
Verification Method:	☒ On-site ☐ Other _____
Qualified Opinion :	NO
Others :	NO
Verification Date :	03/12, 13, 2026 03/27, 2026
Report Date & Version :	03/27, 2026, Version : 01

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Report No. : (TH06-162 / Version 1)

Verification Team and Technical Review

Lead Verifier : Ming-Tsai Hsiao Signature : *Hsiao Ming-Tsai*

Verifier : Mendy Wang Signature : *Mendy Wang*

Verifier : Che Yu Chen Signature : *Che Yu Chen*

Verifier : Leo Yan Signature : *Leo Yan*

Independent Review : Lu, Mu-Cheng Signature : *Lu Mu-Cheng*

Verification Processes

AFNOR ASIA is based on risk assessment methods and controls. Evidence collection procedures are including pre-trip assessment, on-site visits, interviews with site personnel, confirmation of documented evidence provided, sampling of emission data, evaluation of data management systems, confirming the collection and compilation of emission data, analysis between production and energy consumption, and confirmation of whether the terms of the agreement referred to are properly applied.

Roles and Responsibilities

The verified organization is responsible for preparing and submitting a GHG statement in accordance with the verification criteria. This responsibility includes the planning, implementation and maintenance of data management systems related to GHG declarations, GHG inventory and GHG inventory reports.

AFNOR ASIA provides independent third-party verification of the reported GHG emissions and issues verification opinions for the organizational GHG emissions. The verification team is independent and impartial, and there is no conflict of interest.

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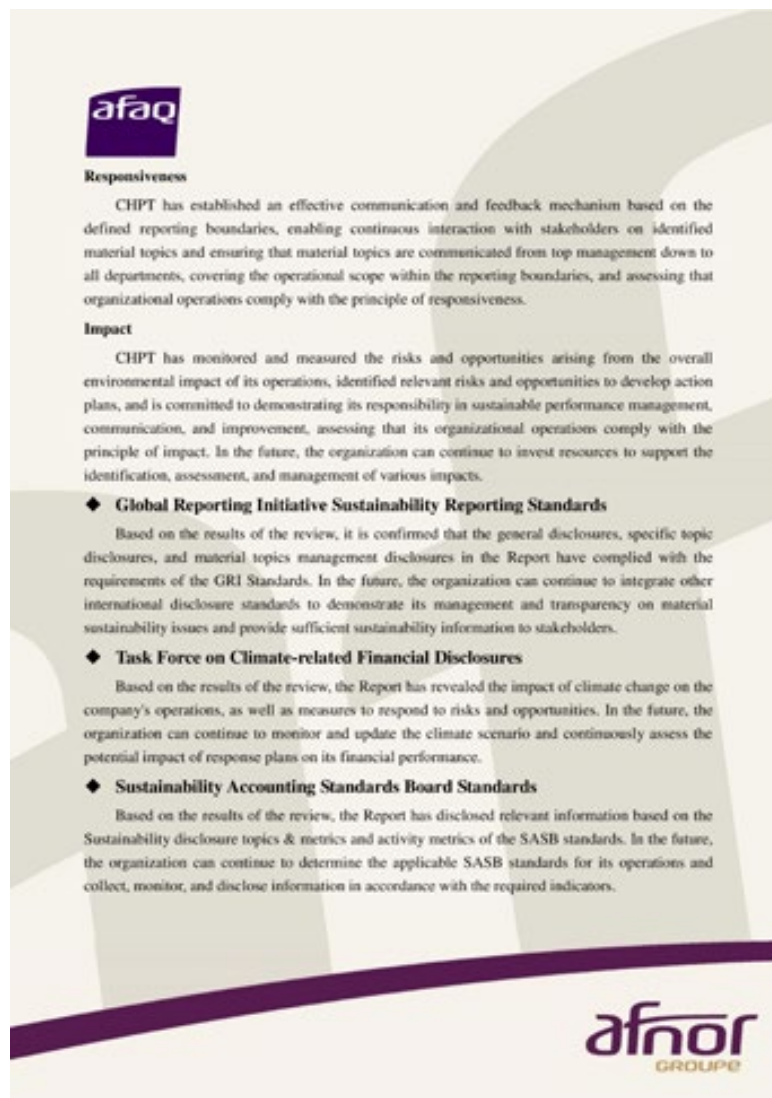
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2025 Sustainability Report

Chunghwa Precision Test Tech.