



中華精測

Chunghwa Precision Test Tech.



2024

Sustainability Report



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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 Report covers the period from January 1, 2024, to December 31, 2024, and discloses CHPT's actions and performance related to material topics in corporate governance, environmental sustainability, and social commitment, 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, 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 financial statements are prepared in accordance with the Regulations Governing the Preparation of Financial Reports by Securities Issuers, as well as the IFRS to the extent endorsed, issued, and taken effect by the Financial Supervisory Commission. The financial report, calculated in New Taiwan Dollars, has been audited by the CPA (Deloitte & Touche).

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 content of the Report was compiled and organized 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, verified under Type 1 moderate-level assurance grade of AA1000 Assurance Standard v3, is in line with the disclosure items under the GRI Standards upon verification.
- The Report has been verified by an independent third-party organization, AFNOR ASIA LTD., 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 June 2024
Current issue: Published in June 2025
Next issue: To be published in June 2026

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 through the CHPT window.

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Message from the President

Foreword

Amid the global wave of AI transformation, the business environment is facing unprecedented challenges and opportunities. We firmly believe that a company's success should not be measured solely by its financial performance, but also by its contributions to Environmental, Social, and Governance (ESG) aspects. CHPT has always upheld sustainable development as a core principle, viewing ESG as a vital cornerstone of corporate growth. CHPT actively promotes relevant policies and initiatives to achieve balanced progress in corporate governance, environmental protection, and social responsibility. Only by advancing steadily on the path of sustainability can we create long-term value for shareholders, employees, customers, and society—this is the concrete manifestation of CHPT's commitment to society.

Balancing Economic Performance and Social Responsibility

Strong financial performance and sound corporate governance are the cornerstones of sustainable development and are further reflected in contributions to society and environmental protection. To this end, we are committed to pursuing economic benefits while actively fulfilling our social responsibilities and minimizing environmental impact, thereby promoting the harmonious development of society. Over the past year, CHPT achieved stable business growth through innovation and improved efficiency. Consolidated revenue increased by 25% year-over-year (YoY), with a gross margin of 54%. Revenue from probe cards accounted for 1.18% of the global probe card market. In terms of corporate governance, CHPT was honored to be ranked in the Top 5% of the Corporate Governance Evaluation for OTC-listed companies for three consecutive years. To maintain our competitiveness in the global market, CHPT has accumulated over 430 approved patents worldwide. CHPT adheres to the highest ethical standards, operating with integrity and ethics to ensure transparency and accuracy of information. In 2024, there were no incidents involving improper benefits, anti-competitive behavior, litigation, or corruption. We continue to enhance our internal control mechanisms to prevent corruption and conflicts of interest, ensuring that the Company operates legally and in full compliance.

Environmental Protection and Resource Management

Environmental conservation is a key component of our sustainable development strategy. In terms of environmental efforts, CHPT continues to promote GHG reduction and energy management. In recent years, the rise in greenhouse gas emissions has exacerbated the issues of global

warming and climate anomalies. To conserve resources and reduce paper usage, we have gradually systematized and digitized various types of documentation. In 2024, this initiative led to a 67.1% reduction in paper usage. Since 2022, we have implemented greenhouse gas inventory procedures, which serve as a baseline for a series of measures aimed at reducing carbon emissions and resource consumption. Over the past year, our energy management has consistently met the target of an average 1% electricity savings, achieving a reduction of 820,000 kWh in 2024. Additionally, our GHG emissions decreased by 160,000 metric tons of CO₂e compared to the previous year, aligning with our goal of achieving zero carbon emission growth by 2027.

In terms of water resource management, we have implemented a wastewater recycling and reuse system, achieving water savings of 110,000 tons in 2024. The target wastewater recovery rate was set at 58%. For waste management, our recycling rate reached 75.95%, showing improvement compared to the previous two years. We have also set a target recycling rate of 65% for waste materials.

In sustainable supply chain management, we advocate carbon and waste reduction measures among our suppliers and have signed a "Statement of the Code of Ethics and Business Conduct" with major partners. In 2024, green procurement accounted for 54% of total purchases, earning us recognition for excellence in green procurement. Furthermore, we actively promote various environmental initiatives to raise awareness of sustainability among employees and the general public, driving forward sustainable development together.

Employee Development and Corporate Culture

In terms of social responsibility, we acknowledge that employees are the most valuable asset of the enterprise, and the success of the business is inextricably linked to the support of society. Therefore, we adhere to international human rights conventions and are committed to providing our employees with a positive, friendly, and safe working environment, along with opportunities for growth. Through diverse training programs and career development paths, we support employees in enhancing their skills, realizing their potential, and achieving career advancement. For four consecutive years, we have been honored with the "2024 Happy Enterprise" Gold Award by the 1111 Job Bank.

At the same time, we promote an open, inclusive, and innovative corporate culture, encouraging employees to actively engage in the company's growth and innovation efforts. CHPT not only cares for the physical, mental, and emotional well-being of its employees, but also values team cohesion. We regularly organize a variety of family-oriented events and

competitions each year—such as Family Day, basketball, badminton, bowling, and singing contests—to foster team spirit and create a harmonious, inclusive, and healthy work environment.

Future Outlook

Looking ahead, CHPT remains committed to the principles of sustainable development, integrating social responsibility and environmental protection into the core of our corporate strategy. By investing in innovative initiatives and AI technologies, we aim to enhance economic performance while creating greater value for society and the environment.

The integration of AI technology will further strengthen CHPT's overall operational capabilities and help us maintain a competitive edge in the market. Through the application of AI, we will be able to more precisely master key technologies, preserve institutional knowledge, optimize resource allocation, improve product quality, and deliver superior customer service. True long-term prosperity can only be achieved when economic, environmental, and social development are balanced.

We believe that, through the collective efforts of all employees and close collaboration with all stakeholders, we will achieve sustainable corporate growth and make even greater contributions to societal progress and environmental protection.

Conclusion

Finally, CHPT extends its sincere gratitude to all stakeholders for their continued support and attention, as well as to all employees for their hard work and dedication. CHPT will remain true to its original mission and continue moving forward with determination, striving unceasingly toward the goal of sustainable corporate development.

President

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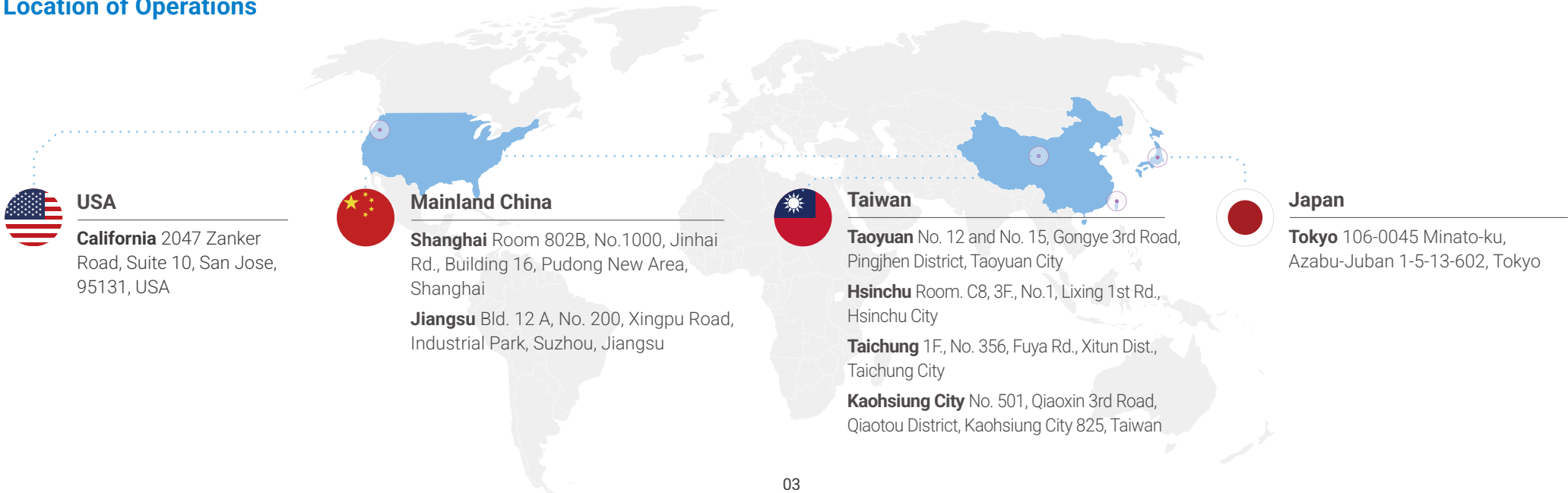
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About CHPT

CHPT primarily engages in the provision of semiconductor wafer testing and IC testing solutions during the manufacturing process, and conducts IC testing using sockets, load boards, and testing machines to test the performance of ICs. Following the development trend of increasing transistor density per unit area and enhanced functionality, complete and reliable testing will become more and more 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 customers’ 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.

Location of Operations



Basic Information on the Company

Name of 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	Hong-Chan Ma
President	Shui-Ke Huang
Paid-in capital	NT\$327,890,220
Number of people in the Company (as of the end of December 2024)	1,137 people
Primary Products and Services	Probe Cards Load Board Technology service and others



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Vision, Mission, Core Values and Business Philosophy



Vision

- To become the industry benchmark in semiconductor test interface services.



Mission

- Satisfying customer demands in a timely manner
- Enhancing customer competitiveness
- Becoming a value creator in the semiconductor industry



Core Values

- Emphasizing professional division of labor and rapid integration
- Developing new technologies and pursuing untapped market opportunities
- Attending to customers' needs and concerns by providing comprehensive services



Business Philosophy

- Employee Care
- Technological Leadership
- Customer Satisfaction
- Value Creation





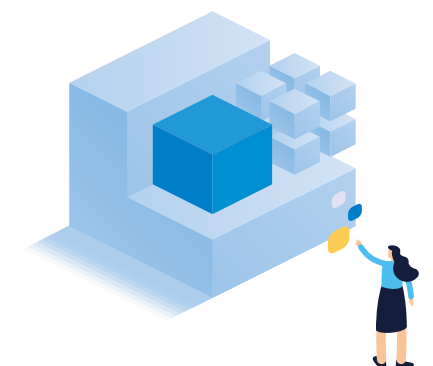
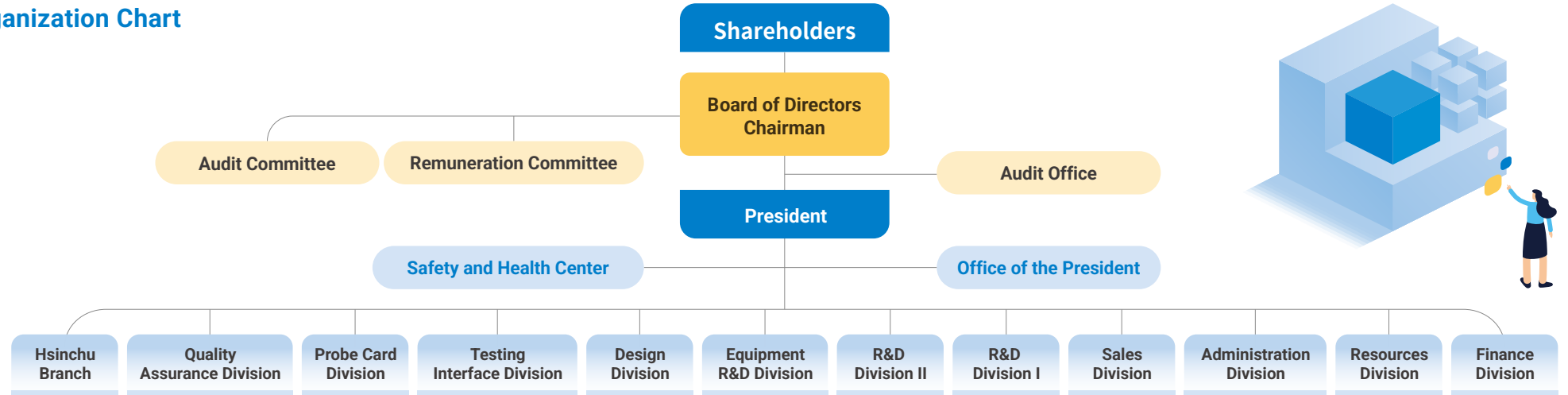
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Organization Chart



Department Business Introduction

Board of Directors	Supervises operations of the Company.	Administration Division	Responsible for plant planning, construction and maintenance projects, general administration, facility management, environmental systems, and mechanical equipment maintenance and operations.
Chairman	Convenes Board of Directors meetings.	Sales Division	Formulation and maintenance of pricing strategies for business development, industry analysis, and product marketing.
Audit Committee	Assists the Board of Directors in decision-making. Enhances the internal control system of the Company and improves corporate governance performance.	R&D Division I	Responsible for planning advanced R&D for business development and conducting research to enhance product quality.
Remuneration Committee	Stipulates and regularly reviews the remuneration policies, systems, standards and structures, and performance of directors and managers.	R&D Division II	Overall IT development and information security maintenance within the Company.
Audit Office	Oversees the Company's internal control systems through audits and continuous improvement. Provides recommendations to departments for process optimization and enhanced efficiency.	Equipment R&D Division	Enhancement of the self-production rate of key equipment and automation efficiency and improvement of product quality.
President	Planning 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.	Design Division	Design specification preparations and management, customer case design.
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.	Testing Interface Division	Production and manufacturing of testing interface products and management and continual improvement of jigs (tools).
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.	Probe Card Division	Manufacturing, production, research and development, engineering analysis, development, and continual improvement of probe card products.
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.	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.
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.	Hsinchu Branch	Responsible for domestic business development, product design, and after-sales verification/repair.



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Corporate history

August 2005	Chunghwa Precision Test Tech. Co., Ltd. was founded with a paid-in capital of NT\$25,000,000
May 2006	Produced products such as Load Board/Probe PCB/Substrate and provided assembly and related service capabilities
July 2006	Developed the capacity to perform "Aspect Ratio" of 22
January 2007	Passed ISO 9001 certification
July 2007	Developed the capacity to perform "Aspect Ratio" of 26
April 2008	Developed the capacity to perform 4-layer Blind via
April 2008	Provided Multi-Layer Organic (MLO) for the Vertical Probe Cards (VPCs)
March 2009	Developed the capacity to perform 5-layer Blind via
March 2009	Passed UL certification
June 2009	Passed ISO 14001 certification
January 2011	Researched and developed C4 Bumping technology
September 2011	Developed the capacity for the SAP Manufacturing Process
December 2012	Supplied thin-film MLO (TF-MLO) for use with the probe card
March 2014	Purchased land and facilities of the leased Pingjhen Plant
October 2014	Registered as a public company with the approval of Financial Supervisory Commission
December 2014	Developed the capacity to perform "Aspect Ratio" of 40
January 2015	Listed for trade on the Emerging Stock Market with consent sought from Taipei Exchange
November 2015	Approval sought from the Board of Directors of the Taipei Exchange to list for public trading on TPEX

January 2016	Hsinchu Branch passed ISO 9001 certification
March 2016	Approval sought from the Taipei Exchange for public listing on TPEX
May 2018	Completed the large-size satellite communication production lines for engineering verification use
August 2018	Developed the capacity to perform PCB multi-layer boards with 100 layers and an "Aspect Ratio" of 50
August 2018	Developed the capacity to perform fully self-made probe card total solutions
July 2019	Passed ISO 45001 certification
October 2019	Opening of the R&D operations headquarters
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
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
April 2023	Ranked among the top 5% TPEX-listed companies in the Corporate Governance Evaluation
May 2023	Passed ISO 14064-1 certification
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



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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, CHPT 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.

Industry Value Chain

Semiconductors are the core components of all electronic products and are widely used in industries such as electronics, computers, communication equipment, and automotive applications. 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.

Taiwan's IC industry has developed over many years, building a strong foundation with a highly integrated and complete industry cluster. It has established a comprehensive upstream, midstream, and downstream professional division of labor. Taiwan is home to the world's most complete semiconductor industry cluster and value chain. After an IC design company completes its product design, it typically outsources wafer fabrication to a professional foundry or an IDM (Integrated Device Manufacturer), which handles everything from IC design and manufacturing to

packaging, testing, and final sales. The fabricated wafers then undergo front-end wafer testing (CP) by packaging and testing companies to select die that meet specifications. These dies are then cut, packaged, and subjected to final testing stages including final test (FT) and system-level test (SLT). Finished products that pass testing are distributed through sales channels to system manufacturers for integration into end products.



Industry Supply Chain

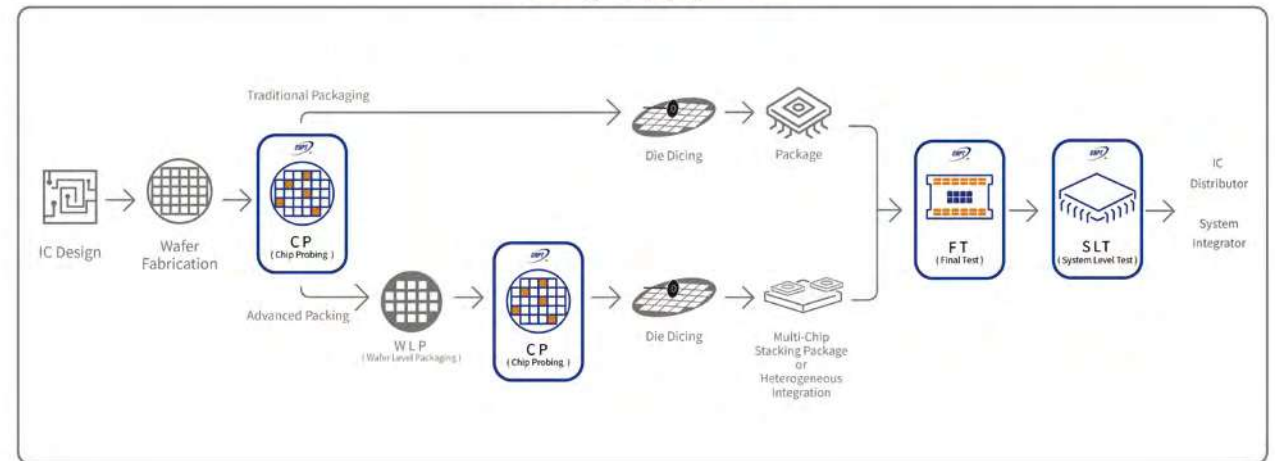


Chart source: Prepared by CHPT



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Market Analysis

Sales Regions of Major Products

Region \ Year		2022	2023	2024
		Sales Percentage (%)		
Export sales	Asia	13.53	18.96	17.20
	America	18.93	17.04	27.98
	Europe	0.3	0.46	0.76
	Subtotal	32.76	36.46	45.94
Domestic sales		67.24	63.54	54.06
Total		100	100	100



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.

Organization		Role
Taiwan Semiconductor Industry Association (TSIA)		Member
Taiwan Semiconductor Association (SEMI TW)		Member
Taiwan Printed Circuit Association (TPCA)		Member
Taoyuan City Industrial Association		Member
IPC International, Inc. (IPC)		Member
Taiwan Artificial Intelligence Association		Member
Center for Technology Policy and Industry Development (TPIDC)		Member
Hsinchu City Human Resource Management Association		Member
Peripheral Component Interconnect Special Interest Group		Member
Taoyuan City Pingjhen Industrial Park Industrial Development Association		Member
Taiwan Investor Relations Institute (TIRI)		Member



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Environmental performance

- Electricity conservation was 820,718.55 kWh
- Water conservation was 110.12 thousand tons
- Green procurement accounted for 54% of overall procurement.
- Waste recycling rate reached 75.95%
- 100% of major suppliers signed the "Supplier Commitment to Corporate Social Responsibility"
- Paper usage reduction rate reached 67.10%



S

Social performance

- NT\$799,000 in employee welfare subsidies
- Collaborated with 5 universities on a diverse range of industry-university projects
- NT\$14.8 billion in employee salaries and benefits
- 29.4 hours of employee training on average
- Honored with the Happy Enterprise Gold Award by 1111 Job Bank



G

Economic performance

- Consolidated revenue reached NT\$3.605 billion, representing a 25% year-over-year (YoY) increase
- Gross profit margin was 54%
- Earnings per share after tax was NT\$15.55
- Ranked top 5% at corporate governance evaluation
- CHPT's probe card revenue accounted for 1.18% of the global probe card revenue
- 0 lawsuits involving competition, antitrust, and monopoly violations and corruption incidents
- Around 430 patents granted worldwide



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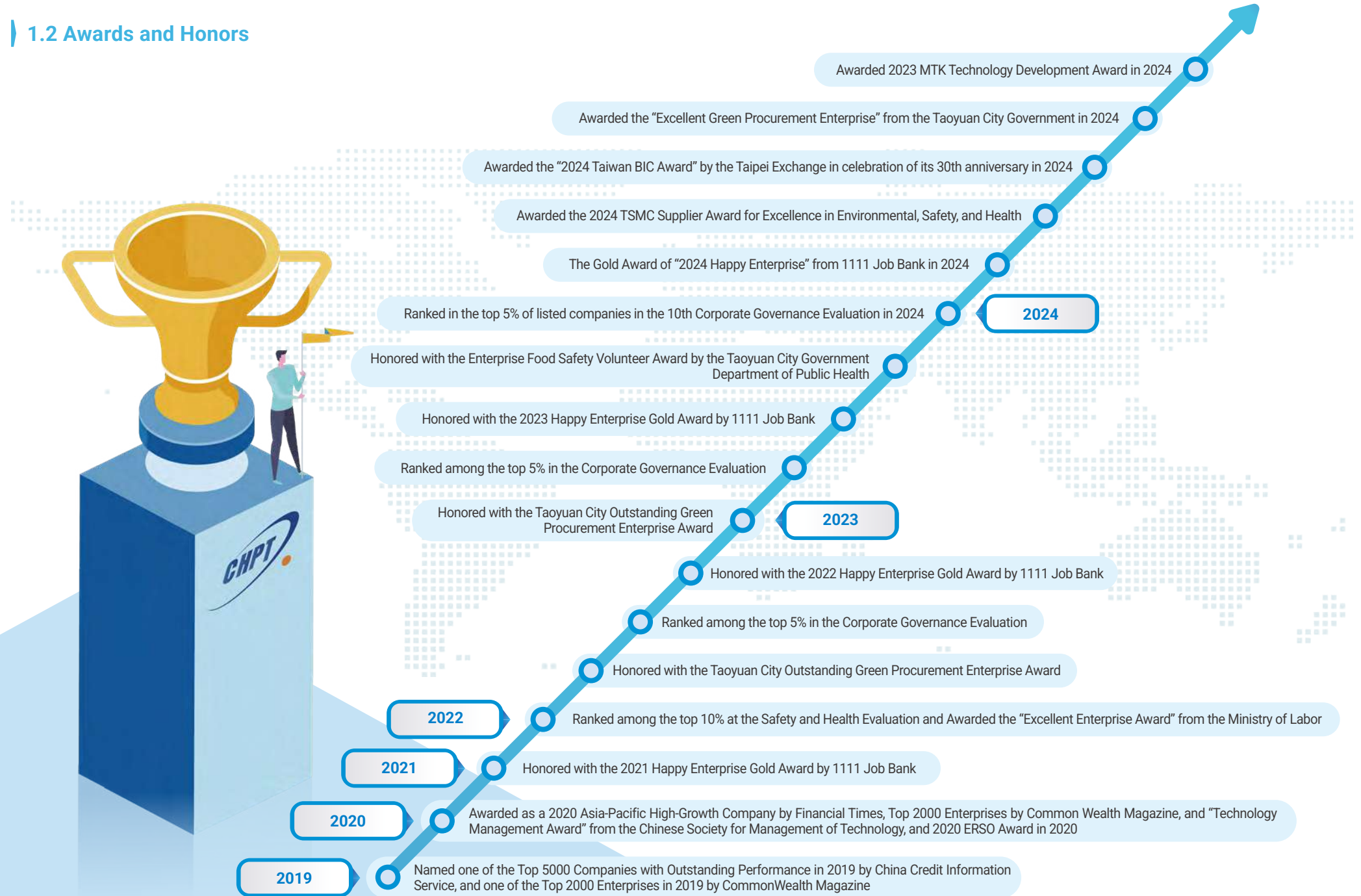




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1.3 Stakeholder Communication and Management

1.3.1 Stakeholder Communication Channels

CHPT fully recognizes the importance of stakeholders in the Company's path toward sustainable development. To ensure that the Company's operational decisions accurately reflect stakeholder needs and expectations, and to maintain effective communication channels and mechanisms, CHPT will continuously improve and enhance our performance in social responsibility. Through a stakeholder identification process, we are able to accurately recognize and understand the issues that matter most to each stakeholder group, and formulate corresponding strategies and action plans accordingly. CHPT remains committed to the principle of "Giving back to society what has been taken from society," actively contributing to the community and advancing toward a sustainable future in collaboration with all stakeholders.

The Sustainable Development Task Force brings together practical experience from various departments 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 employees, labor Inspection unit of government institutions, etc.
- 8 Finance unit bank, shareholders/investors, etc.

CHPT defined seven main categories of stakeholders, including clients, investors/shareholders, media, government institutions, suppliers/contractors, employees, and society as per the international standard AA1000 Stakeholder Engagement Standards (SES).

CHPT discloses sustainability-related topics and indicators, annual reports, and financial statements on its official website, and shares the Company's practical efforts in the areas of environmental protection, social responsibility, and corporate governance. CHPT has established diverse and efficient communication channels to understand stakeholder feedback on key issues of concern, serving as an important reference for the Company's operational strategies and objectives.





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Stakeholder	Significance to CHPT	Item of concern	Communication channel	Implementation status in 2024
 Clients	Starting from the perspective of customer, CHPT is committed to providing products and services that satisfy customers, and strives to create maximum value for customers.	- Product quality and services - New technology ability - Price and delivery in - supply chain management	- Business personnel visits to customer (monthly) - Customer satisfaction surveys (annually) - Marketing surveys (irregular basis)	- Business visits to customers average 4 to 5 times 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 - Organizes one technical forum event per year
 Shareholders/ Investors	Shareholders and investors have supported the Company for a long time. CHPT will shoulder the responsibility of supervision and continue to reward shareholders and investors with the management policy of steady growth and transparency and autonomy.	- Operating status and financial performance - Transparency of information disclosure - Dividend distribution - Corporate governance	- Corporate governance evaluation (annually) - Market Observation Post System (issued by regulations) - Release annual report (annually) - 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 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	The media is an important bridge for CHPT to communicate with the outside world. Through the media, the Company's information can be transmitted to all stakeholders in a timely, rapid, and accurate manner, and the Company's concept of transparency and autonomy can be maintained.	- Transparency of information disclosure - Business performance - Current company status - 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 30 times per year - Held public financial and operating press conferences 7 times per year - Update News & Events section on company website 33 times per year - Updated group postings in the Media section 25 times per year
 Government institutions	Compliance with legal requirements is the most basic corporate culture of CHPT. It is the Company's duty to cooperate with government policy requirements, follow government orders and promotion, create a law-abiding workplace environment.	- 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)	- 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



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Stakeholder	Significance to CHPT	Item of concern	Communication channel	Implementation status in 2024
 Suppliers/contractors	CHPT regards the entire supply chain as one, and the quality of suppliers/contractors can determine the future of a Company's operations. Therefore, CHPT lays the foundation for operations through strict suppliers/contractor management.	• 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)	• Supplier policies promotion and questionnaire surveys 1 times per year • Supplier conference once per year • 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 (biennially) • 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 230 classes per quarter
 Social	CHPT actively participates in public associations, government and surrounding units and other public departments, industry-university alliances, and public welfare cultural and educational organizations activities, and is committed to promoting industry and public welfare activities to achieve the common good of the society.	• 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 10–15 media engagement and ESG-related events per quarter and conducts 7 surveys per year





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1.3.2 Analysis and Management of Material Topics

In addition to continuing routine communication with stakeholders, CHPT also 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 stakeholder and material issues identification procedure is as follows:

❖ 1.3.2.1 Identification Procedure

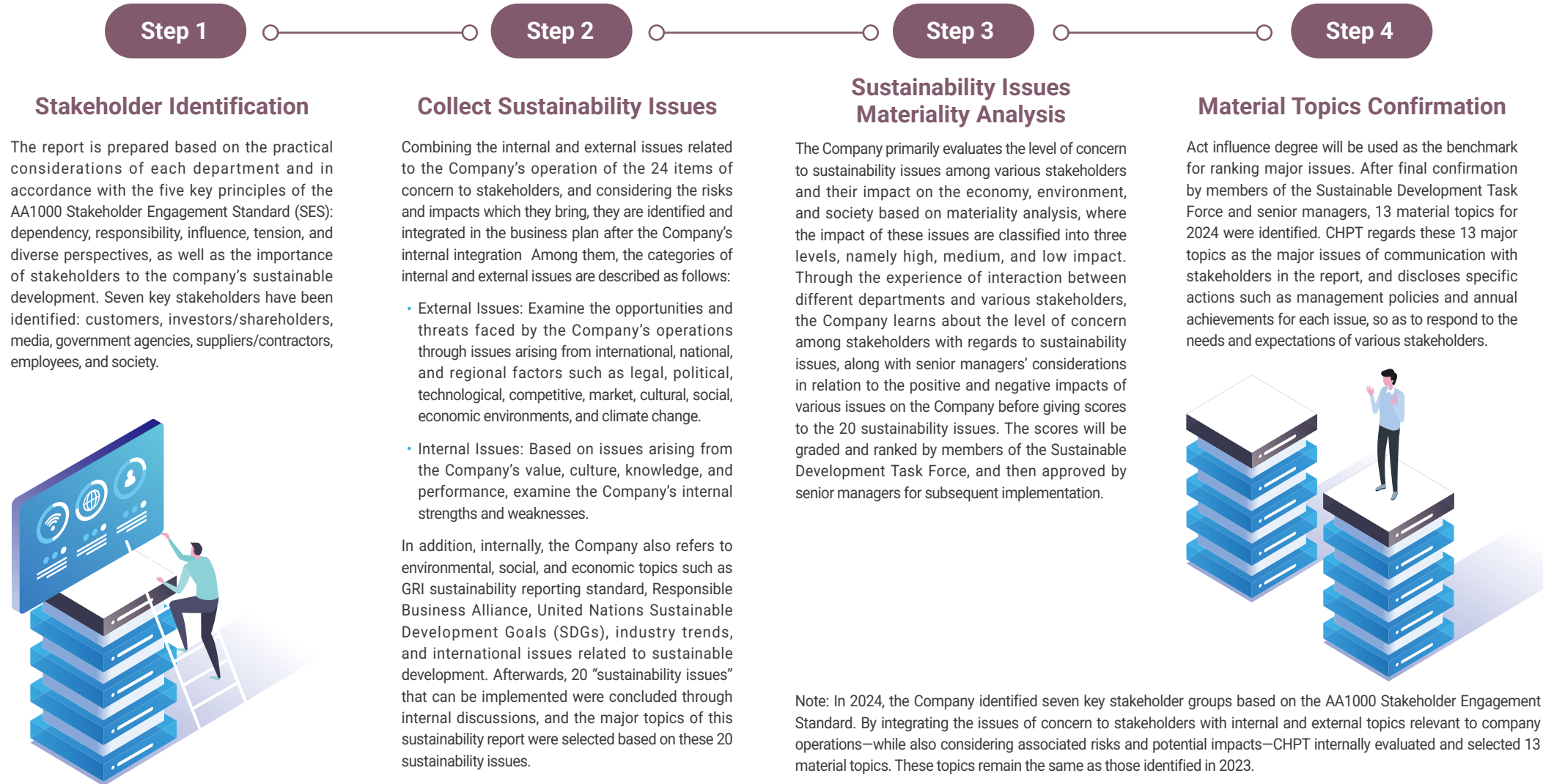




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Materiality Matrix

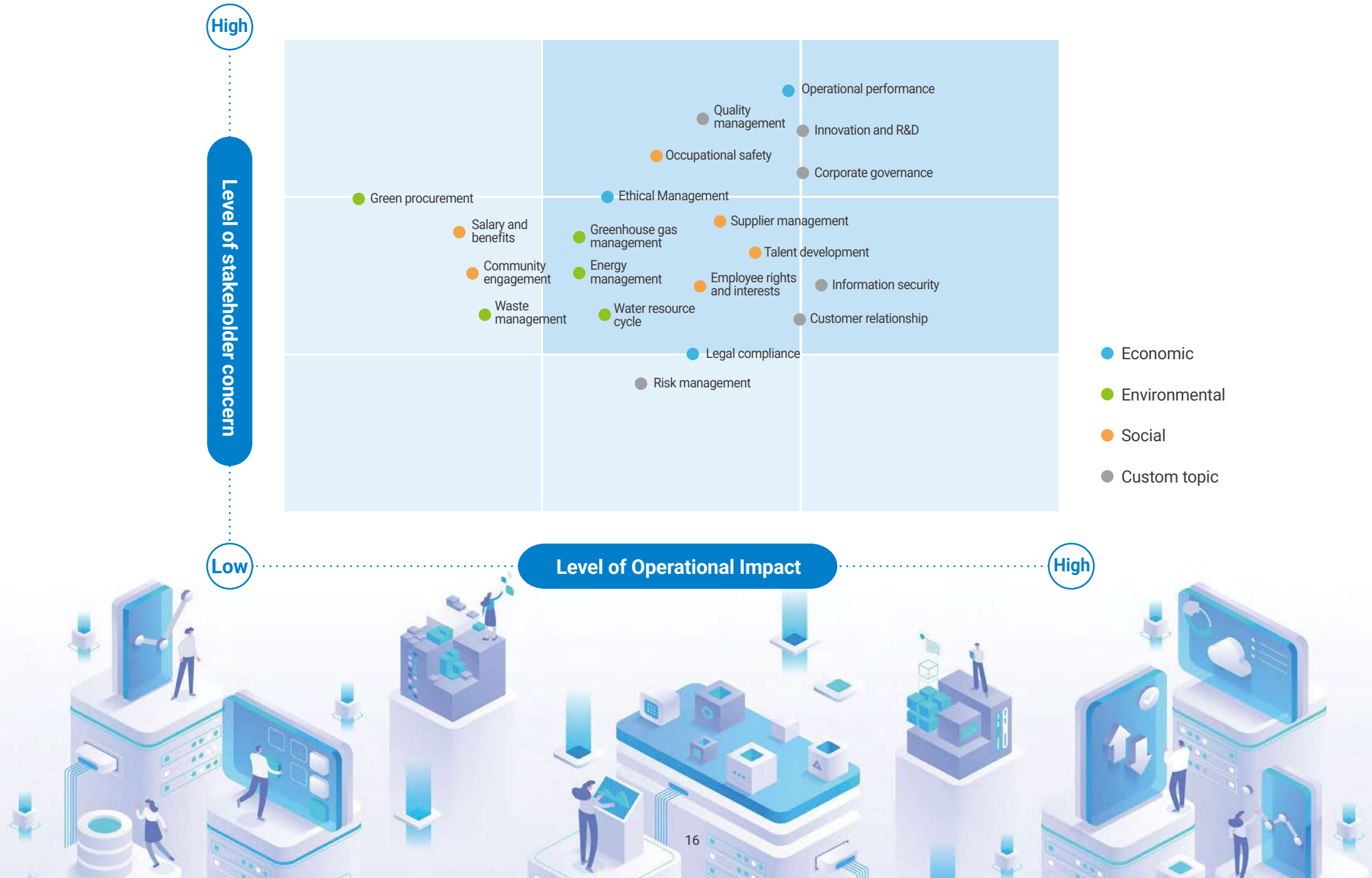




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❖ 1.3.2.2 Response to Material Topics

Corresponding chapters/sections of the report	Material topic	Significance to CHPT	Value chain impact boundary ● Direct Impact ○ Facilitating Impact			Corresponding to SDGs goals	Multiple specific topics corresponding to GRI
			Upstream	CHPT	Downstream		
4. Corporate Governance and Ethical Management	Corporate Governance	Transparent, robust corporate governance facilitates sustainable development and maximizes the rights and interests of stakeholders.		●	○		Customized material topic
4.1 Financial performance	Operational Performance	Given that steady growth in operational performance is key to sustainable development, CHPT is committed to making better profit performance to repay stakeholders.		●	○		GRI 201: Economic Performance
4.1 Technological Innovation	Innovation and R&D	Technology R&D and innovation are the foundation for CHPT to establish industrial competitiveness. Through constant resource investments, CHPT maintains industry leadership in technology to fulfill customer demands.		●	○		Customized material topic
4.8 Information Security	Information Security	Establish a complete information security management system to ensure that company confidential information, customer business confidential information, and personal information are not improperly disclosed.		●	○		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
4.6 Customer Value	Customer Relationship	While customer satisfaction is key to sustainable operations, CHPT fulfills customer demands with quality excellence and innovative technology and enhances customer satisfaction with excellent services developed from the customer's point of view.		●	○		Customized material topic
3.4 Sustainable Supply chain	Supplier Management	Recognizing that suppliers and contractors are important strategic partners, CHPT maintains good interaction with them to realize sustainable supply chain management and achieve mutual prosperity and common good.	●	●			GRI 204: Procurement Practices GRI 308: Supplier Environmental Assessment GRI 414: Supplier Social Assessment



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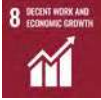
Corresponding chapters/sections of the report	Material topic	Significance to CHPT	Value chain impact boundary ● Direct Impact ○ Facilitating Impact			Corresponding to SDGs goals	Multiple specific topics corresponding to GRI
			Upstream	CHPT	Downstream		
4.7 Quality Management	Quality Management	Inculcate quality control in all CHPT employees to effectively reduce defect rate and unnecessary expenses through high quality control awareness and thereby improve operational performance.	○	●	○		Customized material topic
3.3 Workplace Safety and 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.	○	●		 	403 Occupational health and safety
3.1 Friendly Workplace	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 402 Labor/Management Relations GRI 405: Diversity and Equal Opportunity. GRI 406: Non-discrimination
4.4 Ethical Governance	Ethical Management	Since CHPT was established, CHPT has been conducting business based on the integrity corporate culture. CHPT also strongly requests employees to maintain legal compliance and enforce ethical management in all business activities.	○	●	○		GRI 205: Anti-corruption
2.2.3 Energy Management	Energy Management	To mitigate the environmental and ecological impacts of climate change, CHPT implements carbon reduction through energy control and practice the circular economy through equipment upgrading, energy and resource recycling, and awareness education on energy conservation for employees.		●		 	GRI 302: Energy
2.2.4 Water Resource Management	Water Resource Cycle	Expand reclaimed water units through improvement action plans to reduce water use, lower water consumption, and realize the concept of coexisting harmoniously with the environment to achieve business sustainability.	○	●		 	GRI 303: Water and Effluents



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❖ 1.3.2.3 Management Approach to Material Topics Policy, commitment, goals, management and assessment mechanisms

Material topics	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 10th Corporate Governance Evaluation in 2024	• 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 2025
	• Board performance evaluation • Corporate Governance Evaluation	• Shareholders' Meeting • Board of Directors • Internal and external complaint channels • Company website online suggestion box		• Maintain ranked top 5% among TPEX Listed Companies at the Corporate Governance Evaluation

Material topics	Policy/Commitment	Core goals	Performance outcome	Action Plans
 Ethical Management	Shaping the organizational culture of corporate honesty and integrity, ensuring the implementation of the Principles of Ethical Corporate Management.	There is no violation of any ethical operation.	There is no violation of ethical operation.	• Training of new employees - promotion of legal knowledge including insider trading. • Quarterly e-bulletins - promotion of confidentiality, intellectual property rights compliance, and conducts of integrity. • Company website - Ethical Corporate Management Policy and Business Integrity Code of Conduct for Employees.. • Organize the yearly online test on the Procedures for Ethical Management and Guidelines for Conduct.
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	• Internal Audits • Assessment mechanisms after education training courses • External review	• Management review meeting • Internal and external complaint channels • Audit report		• There is no violation of any ethical operation.



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Material topics	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.	• NT\$36.05 billion in consolidated revenue • NT\$5.1 million in net income attributable to parent company • Earnings per share after tax was NT\$15.55	• 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 2025
	• 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.

Material topics	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	Successfully developed a total of 18 items of technologies or products in 2024	• Maintain continuous R&D of visionary technologies and innovative applications, apply AI, and enhance 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 2025
	• 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



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Material topics	Policy/Commitment	Core goals	Performance outcome	Action Plans
 Quality Management	Full participation, continuous improvement, satisfying customers	Continue to maintain the ISO 9001 quality management system. To meet customer needs as the goal.	Achieve annual various quality goals	- Continue to conduct quality awareness training every year to ensure that each employee understands his/her role and responsibilities and that quality awareness can be deeply ingrained in the hearts of employees. - Convene regular quality review meetings with all departments to ensure total participation and consensus. - Conduct internal audits and reviews on a regular basis to analyze any potential quality issues, and develop improvement plans to ensure continuous quality improvement. - Continue to improve the quality of products, services, and technologies from the customer's point of view to ensure customer satisfaction.
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	- Internal Audits - Third-party assurance unit - Management review meeting	QTR meeting regular/irregular customer feedback		In line with the spirit of ISO 9001 management system, continuous improvement.

Material topics	Policy/Commitment	Core goals	Performance outcome	Action Plans
 Customer Relationship	Increase customer satisfaction by enhancing various services provided for the customer.	Received a score of over 85% in customer satisfaction survey	Received a score of 86.38% in customer satisfaction survey	- Maintain constant communication with customers in each project to eliminate communication barriers and thereby provide customers with the most satisfactory products. - Capture project timeframe and efficiently provide customers with quality products. - Gather customer feedback with customer satisfaction surveys and make timely response and improvement to their feedback to constantly improve customer satisfaction.
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	- Customer Satisfaction - QTR meeting report	- Customer feedback suggestion - Customer satisfaction surveys - Annual bargaining meeting - External complaint channels		Received a score of over 85% in customer satisfaction survey



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Material topics	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 Cod of Ethics and Business Conduct.
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	• 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.

Material topics	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.	Annual average electricity saving rate of 1%	Annual electricity saving rates in 2024: Headquarters: 0.95% Plant 1: 1.88%	• 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 2025
	• Environmental management objective plan • Internal Audits • Third-party verification unit	• Management review meeting • Internal and external auditing report		• Continue to save electricity by 1% per year



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Material topics	Policy/Commitment	Core goals	Performance outcome	Action Plans
 Water Resource Cycle	Through water resource cycle to reduce water use	The average utilization rate of reclaimed water in production units is 50%	62.76% reclaimed water use rate in 2024	• Increase the unit consumption of reclaimed water through environmental objective improvement plans to reduce water use and lower water consumption. • Set, periodically review, and make continual improvement of energy conservation KPIs.
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	• Environmental management objective plan	• Occupational Safety and Health and Environmental Protection Committee • Internal and external auditing report		• Maintain utilization rate of reclaimed water by over 58%

Material topics	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	• 29.4 hours of employee education and training on average • 55 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 2025
	• 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



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Material topics	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	3 violations of legal penalties	• Hold periodical labor-management meetings, encourage employees to express their opinions, and establish protection regulations without fear of being treated unfavorably. • Establish sound regulations to protect the rights and interests of employees and actively address employee feedback.
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	• Labor-management meetings • Appeal incidents	• Labor-management meetings • Employee Welfare Association • Appeal box and email		• There is no violation of labor rights.

Material topics	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	Hearing protection program and noise operation control, reduction of recurrence rate of deficiencies, enhancement of personnel safety in the working environment, improvement of emergency response capabilities, in-plant material handling sequencing plan, formulation and implementation of equipment safety standards, and professional defensive driving training with practical demonstration courses to strengthen employees' defensive driving skills.	• Inventory process noise measurement of each process within the plant every six months. • Arrange special health checkup every year. • Implement operation environment monitoring every six months. • Implement radiation film monitoring each month. • Arrange self-inspection audit every week. • 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. • Safety specification review prior to the introduction of new equipment
	Assessment mechanisms	Feedback mechanisms		Goals for 2025
	• 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		• Implementation plan for the selection criteria of personal protective equipment (PPE), including documentation of PPE selection standards that comply with CHPT's requirements and regulations.



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Material topics	Policy/Commitment	Core goals	Performance outcome	Action Plans
 Information Security	Establish a safe and reliable information-based operating environment to ensure the security of data, systems, equipment, networks, and information business services to guarantee continuous business operations.	Build a safe and reliable information operation environment, maintain business continuity, reduce information operation risks, and protect the rights and interests of information service users	Implemented the information security management system (ISMS), obtained the ISO 27001 certificate in August 2022, and passed the renewal process in 2024	- Establish the Information Security Management Committee convened by the chief information security office. - Implemented the information security management system (ISMS). - Hold management review meeting regularly to conduct management review of the effectiveness of ISMS implementation.
	Assessment mechanisms	Feedback mechanisms	Goals for 2025	
	- Information Security Management Committee management review - Internal Audits - Third-party verification unit	- Information Security Management Committee management review - Internal Audits - Third-party verification unit	Continuously improve information security mechanisms and operations, build a safe and reliable information operation environment, maintain business continuity, reduce information operation risks, and protect the rights and interests of information service users	

Note: No penalties were imposed on the Company in 2024 upon a search conducted on the Transparent Footprint website on December 31, 2024.





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2.2 Environmental Sustainability

2.3 Pollution Prevention



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02 Green Management, Sustainable Development

2.1 Climate Strategy and Risk Management

CHPT recognizes the importance of climate risk management. In 2024, 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.

Sustainable Governance

The chairman as the top executive in charging of issues related to the sustainable development of CHPT, including the verification of climate change response strategies. Promote climate action issues and target management, and report to the Board of Directors regularly every year. The Board of Directors is the highest supervisory unit of climate change management, responsible for reviewing annual risk management reports, implementation reports and audit reports to ensure the effective implementation of climate-related risk management systems. The Board of Directors meeting convenes at least once a quarter on average, to review business performance and discuss important strategic issues and key major events, including economic, environmental and social impacts, risks and opportunities, etc. 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

Risk Management

Identification and evaluation In response to various climate-related physical risks and transformation risks in the operation process, CHPT expects to re-identify and evaluate the impact and influence of climate-related risks every year, review business opportunities and discuss corresponding countermeasures and response actions. Incorporate systematic methods into annual plan to execute tasks.

Management mechanism The Board of Directors lists the impact of climate change as one of the Company's major risks. The committee formulates strategies and implements management for climate-related issues, systematically manages climate-related issues through greenhouse gas inventory and third-party external verification, and regularly reports management results.

Integration with the organization's overall risk management system CHPT integrates climate risks and various operational risks into the overall risk management system, and regularly identifies, evaluates, and manages them through standardized processes. All departments identify relevant risks and review them at annual planning and quarterly review meetings.





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Identification of Risks and Opportunities Arising from Climate Change

Risks/ Oppor- tunities	Aspects	Scenario Status	Possible Financial Impact on the Company	Identification and Assessment				Risk Level	Respond Actions	Implementation Outcome in 2024
				Time of occur- rence (Short, medium and long)	Severity (1-5)	Likelihood (1-5)	Risk Index (1-25)			
 Oppor- tunities	Energy- efficient buildings	The Company building adopts green building/ smart building design	Reduction in building energy consumption	Med- ium	2	3	6	Med- ium	The low-energy consumption design of green buildings is adopted in the planning of new factories to effectively reduce the use of energy resources and maintenance costs.	- The new plant was designed to meet at least the Bronze level of green building standards, incorporating energy-saving and smart design features. The building permit application was approved on May 8. Based on building design comparisons, green buildings consume approximately 20% less energy than conventional buildings. - 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.
 Oppor- tunities	Low- carbon products and green manu- facturing	Process improvement reduces overall carbon emissions	- Operating costs decreased - Increased revenue	Med- ium	3	3	9	Med- ium	- Carry out intelligent process upgrade - Add energy conservation function requirements for newly purchased equipment	Optimization of inner layer expansion and contraction control & benefits of smart control implementation - Ensured the measuring instruments maintain optimal accuracy to avoid measurement errors that cause rework or scrap in subsequent processes - Smart automated control reduced equipment calibration time per cycle by 50% (from 10 minutes to 5 minutes) - Glass pressing for tooling improved efficiency by 70%, eliminating repetitive manual measurement and verification Benefits of intelligent and precise re-drilling - Yield rate of 0.35 Pitch re-drilling improved from 5–10% to 90% - Number of reworks reduced from 3-5 times to 1-0 times
 Oppor- tunities	Green procure- ment	Using recycled/ green materials	- Enhance reputation and influence - Increase customers and revenue	Med- ium	1	1	1	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 2024, the reported amount for green procurement totaled NT\$6.235 million - Eco-friendly paper tape was introduced in collaboration with specific customers



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Risks/ Oppor- tunities	Aspects	Scenario Status	Possible Financial Impact on the Company	Identification and Assessment				Risk Level	Respond Actions	Implementation Outcome in 2024
				Time of occurrence (Short, medium and long)	Severity (1-5)	Like-likelihood (1-5)	Risk Index (1-25)			
 Oppor- tunities	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	Improve the Company's image, increase popularity, so as to increase product orders, and reduce carbon emissions in the Company's production	Medium	2	3	6	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 2024 completed social responsibility risk assessments - Key/critical supplier evaluations were conducted quarterly throughout 2024, and a control method for C-grade suppliers was established - On-site evaluations were completed for six suppliers as planned in 2024
 Oppor- tunities	Renew-able energy	Use of renewable energy	Reduce the demand for externally purchased energy and lower electricity expenses.	Medium	3	1	3	Low	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 incorporated a self-use renewable energy installation plan to increase the use of green electricity and reduced reliance on externally purchased power. The building permit application was approved on May 8. Based on the solar energy system design, the estimated annual power generation is approximately 438,000 kWh, which is expected to reduce electricity expenses by NT\$1.668 million and lower carbon emissions from electricity consumption by 259 tCO₂e. - According to the renewable energy (solar) installation design assessment, the estimated additional installation cost is approximately NT\$20-23 million, with annual maintenance costs of NT\$200,000. (The above costs are subject to change based on annual construction cost fluctuations)
 Oppor- tunities	Resi- lience to natural disasters	Enhancing physical risk response - drought	- Reduce outsourcing water resources and reduce costs - Installation of a wastewater recycling system, investment in equipment setup and maintenance costs.	Medium	1	5	5	Medium	- Improve the efficiency and diversifying methods of water resources use. - Monitor water regime information to enhance resilience to natural disasters and ability to respond - Evaluate the use of low water consumption equipment.	- Activated emergency response mechanisms by convening a drought response task force meeting to review and implement countermeasures. - Monitored water resource information and reviewed water truck contracts. - Analyzed in-plant water usage distribution to develop a water-saving plan and implement conservation measures, including expanding the scope of recycled water. Estimated daily water savings of 21 tons. - Reduced externally purchased water by 110,120 tons, saving approximately NT\$7.708 million in water and wastewater treatment costs, and reducing carbon emissions by 86.55 tCO₂e.



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				Time of occurrence (Short, medium and long)	Severity (1-5)	Like-likelihood (1-5)	Risk Index (1-25)			
 *Risks	Total quantity control and emission trading	- Regulation of greenhouse gas emissions and the implementation of carbon fees. - In response to stakeholder requests, continue to develop our carbon reduction pathways and disclose our carbon reduction targets.	- Exceeding the regulated amount of greenhouse gas emissions may require payment of carbon fees and could indirectly limit energy usage, leading to increased operational costs. - To achieve carbon reduction targets, implementing carbon reduction actions may increase capital expenditures. - Executing carbon reduction actions and reassessing operational processes and equipment efficiency may reduce waste of energy resources and raw materials, improve process efficiency and yield, decrease cost expenditures, and consequently increase revenue. - In the future, voluntary reduction projects can be applied for, and the obtained reduction credits can be used for offsetting new processes or for domestic carbon trading.	Medium	3	2	6	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.	- 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, there is a possibility that the government will gradually expand the scope of entities subject to carbon fees as a means to achieve net zero through economic instruments. - A 1% energy-saving target was set, focusing on improving air conditioning energy consumption, facility energy efficiency, and optimizing production equipment operations. A total of 18 energy-saving initiatives were implemented. - Some company vehicles have been gradually replaced with hybrid vehicles and electric scooters to reduce the use of fossil fuels and cut carbon emissions. - Approximately 820,700 kWh of electricity was saved, reducing electricity expenses by NT\$3.154 million and cutting carbon emissions by 485.29 tCO₂e.
 Risks	Increased asset costs	Increased equipment costs	Increase in fixed asset costs due to early replacement of equipment to conserve energy.	Medium	4	2	8	Medium	- 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.	
 Risks	International conventions/agreements	Uncertainty of new legislation	A globally agreed ban will lead to disruptions in the Company's key supply chain.	Long	2	2	4	Low	- 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.	- The EM-892K halogen-free material process assessment has been completed and the material has been introduced for use. - Currently, aside from the IT-88GMW product line, which is undergoing customer project evaluations, halogen-free high-speed application materials have not yet been adopted in production.
 Risks	Uncertainty of new legislation	Uncertainty of new legislation	In light of the vague approaches to enforcing new legislation, the Company needs to invest more in environmental, equipment, and manpower improvements, which in turn leads to an increase of NT\$4 million in management costs each year.	Medium	2	2	4	Low	- 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).	
 Risks	Extreme climate disasters	Natural disasters caused by extreme weather conditions such as typhoons, rainstorms, floods, droughts, high temperatures, etc. Will result in power outages and traffic disruptions.	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.	Short	4	2	8	Medium	- 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. - Adjust the inventory level as necessary to prevent material outages.	- A total of 20 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. - During on-site supplier audits, the status of primary material backup sourcing was verified. - Safety stock levels have been established for all major commonly used raw materials. - Two new suppliers for mechanical components was introduced as second sources in the second half of 2024.



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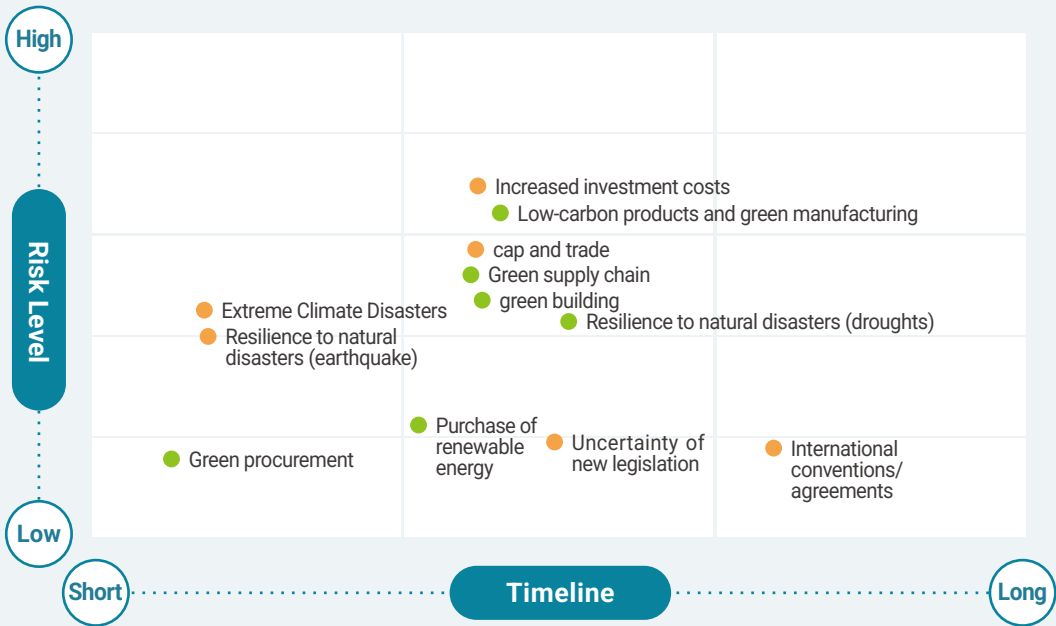
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				Time of occur- rence (Short, medium and long)	Severity (1-5)	Like- lihood (1-5)	Risk Index (1-25)			
 *Risks	Resilience to natural disasters	Enhancing physical risk response - earthquake	In the event of an earthquake, damage may occur to buildings and equipment. In more severe cases (magnitude 4 or above), operations may be halted, which could indirectly lead to a decrease in revenue.	Short	3	2	6	Medium	Planned and implemented seismic mitigation measures to enhance resilience and response capabilities against natural disasters.	- Equipment was secured with anti-seismic fixtures to reduce the risk of falling or displacement during an earthquake, thereby minimizing equipment damage. - Regular building inspections and maintenance were conducted to check for cracks, displacements, or structural issues, especially around exterior surfaces, structural elements, and openings (windows). - Earthquake detection devices were installed to promptly issue alerts and notifications, helping to reduce panic among personnel.

Note 1: The original policy incentive—reducing overall carbon emissions—has been incorporated into the topics of Green Procurement and Green Supply Chain. Since the company complies with policy requirements, the topic of carbon fees (taxation) has been deferred. The topic of low-carbon energy has been integrated into Renewable Energy and Energy-Efficient Buildings. As the Company's current strategy does not prioritize this issue, participation in sustainability ratings is temporarily deferred.

Note 2: In 2024, due to environmental changes, new risk factors have emerged—total quantity control and emission trading, as well as resilience to natural disasters (earthquakes).

Risk/Opportunity Matrix



● Risks		● Opportunities
Physical risks	Transition risks	
Extreme climate disasters (e.g., droughts, high temperatures, rainstorms, earthquakes, etc.)	Increased asset costs	Energy-efficient buildings Low-carbon products and green manufacturing Green procurement Green supply chain Purchase of renewable energy Resilience to natural disasters (droughts)
	International conventions/ agreements	
	Uncertainty of new legislation	
	Net Zero Emissions	
	Resilience to natural disasters (earthquakes)	
Type		
Legal		
Technology		
Market		



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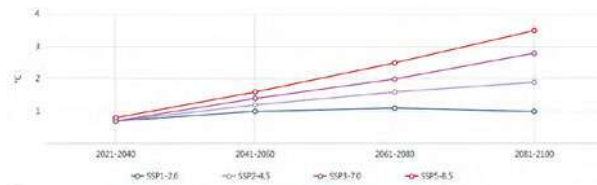
Scenario Analysis (including 2°C or harsher scenarios)

Climate change has affected the occurrence of many extreme weather and climate events around the world. It is expected that various regions will experience more frequent climate shocks and compound changes. In order to understand the impact on operations, according to the guidelines suggested by TCFD and three types of BAU, NDC, and 2°C scenarios, CHPT assess the impact of different greenhouse gas emission controls, and adopts the latest Taiwan climate change estimation results released by the Taiwan Adaptation Platform (TAP) for impact assessment. To understand the possible impact on the Company's operations in the future, and use appropriate mitigation and adaptation strategies to formulate countermeasures.

Transformation Risk - Solar

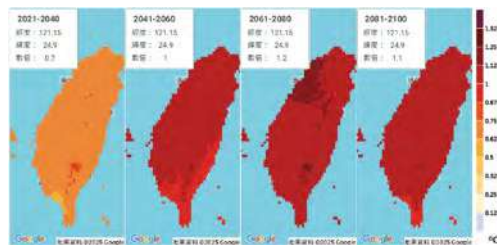
Evaluation Data

Estimated annual average temperature in the future



Temperatures across Taiwan are estimated 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 (SwSP1-2.6), 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

► Business as Usual (BAU)

Assess the overall environment without actively taking climate change response measures, CHPT will face the impact of operational and other possible real risks.

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

► Nationally Determined Contributions (NDC)

CHPT has not yet been regulated by 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.

- Operating costs increased due to law compliance.
- Failure to meet legal compliance requirements will increase operating costs and risks.
- 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.

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

Evaluation Data

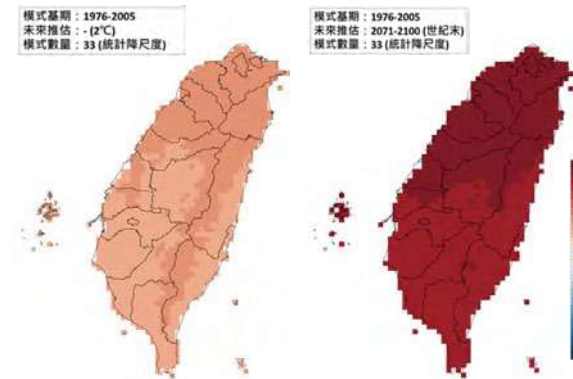
Spatial distribution of estimated longest annual continuous rainless days in the future



Ideal Mitigation Scenario

Worst-case Scenario

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.



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).

► Business as Usual (BAU)

Assess the overall environment without actively taking climate change response measures, CHPT will face the impact of operational and other possible real risks.

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

► Nationally Determined Contributions (NDC)

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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.

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



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Climate Risk Strategies

In 2024, a total of 12 climate-related risks and opportunities were identified, including 8 medium-level risks and 4 low-level risks. To assess the opportunities and risks that climate change may bring to the Company, timely incorporate climate change factors into the operational strategy planning and decision-making process to respond to the government and support the energy transformation of enterprises, and promote various environmental protection, energy conservation, and carbon reduction measures to reduce greenhouse gases emissions, promotion of green financial services, etc., to mitigate and adapt to the operational impact of climate change. Through the participation of various business units in the discussion and identification, CHPT assesses the impact of climate change-related projects on the Company's operations, and the relevant countermeasures are as follows:

Climate Change Risk Response

	Major Risks Arising From Climate Change	Potential Operational and Financial Impact	CHPT will continue to respond to the strategic direction in the future
Extreme Climate Disaster	• Typhoons, heavy rains, flooding, and various extreme climates have affected the interruption of overall supply chain, raw materials cannot be shipped, or have an impact on the operation of the Company's semiconductor testing process, resulting in the Company's inability to operate normally or causing delays in delivery. • The temperature keeps rising, causing power shortage in summer, and the Company cannot operate normally, affecting product production and increasing operating costs • Drought and water shortage affect the unit cost of process water, and the cost of water resources management also increases relatively. • Flooding may paralyze transportation, preventing personnel from entering the company premises, resulting in work stoppages and an inability to deliver shipments.	• Operational performance decreased • Delays in delivery lead to decreased customer satisfaction • Operating management costs increased (Electricity, water charges, etc.) • Cost of preventing heavy rain and flooding damage increased	• Regularly review the feasibility and effectiveness of the Business Continuity Plan (BCP), establish disaster prevention and management measures, and implement preventive actions and business recovery strategies • Promote measures of energy conservation and carbon reduction • Strengthen measures for recycling of water resources • Diversified sources of raw materials to reduce risk
Technology/ Market Risks	As carbon reduction issues and technologies continue to grow, customers may require suppliers to set carbon reduction targets and label carbon footprints. Failure to meet customer requirements may affect related orders.	• Operating costs increased • manufacturing costs increased • Raw material costs increased	• Evaluate green materials and product technologies that comply with carbon reduction regulations to drive transformation. • Develop a sustainable supply chain through overall carbon reduction of raw materials
Policy and Legal Risk	National policies gradually limit greenhouse gas emissions. From 2023 onward, the Financial Supervisory Commission will gradually require all industries to check the relevant greenhouse gas emissions in the system, and then plan to formulate relevant carbon charging standards	• Operating costs increased	• Set annual greenhouse gas emission reduction goals and implement the plan according to the goals • Promote energy-saving and carbon reduction measures



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Response to Opportunities Arising from Climate Change

Major Opportunities Arising from Climate Change		Challenges and Opportunities	CHPT's Response Strategy Directions
Changing Market Opportunities	Customers have a strong demand for products with low energy consumption and minimal environmental impact. The development of a low-carbon semiconductor test process meets market demand. Establishing a green supply chain enhances customer trust and fulfills carbon reduction requirements.	- Increased revenue - Process innovation	- Actively engage in the utilization of green raw materials for production - Inquiry with suppliers to source green raw materials - Establish new processes aimed at utilizing innovative materials
Resilience	Enhance disaster resilience capabilities, establish continuous operational strategies for risk management, and sustain market competitiveness	- Increase in maintenance expenses - Increased revenue - Enhance market opportunities and build customer trust	Irregularly update the risk items in the ongoing operations plan and periodically review the completeness of its content
Resource Utilization Efficiency	Replace energy-consuming equipment, improve resource utilization efficiency, and reduce environmental impact ; Assess opportunities to increase the use of green energy	- Establishment of corporate image - Product cost reduction - Increase in maintenance expenses	- Formulate a plan to replace old equipment with new ones - Formulate/execute electricity saving and carbon reduction related plans

Goals and Prospects

CHPT will continue to enhance its climate risk management capabilities, deepen climate risk research and innovation, strengthen management systems, promote green transformation and low-carbon development, and reinforce communication and collaboration with stakeholders.



Energy management

Set an annual continuous average electricity savings target of **1%**



Greenhouse gas management

Using 2022 as the baseline year, plan carbon reduction strategies and reduction measures with the goal of maintaining zero growth in carbon emissions through 2027.



Water resource management

Set a target to continuously maintain a wastewater recycling rate of **58%** from 2025 to 2027.



Waste management

Set a target to continuously maintain a waste recycling rate of **65%** from 2025 to 2027.



The Company continuously formulates green management strategic goals, initiates various projects, and implements green management along with benefit evaluations. Performance results are regularly reviewed. Since 2022, the Company has participated in greenhouse gas inventories. Based on the inventory results, emission reduction measures and priorities are established to mitigate the impacts of climate change. The Company actively promotes environmental protection initiatives with the goal of safeguarding the earth's environment and establishing a healthy and sustainable living environment.



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2.2 Environmental sustainability

2.2.1 Greenhouse Gas Management

CHPT has always been committed to practicing the concept of sustainable development and incorporating it into the Company's business strategy. To more effectively promote sustainable development, CHPT voluntarily initiated greenhouse gas inventory work in accordance with the "Sustainable Development Roadmap for Listed Companies" set by the competent authorities. All greenhouse gas emission inventory operations are conducted following the ISO 14064-1 standard. In March 2025, the Company passed the third-party verification by AFNOR ASIA LTD., an internationally recognized certification body, and obtained the ISO 14064-1:2018 verification statement for its greenhouse gas inventory.

GHG statistics:

	2022	2023	2024	Scope of Data
Scope 1	4,052.6793	1,890.4375	1,671.8104	Individual company
Scope 2	15,322.2485	14,695.3848	14,747.3499	
Scope 3	5,455.0169	4,858.4878	4,864.2233	
Total emissions(tCO ₂ e)	24,829.945	21,444.310	21,283.384	

Note 1:Inventory boundary: Business locations in Taiwan (excluding subsidiaries).

Note 2:Scope 1 (Category 1), Scope 2 (Category 2), Scope 3 (Categories 4–6)



2.2.2 Energy Resource Management

Environmental target KPI implementation in the past three years

Year	Goals	Description	Implementation Plan	Resources Invested	Achievement
2022	System energy conservation	Building a magnetic levitation chiller to reduce energy consumption	Install 300RT chiller to replace the existing 2 sets of 200RT chiller, and install energy conservation magnetic levitation chiller	NT\$7.07 million	In 2022, electricity consumption was reduced by 338,000 kWh compared to 2021, resulting in a carbon reduction of 172 tCO ₂ e.
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.



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Raw Material Management

The top five raw materials used in the production of CHPT are substrates, adhesive films, potassium gold cyanide, sodium sulfite gold, and sealing adhesive. All of them are 100% virgin materials, and no renewable materials are used. At the same time, for some customers, the packaging is changed to aluminum boxes, and the aluminum boxes can be reused by customers after they are shipped to the client.

Weight of raw materials (non-renewable) used in 2024

Item	Unit	Quantity
CCL copper foil substrate	26,440	sheet
	94,743	pcs
Adhesive films	95	roll
	116,306	pcs
Potassium gold cyanide	17,200	g
Sodium gold sulfite	278	lit
Sealing adhesive	380	kg

Green Procurement

CHPT focuses on issues such as global warming, environmental pollution, and climate change, and actively promotes "Green Procurement." The company's green procurement prioritizes general hardware and 3C products, giving preference to items with energy conservation and environmental protection labels. Moreover, CHPT was honored with the "Excellent Green Procurement Enterprise" award by the Taoyuan City Government for three consecutive years.

Percentage of Green Procurement in 2024

Category	Green	Non Green	Total Amount
Amount	\$6,235,360	\$5,207,317	\$11,442,677
Percentage	54%	46%	100%

Unit NT\$

Electronic Invoice Promotion

Following the official introduction of electronic invoices in August 2020, we not only held a supplier conference initially 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 efforts to issue electronic invoices through supplier questionnaires and conferences. In 2024, paper usage was reduced by 67.10%, representing a 3.58% increase in reduction compared to 2023.

	2022	2023	2024
The number of suppliers who issued invoices in Formosa Technology Corporation e-Commerce/involved in invoice exchange	300	298	316
Total number of payment invoices	8,990	7,140	7,250
Total number of invoices issued in Formosa Technology Corporation e-Commerce/involved in invoice exchange	5,573	4,536	4,926
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%





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2.2.3 Energy Management

The main energy sources used by CHPT are purchased electricity, natural gas and gasoline. In 2024, the scope of energy use inventory included CHPT's Taiwan plant, representing a 100% coverage.

Unit GJ

Item	2022	2023	2024
Gasoline	487	510	437.64
Diesel	40	25.14	14.10
Natural gas	584	844	722.17
Purchased electricity	107,905	106,876	107,479.39
Total energy use	109,016	108,255.14	108,653.30
Total energy use intensity (GJ/million revenue)	24.84	37.53	30.14



Gasoline

7800kcal/L, 1kcal=4.1868 x 10⁻⁶
Consumption in 2024: 13,401.3850 L x 7,800kcal x 4.1868 x 10⁻⁶
= **437.64** (GJ)



Diesel

8400kcal/L, 1kcal=4.1868 x 10⁻⁶
Consumption in 2024: 401 L x 8,400kcal x 4.1868 x 10⁻⁶
= **14.10** (GJ)



Natural gas

8000kcal/m³, 1kcal=4.1868 x 10⁻⁶
Consumption in 2024: 21,561 m³ x 8,000kcal x 4.1868 x 10⁻⁶
= **722.17** (GJ)



Electricity

Consumption in 2024: 29,852,884.8619kWh x 3.6 MJ/kWh x 10⁻⁹ (GJ)
= **107,479.39** (GJ)

Note1: 1 kWh = 3.6 million joules (J) of energy consumed

Note2: The Company has yet to use renewable energy.

Note3: The Company's products have no external energy consumption.

Electricity Saving Management

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

Year		2022	2023	2024
Electricity saving (kWh)		484,511.8	982,227.36	820,718.55
Electricity saving rate	Plant 1	2.10	3.89	3.47
	Headquarters	0.63	2.01	1.27
Statistical year (Headquarters)		2018-2022	2019-2023	2019-2024
Average electricity saving rate (%)		0.7%	1.1%	0.95%
Year (Plant 1)		2016-2022	2016-2023	2016-2024
Average electricity saving rate (%)		1.31%	1.66%	1.88%

2024 Energy Conservation Actions

Energy Conservation Plan	Implementation Items	Implementation Outcome
Air conditioning energy consumption improvement	- The air conditioning in public areas is set to a temperature of 25°C or higher, and glass curtains are installed to effectively reduce energy consumption from air conditioning. - Integrate exhaust from process equipment with production operations control; install motorized dampers or adjust damper openings to reduce air conditioning loss. - Adjust the air supply method according to the nature of operations in the process area to reduce air conditioning waste and improve operating efficiency.	Electricity savings of 23.2%
Factory equipment improvement	- Integrate the cooling water system of process equipment to optimize and adjust operating conditions, improve equipment efficiency, and reduce equipment idling energy consumption. - Improvement of the air-conditioning chilled water system equipment by installing energy-efficient chillers and variable frequency modules, supplemented by adjustments to equipment operating conditions to enhance performance.	Electricity savings of 10.5%
Optimization of production equipment operations	- Integrate production equipment standby states with operational conditions through linked control, adjusting standby operation status to significantly reduce energy consumption. - Add variable frequency modules to process equipment to optimize operating modes and further decrease energy use.	Electricity savings of 41%
Energy saving performance (kWh)	820,718.55	
Carbon reduction performance (tCO ₂ e)	485.29	

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 2024 (0.494) * Indirect electricity carbon emission factor (0.0973)

Note 4: Sources of electricity carbon emission coefficient: Ministry of Economic Affairs website and Carbon Footprint Information Platform website.



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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.

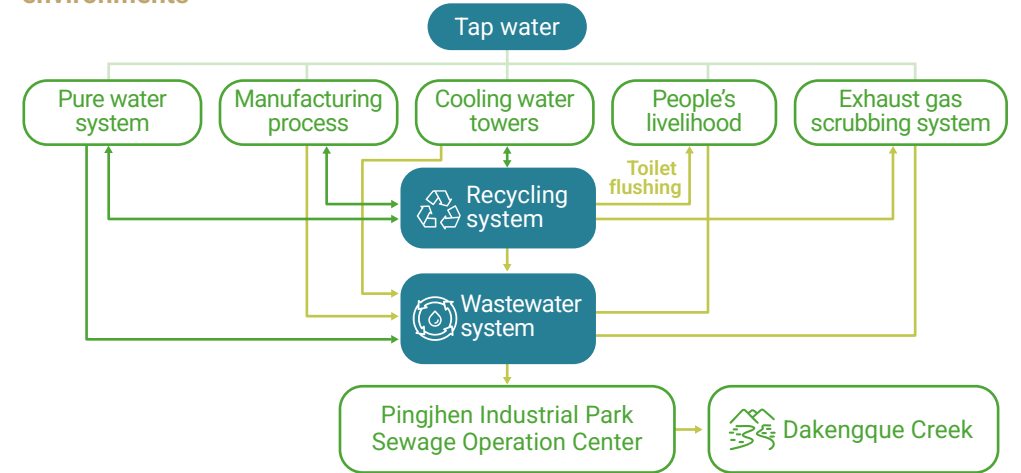


Turn off unnecessary lighting during the lunch break at noon.

2.2.4 Water Management

Regarding water consumption, CHPT primarily uses tap water and recycled rainwater, but does not use other water sources such as well water and seawater. Due to the nature of CHPT's business, the plant is not a water-intensive industry, and the other operational locations are mainly office-type, which are not large water users. Considering the extremely uneven distribution of rainfall in Taiwan across regions and seasons, which can easily lead to regional and seasonal droughts, a 1.2 million-liter underground water tank was installed at the Operations Headquarters to mitigate the risk of water shortage. Additionally, ongoing annual efforts are made to promote water-saving measures, raise employee awareness on water conservation, and expand the scope of water recycling. The company remains committed to continuous water reuse and recovery.

Relationship between water use at Plant 1 and the upstream and downstream environments



Relationship between water use at CHPT headquarters and the upstream and downstream environments

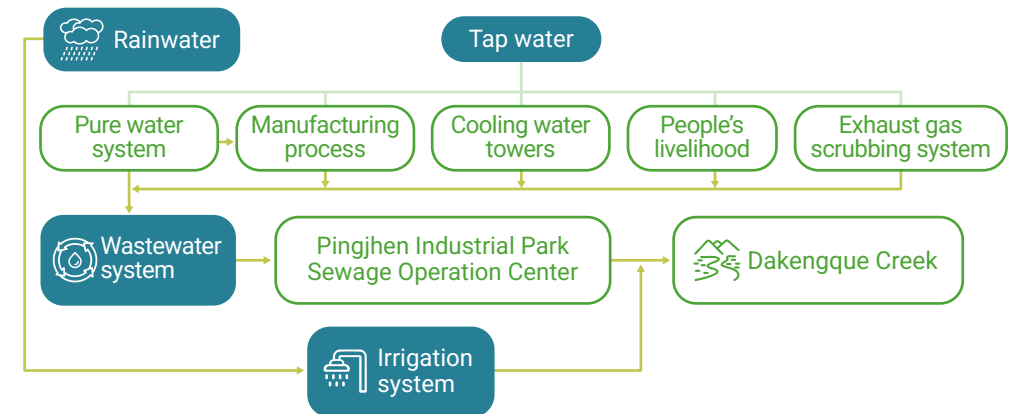




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Water withdrawal unit megaliters			
Tap water volume	2022	2023	2024
Headquarters	44	47.279	41.59
Plant 1	179.1	165.803	175.44
Hsinchu Office	1.5	1.877	1.58
Taichung Office	-	-	-
Kaohsiung Office	0.206	0.253	0.23
Total	224.8	215.212	218.85

Note1: The amount of tap water is calculated based on the information provided on the water bill issued by the water company.

Note2: 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			
	2022	2023	2024
Volume of reused reclaimed water	115.1	93.18	110.12

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

Water discharge unit megaliters			
Water discharge	2022	2023	2024
Headquarters	17.8	15.68	17.92
Plant 1	137.3	124.66	129.16
Total	155.1	140.34	147.08

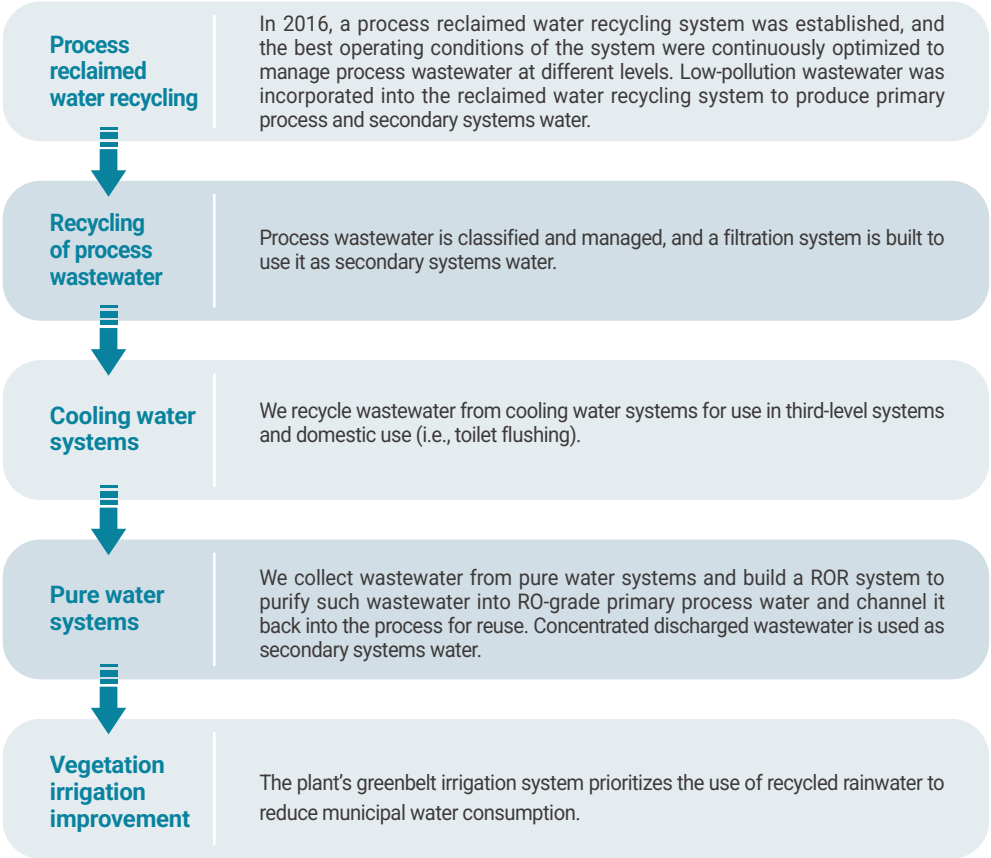
Note 1: Data source: Taoyuan Plant.

Water consumption unit megaliters			
Water consumption	2022	2023	2024
Headquarters	26.1	31.6	23.67
Plant 1	41.9	41.14	46.28
Total	68	72.74	69.95

Note 1: Water consumption is water withdrawal minus discharge

Note 2: Data source: Taoyuan Plant.

Water recycling process



The recycling status of the wastewater reuse system is as follows: Unit megaliters			
Year	2022	2023	2024
Tap water consumption	179.1	165.80	175.44
Reclaimed water consumption	115.1	93.18	110.12
Reuse rate	64%	56.2%	62.76%
Carbon reduction performance (tCO ₂ e)	90.47	73.24	86.55

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

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



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2.3 Pollution Prevention

2.3.1 Treatment of Wastewater

CHPT's water usage is categorized into three main areas: process water, public utility water, and employee domestic water. Domestic wastewater is first treated through a sewage treatment facility, then combined with process and public utility wastewater for further treatment in the plant's wastewater treatment system. Through the optimization of treatment facilities and processes, CHPT continually improves the environmental impact of process wastewater and reduces its potential hazards. The wastewater treatment system is integrated into the plant's monitoring system to ensure that effluent quality complies with discharge standards. After treatment, the effluent is sent to the Pingzhen Sewerage Operation Center for further processing 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 2024, there were no incidents of unlawful pollution, and no significant impact was observed on surrounding water sources.

The outsourced effluent testing data for 2024 is presented in the table below:

Pollutants	Unit	Quality of water released from Plant 1	Quality of water released from the Headquarters	Pingjhen Sewage Operation Center management limit
Water temperature	°C	25.1	23.4	<45
Hydrogen ion concentration	Unitless	7.2/25.1°C	7.5/23.4°C	5~9
Biochemical oxygen demand	mg/L	14.9	30.3	240
Chemical oxygen demand	mg/L	34.6	54.2	400
Suspended solids	mg/L	<2.5	17.8	160
Cyanide	mg/L	<0.01	<0.01	1
Cadmium	mg/L	ND	ND	0.02
Lead	mg/L	ND	ND	0.5
HG	mg/L	ND	ND	0.005
Hexavalent chromium	mg/L	ND	ND	0.35



Pollutants	Unit	Quality of water released from Plant 1	Quality of water released from the Headquarters	Pingjhen Sewage Operation Center management limit
Arsenic	mg/L	0.0074	0.0038	0.35
Nickel	mg/L	0.030	0.019	0.7
Copper	mg/L	0.193	0.071	1.5
Total chromium	mg/L	0.011	0.002	1.5
Zinc	mg/L	0.030	0.126	3.5
Nitrate nitrogen	mg/L	2.20	9.98	50
Ammonia nitrogen	mg/L	-	1.79	30
Fluoride	mg/L	0.22	0.18	15
Boron	mg/L	0.30	0.10	5
Tin	mg/L	ND	ND	2
Molybdenum	mg/L	ND	ND	0.6

Note1: Except for the biochemical oxygen demand and chemical oxygen demand of the Taoyuan plant area which is higher than the surface water discharge standards, the rest are lower than the surface water standard.

Note2: 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.

Note3: 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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2.3.2 Waste Management Measure

CHPT promotes waste management initiatives aimed at enhancing waste management, increasing the recycling rate, and fostering a resource-sharing model. Based on the principle of source reduction, CHPT implements actions such as utilizing recycled materials in product packaging and minimizing waste generated during operations. In alignment with the circular economy model, the Company also collaborates with external partners to establish circular cooperation mechanisms, converting waste into reusable resources with the ultimate goal of achieving zero waste through resource circulation.

Waste discharge and disposal

		Unit Metric tons		
Waste Category	Waste Disposal	2022	2023	2024
Domestic waste	Incineration	140.15	122.87	102.59
	Resource recycling	83.58	51.99	46.30
General industrial waste	Incineration	57.62	63.33	61.91
	Material recycling	57.24	37.18	31.61
	Reuse	6.21	6.92	4.29
	Auxiliary fuels	26.05	20.56	16.59
Hazardous industrial waste	Incineration	4.28	6.92	9.88
	Material recycling	37.26	190.98	190.32
	Reuse	419.97	286.73	261.68
Subtotal		832.36	787.48	725.17
Percentage of waste disposal methods (%)	Incineration	24.3%	24.5%	24.05%
	Material recycling	11.4%	29%	30.60%
	Reuse	61.2%	43.9%	43.06%
	Auxiliary fuels	3.1%	2.6%	2.29%
Waste recycling rate (%)		75.7%	75.5%	75.95%

Note: Data source: Taoyuan Plant.

The output department temporarily stores and classifies waste according to the waste list and regularly moves it to the waste storage area for centralized management. The waste cleaner is audited irregularly [Note 1, Note 2] to ensure that the waste cleanup operation is carried out in accordance with relevant laws and regulations, ensuring legality and proper handling of the waste produced in the plant to avoid environmental impact. All hazardous industrial waste produced is entrusted to qualified waste management vendors in Taiwan. Of the total waste generated, 75.95% was ultimately treated through reuse. CHPT has successfully achieved its target of maintaining a waste recycling rate of 75% for four consecutive years.

Note1: Before signing the contract with the manufacturer, the Company will conduct an audit and evaluation operation of waste cleaners to ensure that the manufacturer complies with the requirements of environmental protection laws and regulations.

Note2: Audit and evaluation operations of waste cleaners, the Global Positioning System (GPS) tracking, proper handling of documents

Note3: Priority is given to reuse of Company waste

Waste disposal process

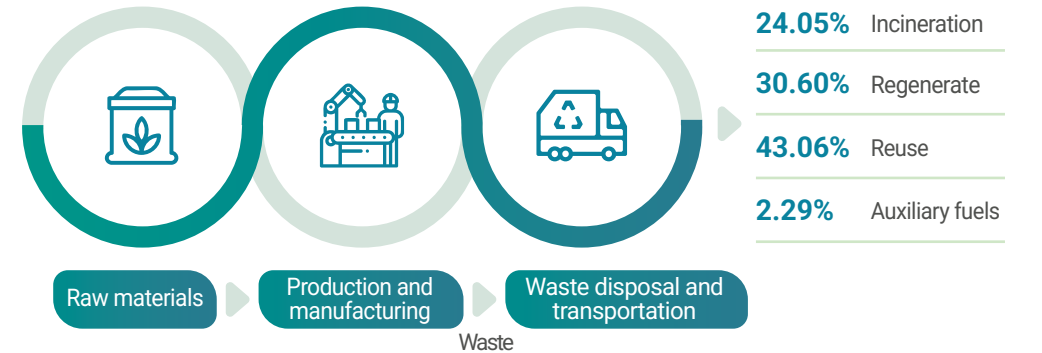




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Caring and Inclusiveness, Harmonious Development

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3.2 Talent Development and Cultivation

3.3 Workplace Safety

3.4 Sustainable Supply Chain

3.5 People First for Social Good



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03 Caring and Inclusiveness, Harmonious Development

3.1 Friendly Workplace

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. Talents are employed on a merit basis and there is no employment discrimination. The Company's promotion system is perfect, 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

As of December 31, 2024, the total number of employees of CHPT was 1,137 people, including 173 managers and 964 regular rank employees; Based on the characteristics of science and technology industry and the employment market and other factors, most of the managerial, professional and technical personnel of CHPT are men. In terms of gender distribution, the proportion of men in management positions was 81%, and that of women was 19%; the proportion of men in regular rank employees was 66%, and that of women was 34%; In terms of age distribution, colleagues aged between 30 and 50 accounted for 74% of all employees.

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 the end of 2024, CHPT has employed a total of 9 employees with disabilities, which complies the number of employees from these groups as required by law.

Note: In addition, under the policy of globalization and transnational operation, foreign employees account for 15.2%, including 173 diverse employees from the United States, India, Malaysia, the Philippines, Vietnam, and Mainland China.



Gender ratio

As of December 31, 2024	Age	Gender	Number of People	Percentage
Management-level employees	Under 30 years old	Male	2	1.2%
		Female	0	0.0%
		Subtotal	2	1.2%
	30-50	Male	123	71.1%
		Female	27	15.6%
		Subtotal	150	86.7%
	Over 50 years old	Male	15	8.7%
		Female	6	3.5%
		Subtotal	21	12.1%
General employees	Under 30 years old	Male	179	18.6%
		Female	68	7.1%
		Subtotal	247	25.6%
	30-50	Male	441	45.7%
		Female	246	25.5%
		Subtotal	687	71.3%
	Over 50 years old	Male	17	1.8%
		Female	13	1.3%
		Subtotal	30	3.1%

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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Employment distribution

People with disabilities



Male	6
Female	3
Total	9

Foreign personnel



Male	106
Female	67
Total	173

Total number of employees classified by gender and nationality

Taiwan

Category	Male	Female	Total
Total Number of Employees	727	328	1055
Permanently Hired Employees (Excluding students)	695	327	1022
Temporary Employees (Students)	32	1	33
Employees Without Guaranteed Hours	0	0	0
Full-Time Employees (Including students)	727	328	1055
Part-time Employees	0	0	0

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

Overseas (Mainland China and other regions)

Category	Male	Female	Total
Total Number of Employees	50	32	82
Permanently Hired Employees (Excluding migrant workers)	50	32	82
Temporary Employees (Migrant workers)	0	0	0
Employees Without Guaranteed Hours	0	0	0
Full-Time Employees (Excluding migrant workers)	50	32	82
Part-time Employees	0	0	0

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

Workers not hired by the Company

Category	Service scope (Work type)	Number of People	Contract conditions
Labor agency	Dormitory administrator	1	Signed by a labor agency
Group meal	Headquarters and Plant 1 on-site catering	10	Group meal service contract
Cleaning	Headquarters and Plant 1 environment cleaning	11	Cleaning service contract
Security guard	Headquarters and Plant 1 resident security guard	7	Security guard service contract

Percentage of senior management hired from the local community

	2022	2023	2024
Percentage of senior management hired from the local community	100%	100%	100%

Note1: Definition of managerial supervisor: Same as the information disclosed in the 2024 Annual Report with respect to the supervisors of various departments and branches, including the President, and Vice President, which amounts to three people in total.

Note2: All three senior executives have Taiwanese nationality

Note3: The report reveals that its important location of operations is mainly in Taiwan



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3.1.2 Talent Recruitment

Recruiting Talents

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

As of 2024, CHPT’s diverse recruitment channels include 104 Job Bank, 1111 Job Bank, employee referrals, and industry-academia training. 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 2024, CHPT recruited a total of 193 new employees across the globe.

Number and percentage of new recruits in 2024

As of December 31, 2024	Age	Gender	Number of People	Percentage
	Under 30 years old	Male	62	34.3%
		Female	33	48.5%
		Subtotal	95	38.2%
	30-50	Male	67	11.9%
		Female	27	9.9%
		Subtotal	94	11.2%
	Over 50 years old	Male	4	12.5%
		Female	0	0.0%
		Subtotal	4	7.8%



New recruits

Note: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

Number and percentage of employee resignations (including transfers to affiliates) in 2024

As of December 31, 2024	Age	Gender	Number of People	Percentage
	Under 30 years old	Male	54	29.8%
		Female	20	29.4%
		Subtotal	74	29.7%
	30-50	Male	135	23.9%
		Female	63	23.1%
		Subtotal	198	23.7%
	Over 50 years old	Male	6	18.8%
		Female	2	10.5%
		Subtotal	8	15.7%



Resignations

Note: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

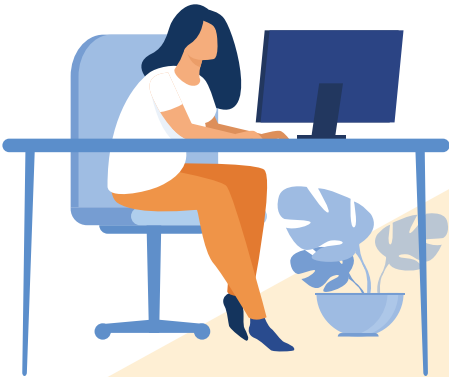




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3.1.3 Employee Communication

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). 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 2024

- 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 648 participants
- As of December 31, 2024, the Company has not incurred any losses due to labor disputes.

However, the Company was fined for a violation identified through a labor inspection, as follows:

- a According to the official letter Fu-Lao-Jian-Zi No. 1130337837 dated November 29, 2024, the competent authority determined that the Company had violated Paragraph 2, Article 32 of the Labor Standards Act by allowing the combined regular and extended working hours to exceed the legal limit. A fine of NT\$100,000 was imposed.
- b According to the official letter Lao-Ju-Na-Zi No. 1130183675 dated December 5, 2024, the competent authority determined that the Company failed to promptly adjust the employee's insurance salary level based on the average total earnings over the most recent three months, thereby violating Article 14 of the Labor Insurance Act and Article 27 of its Enforcement Rules. A fine of NT\$23,548 was imposed.
- c According to the official letter Bao-Tui-San-Zi No. 11360192250 dated December 9, 2024, the competent authority determined that the Company violated Articles 3 and 15 of the Labor Pension Act and Article 15 of its Enforcement Rules. A fine of NT\$5,000 was imposed.

In response to the above matters, the Company has adjusted all employees' insurance salary levels in accordance with the law, based on the average total earnings over the most recent three months. Additionally, the Company simultaneously promotes and requires supervisors to monitor and manage employees' overtime and excessive working hours. When employees are nearing the limit of their working hours, the system will automatically alert supervisors to assess the employees' work conditions and provide necessary assistance to prevent overtime.

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 authority, with overseas operation sites handling matters according to local regulations, to ensure that the rights and interests of employees are not compromised.

The content of the labor contract covers a variety of labor-related matters, such as wages, working hours, bonuses, transfers, severance, retirement, and compensation for occupational injuries. It also includes other company-related issues such as safety and health, workplace environment optimization, and employee welfare matters, serving as topics for collective bargaining between labor and management. The labor contract helps protect employees' labor rights, improve working conditions, and can be regarded as a beneficial system that creates a win-win situation for both labor and management.

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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3.1.4 Remuneration and Benefits

Comparing Salary with Market Standard

Attract outstanding talents to join the CHPT team and provide them with a platform to showcase their abilities. Simultaneously, reward colleagues for continued performance creation. The company annually measures the salary level and structure within the industry through salary surveys and monitors local economic development and price indices to make appropriate adjustments. We strategically increase the proportion of fixed salary in the annual salary structure, enhancing the competitiveness of the compensation package to attract and retain relevant talent. The average salary of non-executive staff in 2024 was NT\$931 thousand, representing a 3.3% increase compared to the previous year (calculated based on the average salary of non-supervisory employees in 2023, which was NT\$901 thousand as the base). Over the past four years, the average salary of non-management employees was NT\$1,000 thousand.

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 1.14 times the basic salary, and the entry-level salary of women is 1.15 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.

Salary System Planning

To recruit external talents and retain outstanding talents, and effectively motivate colleagues to improve work efficiency and performance, a competitive salary and bonus system is planned. In addition to the monthly fixed salary, performance bonuses, employee remuneration, and festive bonuses are also issued. 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. And check the salary level irregularly to achieve the salary level of internal fairness and external competitiveness.

Male-to-female local basic salary ratio in 2024

Unit: NT\$

	Male	Female
Entry level basic salary	\$29,000	\$29,000
(Statutory) Minimum wage for entry level	\$27,470	\$27,470
More than a multiple of statutory minimum wage	1.06	1.06
Gender wage ratio	1	

	2022		2023		2024	
Rank	Male	Female	Male	Female	Male	Female
General employees	1	0.97	1	0.95	1	0.94
Entry-level supervisors	1	0.95	1	0.97	1	0.99
Middle-level managers	1	0.88	1	0.85	1	0.84
Top-level managers	1	0.87	1	0.89	1	1.30

Note1: The data shows a year-on-year increasing trend in the salary ratio of females to males among entry-level supervisors and senior supervisor.

Note2: 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.

Note3: 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	2022	2023	2024
Total salary of full-time non-managerial employees	1,053,752	975,684	964,810
Number of full-time non-managerial employees	1,052	1,083	1,036
"Average Salary" of full-time non-managerial employees	1,002	901	931
"Median Salary" of full-time non-managerial employees	917	838	843

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 12.83:1.

The ratio of the percentage increase in the annual total income of the highest-paid individual in 2024 compared to the total income in 2023, 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 19.13:1.



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3.1.5 Employee Benefits

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.

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:

01 Statutory 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

02 Basic benefits items

- Marriage, childbirth, and funeral allowances for the Company and the Employee welfare committee
- 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 varied premium 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

03 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 earnings for employee performance bonuses and compensation, sharing the Company's operational achievements with employees.
- Irregularly distribute gifts or gift certificates on special festivals, such as Labor Day, Christmas, etc.

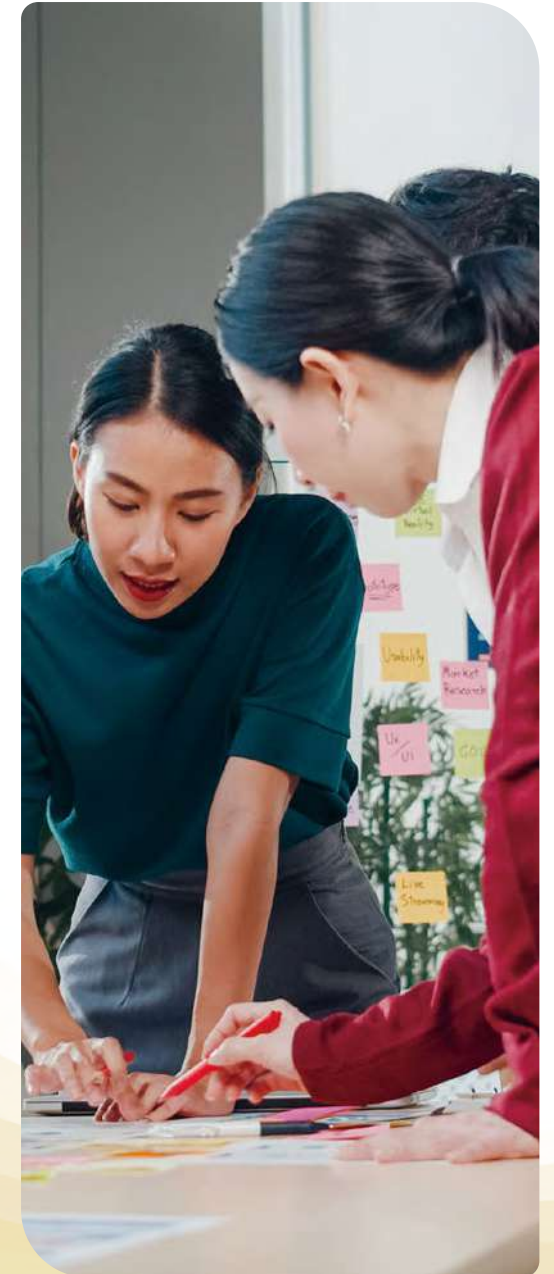




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Relevant welfare/subsidy achievements in 2024

Amount of company benefits in 2024				Unit: NT\$	
Benefits Item in 2024	Benefits provider	Subsidy amount	Benefits payment amount	Number of individuals	Proportion of project subsidy
Childbirth allowance	Employee welfare committee	3,000	87,000	28	23.1%
	The Company	10,000	330,000	32	76.9%
Funeral allowance	Employee welfare committee	2,100	37,800	18	7.7%
	Company dependents	5,000	105,000	21	18.5%
	Company employees	20,000	20,000	1	73.8%
Marriage allowance	Employee welfare committee	2,600	49,400	19	20.6%
	The Company	10,000	170,000	17	79.4%
Injury condolences- Employee welfare committee	Employee welfare committee	1,000	0	0	100%
Total Amount		799,200	Number of applications		136

Note: For twins or more, childbirth subsidies are increased proportionally based on the number of babies. In 2024, one employee gave birth to twins.

Employee and community events in 2024			
Event	Number of employee participants	Number of family members of employee participants	Ministry of Labor's subsidy
Fluid Art Bear Event (Pingjhen)	53	80	NT\$30,000
Fluid Art Bear Event (Hsinchu)	18	26	NT\$6,000

Note: These events were subsidized under the Ministry of Labor's 2024 Work-Life Balance Subsidy Program.

Family Art Fluid Painting Creation Activity (Pingzhen)

Event description



- **Date** July 20, July 27, August 04, 2024
- **Venue** Golden Feather Fluid Art Creation Experience Workshop
- **Participants** All employees
- **Benefits** Promote work-life balance and interaction among employees, allowing for family fun and leisure outside of busy work schedules. The shared experience effectively enhances intimacy among family members. Family support and recognition not only enable employees to continue delivering excellent performance at work but also strengthen their sense of belonging to the company.

Number of participants, event duration, and beneficiaries

133 people (three sessions); 6 hours (three sessions); employees and their dependents

Resources invested

Funding and manpower

Activity Photos





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Family Art Fluid Painting Creation Activity (Hsinchu)

Event description



- **Date** July 20, 2024
- **Venue** Golden Feather Fluid Art Creation Experience Workshop
- **Participants** All employees
- **Benefits** Promote work-life balance and interaction among employees, allowing for family fun and leisure outside of busy work schedules. The shared experience effectively enhances intimacy among family members. Family support and recognition not only enable employees to continue delivering excellent performance at work but also strengthen their sense of belonging to the company.

Number of participants, event duration, and beneficiaries

44 people (one session); 2 hours (one session); employees and their dependents

Resources invested

Funding and manpower

Activity Photos



CHPT Sports Season in 2024

Event description



- **Date** April (Basketball), June (Badminton), July (Bowling)
- **Venue** Sports Center
- **Participants** All employees
- **Benefits** Encourage employees to form teams and engage in friendly competition, which not only enhances communication and interaction among different departments outside of work but also boosts team cohesion. The competitive aspect helps distinguish winners, fostering a sense of honor and competitiveness within the teams.

Number of participants, event duration, and beneficiaries

271 people

Resources invested

NT\$48,000

Activity Photos





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CHPT Family Day in 2024

Event description



- **Date** November 16, 2024
- **Venue** Pushin Ranch
- **Participants** All employees
- **Benefits** Stepping away from the office environment to enjoy fresh air and sunshine at the lush ranch helps employees relieve stress and improve work efficiency. Bringing family members to the outdoor ranch allows employees to experience nature with their children, relax, and strengthen parent-child relationships. Additionally, it provides an opportunity for employees' family members to get to know each other, enhancing relationships among colleagues and forming a closer team bond.

Number of participants, event duration, and beneficiaries

802 people

Resources invested

\$1,860,000

Activity Photos



Singing Competition in 2024

Event description



- **Date** December 19, 2024
- **Venue** Headquarters
- **Participants** All employees
- **Benefits** The singing competition encourages employees to step outside their daily work routines by considering song selection and stage performance, thereby stimulating innovative thinking. It also provides a platform for employees to showcase their talents, relieve stress, and enhance teamwork and mutual support. Through participating in the event together, employees can build closer relationships, promoting the company's culture and values.

Number of participants, event duration, and beneficiaries

29 people

Resources invested

\$150,000

Activity Photos





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Marriage and Childbirth Care

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 committee not only grants the right to unpaid parental leave for employees to raise their children but also establishes special contracts with childcare centers and 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. 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 19 Taiwanese employees (including 8 male employees and 11 female employees) applied for unpaid parental leave in 2024. The actual number of reinstated employees in 2024 was 15 people (including 4 male employees and 11 female employees), whereas the number of employees who should be reinstated was 22 people, representing a retention rate of 68%.

Number of employees eligible to apply for parental leave and the number of people reinstatement over the years

Item	Gender	2022	2023	2024
Number of employees eligible to apply for parental leave	Male	25	22	18
	Female	15	10	14
	Total	40	32	32
Actual number of eligible applicants	Male	3	1	8
	Female	6	13	11
	Total	9	14	19
Number of employees to be reinstated	Male	2	2	9
	Female	6	9	13
	Total	8	11	22
Number of employees actually reinstated	Male	0	2	4
	Female	5	6	11
	Total	5	8	15
Reinstatement rate	Male	0%	100%	44%
	Female	83%	67%	85%
	Total	63%	73%	68%
Number of employees who have been reinstated for one year during the current year	Male	0	0	2
	Female	2	3	6
	Total	2	3	8
Retention rate	Male	0%	0%	100%
	Female	67%	60%	100%
	Total	50%	60%	100%

Note1: Reinstatement rate = actual number of reinstated people ÷ number of people to be reinstated × 100%

Note2: 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%

Employees on family care-related leave in 2024

Item	Family care leave/ number of individuals	Maternity (paternity) leave/number of individuals	Menstrual leave/ number of individuals
Male	141	18	0
Female	119	14	614

Pension Planning

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 2024 was NT\$39,221,879. The retirement pension system of overseas subsidiaries is in accordance with the regulations of the local government, and various social security funds, pensions and medical insurance funds are paid every month.



Retirement plan

New policy

Plan content (laws, systems, management guidelines)

According to the employee retirement measures stipulated in the "Labor Standards Act" and "Labor Pension Act" in Taiwan, the pension is allocated to the personal account of the Bureau of Labor Insurance

Percentage of employee participation

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 2024 was NT\$39,221,879.



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3.1.6 Diversity and Inclusion

“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.

Human Rights Protection

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:

01

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, and set up complaint and handling procedures for incidents of unlawful assault and sexual harassment to protect the rights and interests of all employees and create a friendly workplace environment. In 2024, the Company took part in a total of 12 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.

02

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.

03

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.

04

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.

05

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

06

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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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 2024. - Tracking and managing: The grievance channels accept both anonymous and identified complaints through the employee opinion mailbox and grievance hotline. We absolutely value employees' feedback on issues, and a "special task force" will follow up and handle the feedback until the case is closed. - To prevent sexual harassment and illegal infringement in the workplace, in addition to formulating management measures in accordance with laws and regulations, we regularly organize education and training on the prevention of workplace illegal infringement and sexual harassment. We have also established handling and investigation procedures for incidents of illegal infringement in the performance of duties to create a friendly workplace.
 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 9 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 without 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.
 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.

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 legal knowledge (personal confidentiality obligations, personal data protection, insider trading, technical protection, honesty, and integrity), human resources system, and sexual harassment prevention, among other categories. - In 2024, we conducted a series of occupational safety training courses, featuring 563 classes attended by a total of 4,435 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: 1,053 trainees completed the training, which involved a total of 526.5 hours. "Confidentiality, Honesty and Integrity" online course: 1,051 trainees completed the training, which involved a total of 525.5 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 meeting - Complaint hotline - Employee suggestion mailbox - 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

CHPT follows the RBA Code of Conduct in four categories of requirements and guidelines, including labor rights, occupational safety, environmental protection, and business ethics, to ensure that all rights and interests of stakeholders such as colleagues, customers, suppliers, and contractors will not be damaged, and CHPT requires all relevant suppliers/contractors to sign the "Statement of the Code of Ethics and Business Conduct" and "Declaration of Non-Use of Conflict Minerals" in the process of providing CHPT products or services and other related contracts, to eliminate any unfair, unjust and discriminatory behaviors in procurement activities. In 2024, 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 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 2024, 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 29.4 training hours per employee.

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 2024, the number of participants in new employees course training was a total of 624, with a total of 2,017.5 hours and an average of 3.2 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.

Promotion of Physical and Digital Learning Courses and Resources

CHPT's physical and digital learning courses are divided into six categories: general training (new employee training), regulatory training (external training), professional training, quality training, management training and other types. These courses have been participated by up to 23,690 people who underwent 33,400.1 hours of training in total. Specifically, CHPT has developed 55 items in nine categories of online courses and resources for three major types of courses (i.e., mandatory training, elective training, and learning resources), where 268 signed up for these courses while learning resources were viewed 1,230 times.

Number of Internal and External Training Courses for Employees (quarterly)

200 to 230 times per quarter for internal and external employee training.



Key Training Program

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

01

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.

02

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

03

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.

04

Continuing from 2023, the Company has sustained its intermediate-level supervisor training in 2024, aimed at broadening their horizons, stimulating their potential and developing high-quality communication, and effectively bolstering their mastery of managerial responsibilities and tasks.



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CHPT Complete Training Architecture

Physical + digital course training overview

Course type	Course item	Accumulated number personnel trained/ hours
Physical and digital courses	General category (new employee training)	Attended by 624 trainees for a total of 2,017.5 hours
	Law category (external training)	A total of 164 trainees, totaling 1,278 hours
	Quality category	A total of 1472 trainees, totaling 1,743.7 hours
	Professional category	Attended by 7585 trainees for a total of 12,154 hours
	Management category	Attended by 1756 trainees for a total of 2,330 hours
	Others	Attended by 12089 trainees for a total of 13,876.9t hours

Digital course training overview

Course type	Course item	Course category	Accumulated number of registrations/views
Digital courses	Optional courses	Professional category	A total of 268 people signed up for these courses
		Safety and health category	
		Management and general category	
	Learning resources	Insurance and financial management	1,230 views in total
		Experience sharing	
		Learning sharing	
		Operation manual	
		Occupational safety	
		Digital transformation and sustainable development	

Average hours of employee training in 2024

Unit: hours

Rank	Average male training hours	Average female training hours
Management roles	33.1	30.6
Non-management roles	23.0	22.3
Total	24.7	23

Note1: Management position: supervisor (including a proxy) at the group level (including) or above

Note2: Education and training hours include overseas regions, internal training, and external training

Training hours and trainees by category

Category	Item	2022	2023	2024
 General category (New employee training)	Total hours	3,354.5	1,251	2,017.5
	Number of trainees	Total hours	369	624
	Average training hours	3.4	3.4	3.2
 Law category (external training)	Total hours	1,322	1,617	1,278.0
	Number of trainees	137	285	164
	Average training hours	9.6	5.7	7.8
 Quality category	Total hours	1,911.2	2,316.5	1,743.7
	Number of trainees	1,785	1,896	1,472
	Average training hours	1.1	1.2	1.2
 Professional category	Total hours	11,251	11,009	12,154.0
	Number of trainees	6,610	7,162	7,585
	Average training hours	1.7	1.5	1.6
 Management category	Total hours	-	946.32	2,330.0
	Number of trainees	-	335	1,756
	Average training hours	-	2.8	1.3
 Others	Total hours	12,784.8	15,459.5	13,876.9
	Number of trainees	8,536.0	14,780	12,089
	Average training hours	1.5	1	1.1

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



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The training hours in Mainland China are summarized as follows:

Category	Item	2024
 Safety and health	Total hours	781.5
	Number of trainees	148
	Average training hours	5.28
 Technology	Total hours	445.7
	Number of trainees	176
	Average training hours	2.53

Employee training amount and hours statistics

Training indicator	2022	2023	2024
Total employee training amount (NT\$)	663,130	672,346	836,539
Total employee training hours (hours)	30,623.5	32,599.3	33,400.1
Employee training amount/Total numbers of employees (NT\$/ person)	514.5	551.1	735.7

Note1: Number of employees in 2022: 1,289 person

Note2: Number of employees in 2023: 1,220 person

Note3: Number of employees in 2024: 1,137 people

3.2.2 Performance Assessment

CHPT provides a platform for employees to fully utilize their professional functions, aiming 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 and follows the "Performance Management and Development Measures," conducting annual performance assessments for all employees every year. In 2024, the completion rate of performance assessments was 100% among employees, with 670 males accounting for 68.3% of the total number of employees assessed, and 311 females accounting for 31.7%. There were 172 management employees, accounting for 17.5%, and 809 non-management employees, accounting for 82.5%. 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, serving as the basis for determining salary, 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. At the same time, CHPT has designed the "Employee Performance Coaching Improvement Plan" to assist supervisors in formulating coaching improvement countermeasures for employees with poor performance, providing these employees with the opportunity to increase their value.

Item	Total	Male		Female	
	Number of People	Number of People	Percentage	Number of People	Percentage
Management roles	172	140	81.4%	32	18.6%
Non-management roles	809	530	65.5%	279	34.5%
Subtotal	981	670	68.3%	311	31.7%

Note1: The number of inspections received does not include the Chairman, the President, migrant workers, and new recruits who have been employed for less than 3 months

Note2: 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 Workplace Safety

3.3.1 Safe Workplace

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 places great importance on the safety of employees' workplaces. To create a safe workplace environment, the company has been committed to safety and health-related issues for a long time, insisting on treating safety and health as equally important as industrial development. Since 2018, CHPT has established an ISO 45001 management system at its Taoyuan site and passed system verification in 2019. Other sites in Taiwan operate according to this system, while overseas sites follow local regulations. The system covers all personnel within the plant, including suppliers and contractors, in addition to internal employees. In response to matters such as production line expansion and headquarters establishment, the number of contractors cooperating with CHPT has reached 310. The company has established a professional and dedicated executive unit, implementing 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.

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.

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

Environmental Safety and Health Policy

CHPT's environmental safety and health policy emphasizes the appeal of safety with the participation of all employees, actively establishes good interactions with stakeholders, and is committed to achieving the goal of “zero accidents in safety and sustainable environmental development,” and promises to continue to carry out various improvements of environmental safety and health. We promise to:

- 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.

Identify Operating Environment Risks and Preventive Actions

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 [Note 1], 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.

Note1: Coverage: Taiwan Taoyuan plants area (excluding the Subsidiaries)





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Hazard Identification and Risk Assessment

① 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.

② In 2024, a total of 2,573 hazard identifications were completed, including 0 necessary improvement items and 57 safety optimization improvement items.

③ According to the degree of risk, in 2024, there were high-risk hazard items: 0%, medium-risk hazard items: 0.4%, and low-risk hazard items: 99.6%.

Risk Level	Score	Explanation of Risks	Countermeasures	Opportunity planning for control measures or improvements
E	1~15	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	Acceptable risks 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	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	Unacceptable risks 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	



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Work environment and employee safety

Implementation item	Implementation method
Factory security	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.
Emergency response training	The Company hires external professional instructors to conduct fire safety training and drills every six months. Based on risk assessments, the Company has highlighted ten major emergency responses and designed drills for different floors and areas within the plant, which are conducted every two months to improve employees' responses and reduce the risk of hazards.
Establish occupational safety and health management system	- Establish occupational safety and health management 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 chemicals management, and other related operations, tand make timely improvements. - Each year, the System Audit Department 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.

Safety and health education and training and promotion item

- General labor and supervisor safety and health on-the-job education and training: 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. In 2024, seven batches of general labor and supervisor safety and health on-the-job education and training courses have been completed, and a total of 1,017 participants have completed the training.
- Hazardous chemicals training : Employees of units that use chemicals must receive at least one hour of chemical hazard knowledge training every year.
- Production mechanical equipment safety 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.
- Radiation protection personnel training : For personnel who operate radiation equipment in the Company, external training is arranged according to the validity period of the operating certificate.

- Emergency response training : Arrange training related to emergency response tasks for personnel in the Company who have a response task group.
- Fire safety and response team 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.
- First-aiders training (including internal training - AED operation 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.
- Hazardous operation supervisor 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.
- Hazard identification risk assessment training : For executives and reviewers in the Company, conduct and review training at least once a year.
- Personnel from the Safety and Health Center apply for external training (including retraining and new training hours) : 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.



Fire Discovery - Initial Firefighting



Personnel Evacuation Assembly



ERT Personnel Assembly



Rescue Team Entering Disaster Area to Deal with Chemical Fire



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Hours of safety education and training categories statistics

Training type	Shift	Number of trainees	Total training hours
Occupational safety and health/productive machinery/general hazard awareness training for new employees	166	483	1,032
General employees and supervisors safety and health training	11	1,017	1,454.5
Production mechanical equipment safety training	244	1,931	3,130.5
Radiation protection personnel training (including retraining)	53	73	510
Emergency response training	11	190	244.5
Fire safety and response team training	12	202	629
First-aiders training (including internal training - AED operation training)	19	77	749.5
Hazardous operation supervisor training (organic solvents, specific chemical substances, lead operation, dust operation, rooftop operation, high-pressure gas supply and consumption operation, oxygen-deficient operation supervisor, and aerial work platform operation)	10	15	162
Hazard identification risk assessment training	4	167	167
External education and training (including retraining and new training hours) for personnel of the Safety and Health Center	9	9	35
Safety and health-related training conducted by each department	24	271	334.75

Security protection

01 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.

02 Right to refuse unsafe work

Provide and ensure a safe working environment through the regular patrols of the guards, irregular inspections of the Safety and Health Center, and the implementation of illegal environmental assessments

03 Arranging regular Physical Examinations for labors

Health Examinations	Target Group	Frequency	Number of Examinees	Examination Rate
Special health check	Employees engaged in operations with specific health hazards	Annually	318	100%
General health check	Employees with over one year of service	Every two years	885	97% ^[Note 1]
Executive health check	Top-level supervisor	Every three years	Next scheduled: 2025	

Note 1: An additional 32 employees were unable to complete the health check due to leave of absence or being stationed overseas. Health checks will be scheduled accordingly based on their individual circumstances.

Overview of health checks in Mainland China

Examination	Target Group	Frequency	Number of Examinees	Examination Rate
Occupational disease examination (Special health check)	Employees in hazardous positions	Irregular	20	100% ^[Note 1]
Pre-employment examination	New recruits	Upon employment	19	100% ^[Note 2]
Welfare health examination	Employees with over two years of service	Every two years	8	31% ^[Note 3]

Note 1: Before starting work, during employment, and upon leaving the position

Note 2: Medical examination upon employment according to the requirements of the position

Note 3: This item is not regulated by law and is provided as a company welfare benefit; employees may voluntarily choose to undergo the examination

04 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.

05 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 and Health Communication

Worker Participation in Occupational Safety and Health Consultation and Communication

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

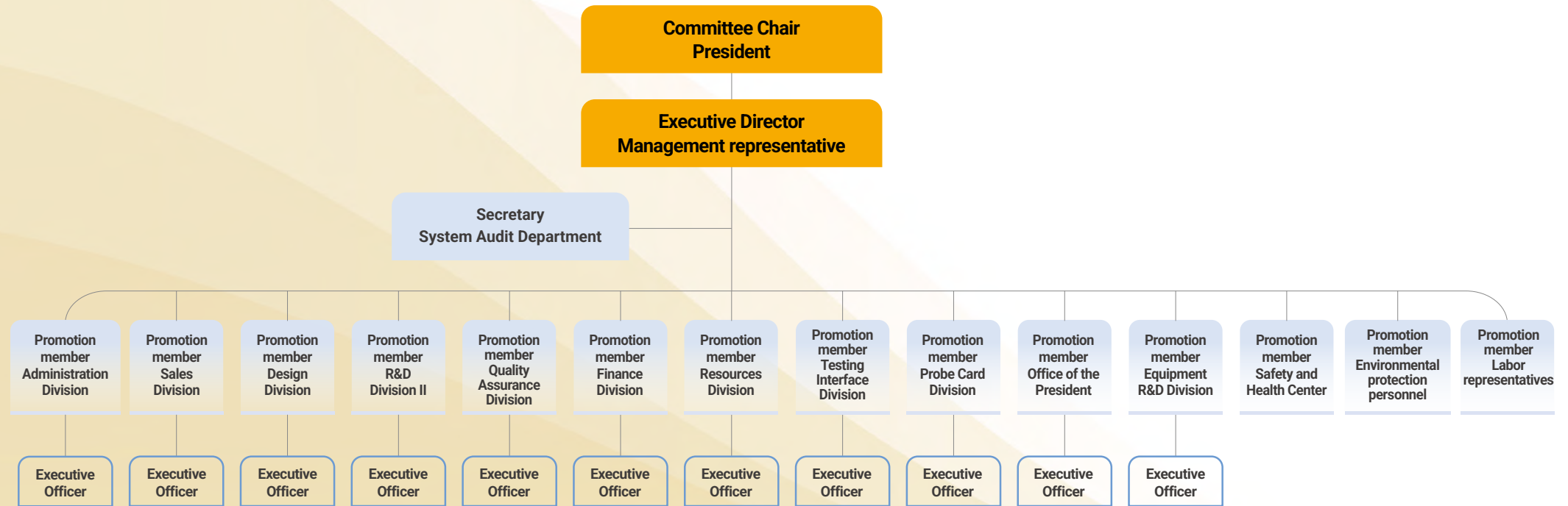




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Occupational Safety and Health and Environmental Protection Committee responsibility

Committee organization	Responsibility
Committee (labor representatives account for more than one-third of the 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.

Number of work-related injuries over the years

Item	2021	2022	2023	2024t
Number of work hours	3,139,936	3,187,640	3,009,631	2,673,905
Number of fatalities as a result of work-related injury	0	0	0	0
Ratio of fatalities as a result of work-related injury	0	0	0	0
Number of high-consequence work-related injury	0	0	0	0
Ratio of high-consequence work-related injury	0	0	0	t0
Number of recordable work-related injury	3	4	2	1
Ratio of recordable work-related injury	0.95	1.25	0.66	0.37

Note1: When calculating the number and ratio of high-consequence work-related injuries, exclude the number of deaths

Note2: 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

Note3: Main types of recordable work-related injury in 2022: 1 injury from cutting, 1 injury from handling materials, 2 injuries from falls

Note4: Main types of recordable work-related injury in 2023: 1 injury sustained when lifting materials and 1 injury due to a cut when operating equipment.

Note5: The main type of occupational injury recorded in 2024 was one case of equipment maintenance laceration.

Note6: A severe occupational injury refers to an injury where the individual has not recovered to their pre-injury health status after more than six months.

Note7: 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

Note8: 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 (the construction personnel entering the plant will enter the plant for 10 days in a month, 12 months a year, so calculated for 10 * 12=120 working days)



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Disabling severity rate calculation

	2021	2022	2023	2024
Total number of injuries and losses	3	4	2	0
Total number of work days lost	28	174	12	0
Disabling Injury Frequency Rate	0.95	1.25	0.66	0
Disabling Injury Severity Rate	8	54	3	0

Note1: Disabling frequency rate: (total number of injuries and losses*10^6)/total working hours

Note2: Calculate disabling severity rate = (total number of work days lost *10^6)/total working hours

Note3: The type of injury in 2022 was post surgical rehabilitation or fall fracture, which will require longer days of recuperation and rehabilitation, resulting in a much higher value in 2022 than in previous years.

Work-related injuries accident improvement response plan in 2024

Work-related injuries incidents	Number of People	Improvement methods
Commuting to and from work	12 incidents	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.
Equipment maintenance laceration	1 incident	Immediately review the equipment maintenance procedures and enhance outdoor nighttime lighting.

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

3.3.3 Employee Health Management

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.

Actions Related to Physical and Mental Health Promotion and Disease Prevention

01 Arranging regular physical examinations for labors

- 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 month, 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.
- Special health checkups: every year, general health checkups: every two years, 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.
- Overview of health check in 2024:

Health Examinations	Target Group	Frequency	Number of Examinees	Examination Rate
Special health check	Employees engaged in operations with specific health hazards	Annually	318	100%
General health check	Employees with over one year of service	Every two years	885	97%
Executive health check	Top-level supervisor	Every three years	Next scheduled: 2025	
Special health check in Mainland China	Employees in hazardous positions	Irregular	20	100%
Pre-employment medical examination in Mainland China	New recruits	Upon employment	19	100%
Wellness health check in Mainland China	Employees with over two years of service	Every two years	8	31%

- 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.



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For employees working in special places, special operation health checkups are provided

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	Times
Full-frequency audiometric testing exceeding regulatory requirements	146
Ionizing radiation operations	111
Lead operations	118
n-Hexane operations	11
Manganese and its compounds operations	112
Dust exposure operations	118
Chronic acid and its salts or dichromate salts operations	11
Nickel and its compounds operations	137
Formaldehyde exposure operations	83
Mercury and its inorganic compounds operations	4

Occupational Hazard Examination Items and Number of Participants in Mainland China

	Item	During Employment/ Times	Pre-Employment/ Times	Post-Employment/ Times
Occupational Hazard Position Examination	Lead and its inorganic compounds	8	3	1
	n-Hexane	2	1	
	Pentane (all isomers)	2	1	
	Tin and its compounds	8	3	1
	Dipropylene glycol monomethyl ether	2	1	
	Noise	14	5	1

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

03

Improve 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, process improvements will be implemented. All monitoring results for 2024 are below 0.5.
- Operating environment (noise) related to physical factors: According to the results of operating environment monitoring, when the decibel level exceeds statutory requirements, process improvements will be implemented. All monitoring results in 2024 were below the legal requirements.
- The occupational hazard work environment in Mainland China was certified as compliant by the local environmental inspection agency in 2024.

04

Promoting smoke-free workplaces or tobacco hazard prevention actions

Comply with the regulations on smoking prevention and control, and smoking is prohibited in the Company.

05

Arrange stress relief lectures, health lectures, human hazard prevention lectures or on-site guidance

- Conducted an in-person anti-drug awareness campaign in cooperation with the Public Health Center of Pingzhen District.
- During on-site occupational physician services, individual health issues were assessed, including: physiological evaluations under the respiratory protection program for emergency response personnel and employees required to wear full or half-face masks, health education on cardiovascular diseases, return-to-work assessments following surgery, mental and physical care for pregnant employees, and evaluations of their working environment. Comprehensive assessments confirmed that all individuals were fit and competent for their roles, with no need for job adjustments or additional work restrictions.
- Musculoskeletal disorder (MSD) prevention program: An online survey was conducted targeting all employees, collecting a total of 938 completed musculoskeletal health questionnaires. Follow-up actions will include consultations and on-site assessments for high-risk employees to evaluate potential work-related risks.





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Advocating for health promotion activities

- a In 2024, one blood donation event was held with participation from 91 employees, collecting a total of 104 bags of blood. From 2023 to the present, a cumulative total of 333 bags of blood has been donated.
- b Visually impaired massage therapists provided on-site massage services to employees. In 2024, there were 931 massage service sessions. From 2023 to the present, a total of 1,157 sessions have been recorded.
- c Health education leaflets were promoted via online announcements. In 2024, a total of 57 leaflets were issued, including 42 on general health, 1 on traffic safety, 2 on infectious disease prevention, and 12 on occupational safety and health.
- d Launched the CHPT Walkii online walking campaign, encouraging employees to take walks during work breaks to reduce the health risks of prolonged sitting and enhance camaraderie among coworkers. As a result, five trees were planted in the Qieding Wetlands in Kaohsiung, reducing carbon emissions by 10.0844 tCO₂e.



Total Carbon Reduction	10,084.4 kg
Total Accumulated Points	5,884 points
Number of Trees Successfully Planted	5 trees

- e Independently developed a health management system that imports employees' health examination data. This system allows 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.

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 2024.

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 310 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.

Safety management criteria for undertaking safety and health construction

01

Before the construction of the contracted project, the 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.

02

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.

In 2024, there were 492 projects and 2,483 construction applications, among which the applications for special operations are as follows:

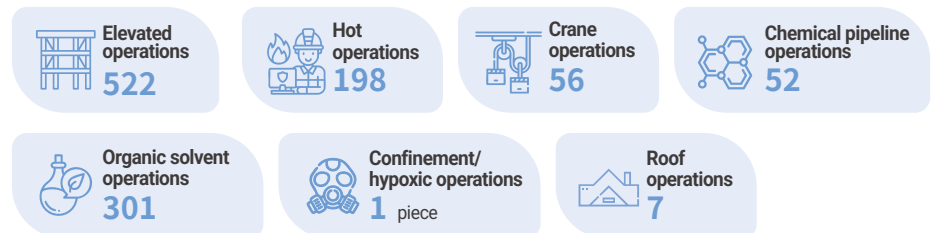




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3.4 Sustainable Supply Chain

Supplier Management

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. Our supply chain includes raw materials, packaging materials, technologies, products, components and services from all over the world. CHPT’s goal is to promote the stability of the supply chain while providing our customers with high-quality products and services, with sustainable development as the core, and establish long-term partnerships with suppliers. At the same time, we also expect suppliers to follow the procurement principles and related policies, and encourage suppliers to require their downstream suppliers, contractors and service providers to recognize and abide by them.



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.

Procurement of equipment and raw materials in 2024

Equipment and raw materials	Domestic	Overseas	Total
Amount	\$1,257,571,306	\$148,721,269	\$1,406,292,575
Amount percentage	89%	11%	100%
Number of suppliers	700	17	717
Supplier percentage	98%	2%	100%

Note: Domestic suppliers are defined as those registered in Taiwan; foreign suppliers are defined as those not registered in Taiwan.

Supplier Risk Identification

CHPT regularly conducts risk assessment on raw material suppliers every year to confirm the risk level of cooperative suppliers. In 2024, a total of 35 suppliers were subjected to risk identification assessments, including 5 key suppliers and 30 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 ethical 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 2024, no supplier were listed above the D and E high-risk levels 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.



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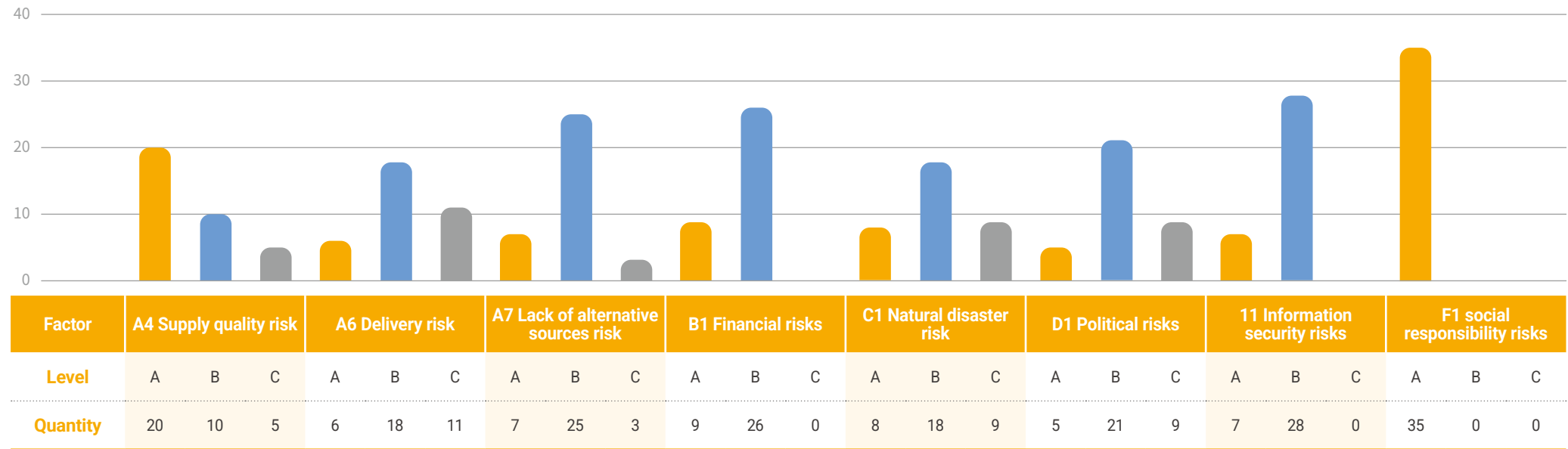
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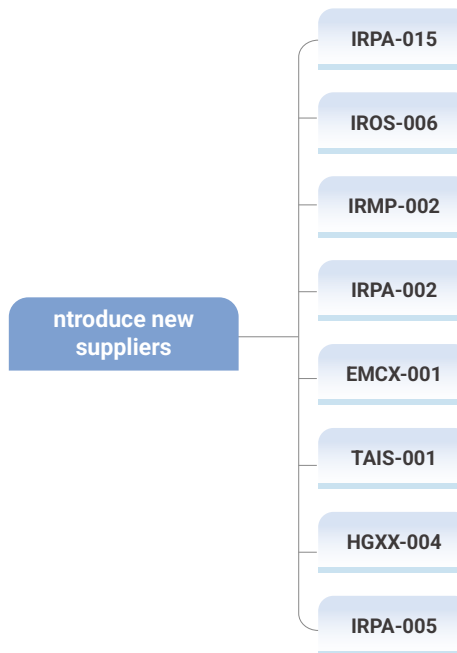
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Evaluation Management

Introduce new suppliers

When developing new suppliers, new supplier surveys will be conducted, including review of written materials or on-site machine inspections, to understand the supplier's operating conditions and compliance with "Environmental Standards" and "Social Standards". In 2024, CHPT introduced a total of 8 new suppliers, all of which met the "Environmental Standards" and "Social Standards" upon review of written documents or on-site machine inspections.



Periodic evaluation

Each quarter, the Company evaluates key raw material suppliers on Quality, Cost, Delivery, Service, Management, and Technology to ensure all aspects meet internal factory requirements. Additionally, on-site audits are conducted. In 2024, a total of 6 on-site evaluations were performed, and all 6 suppliers met both the "Environmental Standards" and "Social Standards" through document review or on-site inspections. An irregular audit of waste removal and disposal suppliers is conducted once annually.

Awards/Punishment

Suppliers with excellent performance will be publicly commended at the contractor 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.



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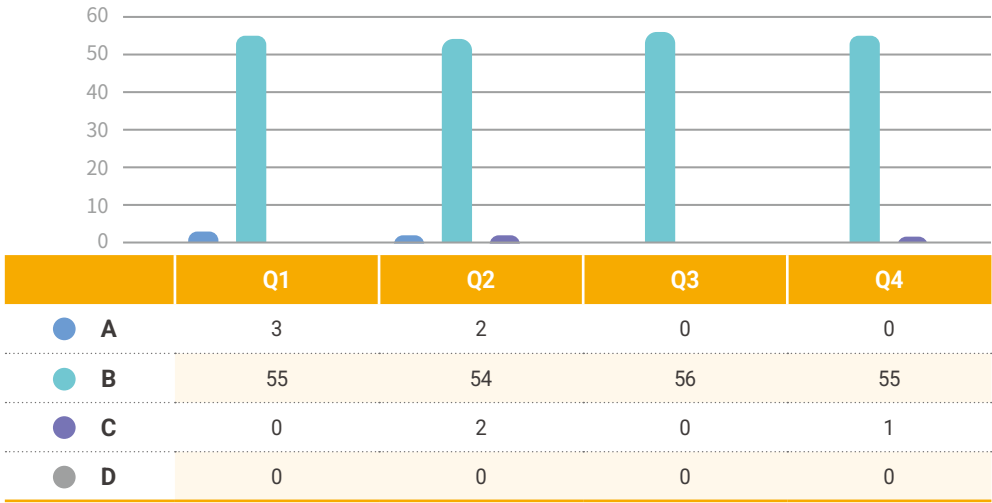
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Supplier data evaluation statistics in 2024



Supplier Social Responsibility Requirements

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..

The 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 ethical business practices. In 2024, a total of 667 suppliers involved in transactions signed the “Statement of the Code of Ethics and Business Conduct.”.

Statistics on the Signing of the Statement of the Code of Ethics and Business Conduct in 2024		
Number of Suppliers	Number of Suppliers that Have Signed the Statement	Percentage of Suppliers that Have Signed the Statement
667	667	100%

Conflict Minerals

In 2024, 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)” 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 2024, we confirmed that 21 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 2024. Enhancing Supply Chain Communication.

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 six months.

Questionnaire survey in 2024

In 2024, suppliers that completed the statement accounted for 90.72% of the total procurement amount..

	Policy 1 procurement policy promotion	Policy 2 RBA Human rights 100%	Policy 3 Ethical principle	Policy 4 Information security policy
Number of questionnaires collected in 2024	308	308	308	308

	Policy 5 Conflict minerals	Policy 6 RoHS	Policy 7 About reporting
Number of questionnaires collected in 2024	308	308	308





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Prohibited Substances

CHPT introduced halogen-free raw materials for customers to choose and use

Part of the raw materials of CHPT uses materials containing banned substances because the product characteristics still need to meet the needs of customers in the plant. However, due to the current environmental awareness and the global commitment to sustainable development, we are actively developing and researching raw materials that do not use banned substances. CHPT has introduced the SCM supplier basic information platform. When a new supplier enters the basic information, the purchasing unit must implement RoHS and Halogen Free (Halogen Free) hazardous substance management for direct raw materials, and require suppliers before placing an order. Provide the relevant test certificate report, and confirm that the content of the report and the validity period are verified to meet the requirements, and the relevant green product test report is included in the supplier's basic information platform system for management.



3.5 People First for Social Good

Public Welfare Activities

CHPT employees are full of compassion. In 2024, the Employee Welfare Committee responded to the Taoyuan City Government's annual public welfare campaign, leveraging the power of collective action to promote a spirit of mutual assistance and to enhance trust and goodwill among members of society. Relevant annual public welfare activities included:

01

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

CHPT was honored to participate in the "2024 Winter Charity Market," organized by the Ministry of Economic Affairs' Pingzhen Industrial Park Service Center. In collaboration with local authorities and other companies within the park, CHPT helped collect daily necessities and household appliances—including toilet paper, rice, noodles, and more. These donations were delivered with care to underprivileged families and elderly residents living alone in four surrounding neighborhoods, as well as to four social welfare institutions in the area: the Lehuo Yu Yuan and the Kangfu Developmental Center for the Intellectually Disabled.

02

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. Therefore, we partnered with the "Taiwan Blood Services Foundation" to actively support the "Donate Blood, Extend Love" campaign. We encouraged all employees and members of the public to join in, contributing to a healthier future for all.

In 2024, 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 in December 2024, a total of 104 bags of blood were donated.





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03

Taoyuan Visually Impaired Massage Experience Activity

People with physical and mental disabilities face significant challenges when entering and staying in the workforce. Their success greatly depends on societal consensus, support, and the creation of friendly and inclusive work environments. To show the support, CHPT actively participates every year in advocacy events hosted by the Disabled Employment Section of the Department of Labor, Taoyuan City Government. In Q4 of 2024, CHPT's Pingzhen Headquarters hosted the "Taoyuan Visually Impaired Massage Experience Activity," where the Employee Welfare Committee arranged for employees to receive professional massage services during their lunch breaks.

Reference: https://lhrb.tycg.gov.tw/News_Content.aspx?n=4902&s=559793



04

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. Although CHPT is not a "Sheltered Workshop," the Company provides monthly in-plant space to support the Sheltered Workshop program. Additionally, during CHPT's 2024 annual plant anniversary event, the Employee Welfare Committee procured lunchboxes from Eden Bakery, a sheltered workshop, for participants.

Reference: <https://lhrb.tycg.gov.tw/cp.aspx?n=4904>



05

CHPT Walks with Employees to Plant Trees and Protect the Planet

During the 2024 plant anniversary celebration, CHPT organized the "CHPT Walkii" event as part of its workplace health program, in collaboration with the I Plant for Life Corporation Aggregate, Kaohsiung, to promote environmental conservation. The activity aimed to cultivate a habit of regular walking among employees, combining game-like elements and incentive-based competitions to boost participation and engagement. Through every step taken in this daily walking initiative, CHPT aspires to contribute meaningfully to employee well-being, environmental sustainability, and social harmony—advancing its long-term commitment to sustainable development.

CHPT actively participates in public affairs within the Pingzhen Industrial Park. This includes involvement in park-wide initiatives such as corporate volunteer teams, environmental volunteer teams from Yongfeng and three neighboring communities, park clean-up activities, the Northern Industrial Park Joint Defense Organization Performance Evaluation, and the renovation and installation ceremony of the Dahu Bogong Temple (Fuzheng Temple). In collaboration with the Industrial Park Service Center and the Industrial Development Association, CHPT works to bring together corporate and community resources under the guiding principles of environmental friendliness and social well-being. In 2024, CHPT represented the park in the "Northern Industrial Park Joint Defense Organization Performance Evaluation" and was honored to receive third place.



06

Participation in TPIDC to Promote Corporate Sustainable Development

CHPT is in its second year of implementing a corporate sustainable development plan in collaboration with the NTU TPIDC "Digital Transformation and Sustainable Development Industry-Academia Alliance." Supported by National Science and Technology Council, Executive Yuan, the TPIDC Alliance was established in 2003, and CHPT has been actively involved since its inception. In the previous year, CHPT achieved its initial advocacy goals by participating in organizational activities, engaging in preliminary exchanges with government agencies and various industries, and establishing an internal knowledge base while initiating ESG planning. In the second year, with an expanding number of corporate members, TPIDC has strengthened its promotional efforts and broadened and deepened its focus on ESG topics. The outcomes and materials generated from these discussions are disseminated through TPIDC's multimedia platforms and integrated into CHPT's internal knowledge base. This initiative has significantly enriched the company's information-sharing capacity and reinforced the practical sustainability competencies of CHPT employees.



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The NTU TPIDC “Digital Transformation and Sustainable Development Industry-Academia Alliance” is hosted by professor Chen Chung-Jen, distinguished professor at National Taiwan University and director of TPIDC and co-hosted by professor Victor Tsan, TPIDC CEO and advisor to CHPT. The mission of the Alliance is to establish a credible and trusted platform for knowledge sharing, aimed at supporting member enterprises in digital transformation, sustainable development (ESG), and strategic innovation, thereby enhancing their competitive advantage. In 2024, CHPT participated in 8 on-site events, totaling 17 meetings as part of the NTU TPIDC Industry-Academia Alliance. Together with hundreds of corporate members, CHPT actively explored ESG implementation pathways suited for Taiwan. The meetings covered a diverse range of themes, including:

- | | |
|--|---|
| ① Digital Transformation Mindset and Practice | ⑩ Practical Experiences in Leadership Succession |
| ② Digital Transformation Policies and Resources | ⑪ Leading the Engineering Sector Toward Sustainability and Net Zero |
| ③ Practical Sharing on Digital Transformation | ⑫ Taiwan’s Green Strategy |
| ④ Current National Industrial Policies and Promotion | ⑬ Experiences Sharing on Digital Transformation |
| ⑤ AI X 5G Empowering Transformation | ⑭ Taiwan’s New Digital Policy |
| ⑥ Policies and Promotion of Digital and Green Transformation | ⑮ Industrial Development and Innovation Ecosystems |
| ⑦ The Chessboard of Tomorrow | ⑯ Industrial Shifts from a Century of Innovation |
| ⑧ Corporate Leadership Succession | ⑰ New Directions for Taiwan’s Industrial Upgrading and Transformation |
| ⑨ HP’s Experience in Leading Organizational Change | |

The content of the 17 physical meetings was also digitized and made available on the TPIDC member video platform, enabling member companies to disseminate information internally and ensure sustainable knowledge sharing. In 2024, TPIDC published 24 feature articles and 55 trending articles through its “Alliance E-Newsletter,” and produced 35 podcast episodes on an irregular basis. These collective insights and outputs have been consolidated into the TPIDC think tank on its official website. As an active member, CHPT successfully extended its ESG influence through participation, further enhancing its capacity to drive sustainability within the industry as an individual enterprise.

For more information, please visit the NTU TPIDC “Digital Transformation and Sustainable Development Industry-Academia Alliance” website: <https://www.iaa.tpdc.ntu.edu.tw/>

07

Participation in TSIA: Collaborating with Industry Partners to Foster a Sustainable Operation Environment for Taiwan’s Semiconductor Industry

CHPT has achieved significant results in the independent research and development of advanced semiconductor testing interface technology. In 2022, the Company officially became a corporate member of the Taiwan Semiconductor Industry Association (TSIA) and actively participated in the localization and deep cultivation initiatives within the industry, thereby contributing to the advancement of Taiwan’s semiconductor industry. In 2023, CHPT joined TSIA and the Industrial Technology Research Institute (ITRI) in signing the “Memorandum of Cooperation for Promoting Net Zero Emissions in the Semiconductor Industry.” By 2024, CHPT had successfully implemented equipment upgrades and replacements to improve energy efficiency, achieving an additional 1% energy savings. Furthermore, CHPT continues to support TSIA’s broader initiatives, including advocacy and collaboration with government agencies on key issues such as green energy development, smart grids, industry innovation and R&D, talent cultivation and retention, and intellectual property protection. CHPT also provides constructive input from the perspective of semiconductor test interface development, helping to maintain and enhance the competitive advantage of Taiwan’s semiconductor ecosystem.

For more information, please visit the TSIA official website: <https://www.tsia.org.tw>

08

Supporting the Activities for the Taiwan Blind Rehabilitation Program

While CHPT remains committed to innovation and co-developing new blue ocean markets with clients, the Company also invites clients to join in supporting disadvantaged communities. As the saying goes, “Helping one visually impaired person is equivalent to supporting three families.” Among the most impactful forms of assistance is the guide dog—a beacon of light for the visually impaired! Recognizing the profound contributions guide dogs make to society, CHPT sponsored Taiwan’s first guide dog training institution—Huikuang Guide Dog School—at the end of 2024. The Company purchased 1,000 desk calendars published by the school and distributed them as year-end gifts to clients. This program aimed to promote public awareness of properly accredited guide dog organizations and support the mission of advancing accessible environments across Taiwan for both guide dogs and their users.

For more information, please visit Huikuang Guide Dog School: <http://www.guidedog.tw/Default.aspx>





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Industry-Academia Cooperation

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 2024, CHPT actively engaged in a variety of industry-academia collaboration programs with five universities, with a total of 681 participants. These included 2 industry-academia activities involving 89 participants and 5 student matching events involving 592 participants, resulting in 27 internship and employment placements.

The relevant instructions are as follows:

- 1 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.
- 2 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.
- 3 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.
- 4 Promote growth: 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.

A university keynote speech

Event description



- **Date** April 18, 2024
- **Venue** A University
- **Theme** Company and product introduction
- **Benefits** Students and teachers can better understand the Company, and make connections between academics and the industry stronger.
- **Effectiveness and outcomes** 49 people
- **Resources invested** Funding and manpower



Keynote speech at University B

Event description



- **Date** May 17, 2024
- **Venue** University B
- **Theme** Company and product introduction, and interview sharing
- **Benefits** To help students and teachers gain a better understanding of the company, share résumé writing and interview skills to improve interview success rates, and enhance the matching success rate between the company and students.
- **Effectiveness and outcomes** 49 people
- **Resources invested** Funding and manpower





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04

Corporate Governance and Integrity Management

4.1 Financial Performance

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4.3 Board Governance Practices

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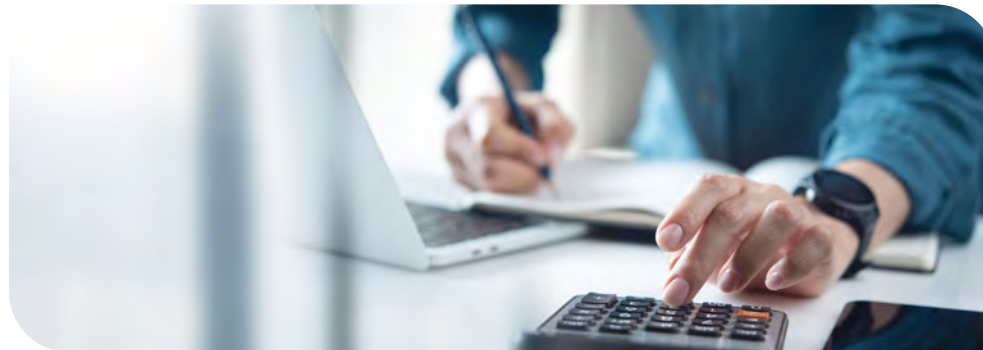
04 Corporate Governance and Integrity Management

4.1 Financial Performance

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 2024, the Company achieved consolidated revenue of NT\$3.605 billion, representing a 25% increase compared to the previous year. Gross profit margin rebounded to 54%. 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\$15.55. 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	2022	2023	2024
Operating revenue	4,388,507	2,884,442	3,604,674
Gross profit	2,287,696	1,391,136	1,926,883
Income from operations	866,335	(52,722)	488,851
Net income	756,566	2,595	484,871
Net profit attributable to shareholders of the parent	770,620	32,601	509,712
EPS (NT\$)	23.50	0.99	15.55



Economic value distributed to stakeholders

Unit NT\$ thousands

Item	Sub-item	2022	2023	2024
Direct economic value generated	Operating revenue	4,388,507	2,884,442	3,604,674
	Operating costs	3,522,172	2,937,164	3,115,117
	Employee salaries and benefits ^[Note 1]	1,565,888	1,342,200	1,477,836
Economic value distributed	Payments to providers of capital	447,548	386,601	17,539
	Payments to government	185,455w	53,536	10,435
	community investments	597	348	133
Economic value retained ^[Note 2]		232,735	(493,207)	461,450

Note 1: Included in operating costs.

Note 2: Retained economic value = Operating income - Operating costs - Cash dividends - Income taxes paid - Community investment.

Tax Governance

In 2024, the effective tax rate of the consolidated income tax of CHPT was about 12.3%, which was lower than the statutory tax rate of 20% for profit-seeking enterprise income tax in Taiwan. This was mainly due to the fact that the income tax settlement report of profit-seeking enterprises in the previous year was approved in the current year and the income tax expenses were reversed. CHPT also benefited from tax incentives totaling NT\$23.34 million under Taiwan's Statute for Industrial Innovation. These incentives were granted for investments in R&D expenditures, smart machinery, 5G and information security infrastructure, as well as for substantive reinvestment of undistributed earnings.





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Tax Commitment

Item of Commitment	Key points of Commitment
Compliance law and regulations	• All operations are handled by relevant tax laws and regulations. • Transactions between affiliates are based on the principle of routine transactions and follow the internationally recognized transfer pricing guidelines published by the Organization for Economic Cooperation and Development (OECD)
Transparency of information	• Financial report information is transparent, and tax disclosure is handled in accordance with relevant regulations and standards
Economic substance	• Do not use tax havens or tax planning for tax avoidance purposes • No transfer of profits generated by the Company to countries with low tax rates
Honest communication	• Based on mutual trust and information transparency, establish a relationship of mutual respect with tax authorities in each operating region
Risks control and management	• The Company takes into account the impact of taxation for all important decisions • Analyze the operating environment and use the management mechanism to assess tax risks

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.



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

4.2 Technological Innovation

CHPT is dedicated to continuously advancing research and development, improving process and component technologies, and expanding its customer base to meet diverse client needs, while consistently enhancing shareholder equity. The Company remains committed to investing in innovation and patent deployment to further strengthen its intellectual property capabilities.

The Company primarily provides wafer and IC testing solutions used in semiconductor manufacturing processes to support the development of advanced semiconductor technologies. To this end, the Company continues to develop high-frequency/high-speed materials, multi-layer production technologies and applications, advanced HDI (High Density Interconnect) buildup material capabilities and applications, embedded component technologies for high-speed PCB test interfaces, as well as high-reliability process technologies and their applications.

At the same time, we provide comprehensive testing solutions covering applications such as Application Processors (AP), High-Performance Computing (HPC), Artificial Intelligence (AI), Wi-Fi, Memory, Radio Frequency (RF), Complementary Metal-Oxide-Semiconductor Image Sensors (CIS), Touch and Display Driver Integration (TDDI) chips, Graphics Processing Units (GPU), Central Processing Units (CPU), Solid-State Drive (SSD) Controllers, Network Communication, Power Management ICs (PMIC), Video Processing Chips (TV SoC), and Special Application Integrated Circuits (ASIC). These solutions are designed to meet customer needs in wafer engineering verification and mass production testing, while continuously driving forward-looking technological innovation and research and development.

2024 Key research and development results:

- ★ Mass production of PH substrate heat dissipation technology products
- ★ Mass production of PH mixer needle framework products
- ★ Development of A/R 45 high aspect ratio PCB
- ★ 112 Gbps material processing and quality verification
- ★ Development of a 224Gbps PAM4 product framework
- ★ Development of automatic high-pressure blowers
- ★ Development of high current probe testing machine
- ★ PH design by AI
- ★ Intelligent ST Design

- ★ Mass production of ultra-short needle probe BKS products
- ★ Development of Fine Pitch 35um probes
- ★ Reliability verification of ST ABF materials
- ★ Development of a High-Frequency Testing Framework up to 67GHz
- ★ Development of wafer-level probe card FCT measurement equipment
- ★ Development of automatic thickness gauge for copper foil
- ★ Needle design by AI
- ★ CAM by AI
- ★ 3D precision reaming



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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 2024, R&D expenses reached NT\$872,934 thousand, accounting for 24% 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 2024, 34 patents were approved globally. As of the end of 2024, the total number of approved patents accumulated to approximately 430.

Performance in R&D and innovation activities

Patent title	Taiwan patent certificate number
Chip test socket	I831293
Probe card structure and production method	I834270
Cantilever probe card device and cantilever probe module	I842533
Probe tip auto-calibration system and probe tip auto-calibration method	I842432
Cantilever probe card device with solder stopper probe	I848711
Cantilever probe card device with scattering probe	I843571

Intellectual Property Management Plan

CHPT places great importance on intellectual property (IP) and is committed to protecting its independently developed IP. Through its intellectual property management program, the Company continuously enhances its R&D capabilities, launches innovative, high value-added products and technological services, and optimizes manufacturing efficiency and quality. To safeguard trade secrets, all departments conduct annual awareness campaigns and improve daily practices, including organizing "Intellectual Property and Trade Secret" training courses. In 2024, one online course was held with 1,050 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 a patent incentive measure to encourage colleagues to work hard, devote themselves, and invest strongly in the research and development of patented technologies.
- Both the patent application and maintenance procedures are reviewed by a group of professional supervisors, seeking refinement rather than quantity, and focusing on quality rather than quantity.
- The market layout of each patent is based on the new technology itself as the benchmark for precise strikes.
- 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.



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.



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4.3 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. Furthermore, the Company emphasizes gender equality for the constitution of board members. 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. In 2024, all directors of CHPT completed the goal of at least six hours of training each year in accordance with the Rules for the Implementation of Continuing Education for Directors and Supervisors of TWSE/TPEX Listed Companies. The topics of the courses include corporate governance themes, 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 2024, the Board of Directors convened a total of five meetings. All directors were required to attend a total of 34 times, and actually attended a total of 33 times, with an attendance rate of 97%

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

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 Hong-Chan Ma	Male	61~70			●	●	●	●		
Director Jung-Kuei Chen	Male	61~70			●	●	●	●		
Director Shui-Ke Huang	Male	51~60		●	●	●	●	●		
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: Hong-Chan Ma	2023/6/7	2023/6/7-2026/6/6	2022/6/30
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 MediaTek Capital 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]

Note: 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

Job Title	Name	Number of times to attend(A)	Actual attendance(B)	Actual attendance rate (%) (B/A)	Note
Chairman	Representative of Chunghwa Investment Holding Company: Hong-Chan Ma	5	5	100.00	-
Director	Representative of Chunghwa Investment Holding Company: Jung-Kuei Chen	5	5	100	-
Director	Shui-Ke Huang	5	5	100.00	-
Director	Representative of MediaTek Capital Co.: Wei-Ning Shen	5	4	80.00	-
Independent Director	Wen-Nan Tsan	1	1	100.00	Resigned on March 11, 2024
Independent director	Chung-Fern Wu	5	5	100.00	-
Independent director	Huang-Chuan Chiu	5	5	100.00	-
Independent Director	Chih-Cheng Su	3	3	100.00	Took office on May 30, 2024

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



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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 2024(hour)
Chairman	Representative of Chunghwa Investment Holding Company: Hong-Chan Ma	Taiwan Corporate Governance Association	Sustainable and Intelligent Healthcare	3	12
		Securities and Futures Institute	Analysis of Trade Secret Law and Corporate Anti-Corruption Case Investigations	3	
		ITRI College	Opportunities and Challenges of Generative AI	3	
		Securities and Futures Institute	Digital Transformation in the New Normal	3	
Director	Shui-Ke Huang	Securities and Futures Institute	Analysis of Trade Secret Law and Corporate Anti-Corruption Case Investigations	3	6
		Securities and Futures Institute	Digital Transformation in the New Normal	3	
Director	Representative of Chunghwa Investment Holding Company: Jung-Kuei Chen	Taiwan Corporate Governance Association	Sustainable and Intelligent Healthcare	3	12
		Securities and Futures Institute	Analysis of Trade Secret Law and Corporate Anti-Corruption Case Investigations	3	
		ITRI College	Opportunities and Challenges of Generative AI	3	
		Securities and Futures Institute	Digital Transformation in the New Normal	3	
Director	Representative of MediaTek Capital Co.: Wei-Ning Shen	Securities and Futures Institute	Digital Transformation in the New Normal	3	6
		Independent Director Association Taiwan	Corporate Governance and Securities Laws and Regulations	3	
Inde- pendent Director	Chung-Fern Wu	Securities and Futures Institute	Analysis of Trade Secret Law and Corporate Anti-Corruption Case Investigations	3	15
		Taiwan Corporate Governance Association	New Era of Artificial Intelligence: ChatGPT Chatbots Revolutionizes Industry Trends	3	
		Independent Director Association Taiwan	Latest Developments and Trends in Sustainable Governance Issues and Responsibilities of Directors and Supervisors	3	
		Securities and Futures Institute	Digital Transformation in the New Normal	3	
		Taiwan Institute of Directors	Steering the Course of Business Intelligence: Leading Forward with Corporate Governance	3	
Inde- pendent Director	Huang-Chuan Chiu	Securities and Futures Institute	Analysis of Trade Secret Law and Corporate Anti-Corruption Case Investigations	3	6
		Securities and Futures Institute	Digital Transformation in the New Normal	3	
Inde- pendent Director	Chih-Cheng Su	Securities and Futures Institute	Analysis of Trade Secret Law and Corporate Anti-Corruption Case Investigations	3	8
		Taipei Exchange	TPEX Group: "AI Strategy and Governance"	3	
		Taipei Foundation Of Finance	Corporate Governance - International Financial Reporting Standards (IFRS) Nos. S1 and S2	2	



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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 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

Board of Directors Remuneration Policies

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 involvement in sustainable development. The indicators of Sustainable Development (ESG) include the level of engagement and effectiveness in: integrity in operations, quality management, customer relations, supplier management, employee rights, 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, Subparagraph 4 of the Securities and Exchange Act, the scope of material news and the regulations governing the method of disclosure.

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 2024.



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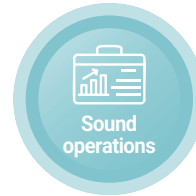
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Sustainability Vision

As a member of the semiconductor technology community, CHPT continues to promote the sustainable development of the environment and fulfill our corporate social and environmental responsibilities. CHPT spares no efforts in the implementation of sustainable environment (E), social good (S), and sound operation (G) while adhering to the concept of “it is more blessed to give than to receive” and fulfilling our responsibilities of social care and environmental sustainability.

- Sustainable environment: As the international community gradually focuses on energy conservation, carbon reduction, and environmental issues, CHPT continues to seek alternative energy sources and promote environmentally friendly energy conservation and carbon reduction measures to reduce greenhouse gas emissions, recycle energy resources, and mitigate the impact of climate change on company operations.
- Sound operations: With a commitment to the principles of integrity and honesty, CHPT focuses on the operation of our business in pursuit of revenue growth and profit increase while managing operational risks.
- Social good: CHPT endeavors to not only provide a happy, diverse, and inclusive work environment, shape a people-oriented core culture, respect employees, and establish a friendly workplace, but also participate in community and neighborhood activities and fulfill the responsibility of community care.



Sustainable Development Committee

The Company established the “Sustainable Development Best Practice Principles” on February 9, 2022, and the management team formed the “Sustainable Development Committee,” chaired by the chairperson of the Board, with the President acting as vice-chairperson, and representatives from each unit forming various working groups. In addition to proposing the visions, policies, and management guidelines for sustainable development, the Sustainable Development Committee supervises and tracks the effectiveness of implementation, while each working group implements their respective sustainable development tasks.

The Company proposed the establishment of a functional committee under the Board of Directors—“the Sustainable Development Committee”—at the Board meeting scheduled for February 11, 2025. This committee serves as the highest guiding body for sustainable development strategy. It is composed of five directors, including three independent directors, and the Chairman of the Board serves as the convener, thereby strengthening the Company’s sustainability governance framework.

The original management team’s “Sustainable Development Committee” has been renamed the “Sustainable Development Promotion Committee.” The Chairman chairs the committee, while the President serves as the vice-chairperson, with representatives from each unit forming implementation teams.

Organizational Structure of the Sustainable Development Committee:



The Sustainable Development Committee reports to the Board twice a year on implementation outcomes and the key strategic themes and targets planned for the following year. Based on these reports, the Board reviews, oversees, and provides guidance on the Company’s sustainable development direction, offering corrective instructions or specific recommendations when necessary to ensure that sustainability strategies are effectively integrated into business operations. The Committee also submits quarterly reports to the Board regarding the planning and implementation of the greenhouse gas inventory. In 2024, a total of two reports were submitted, during which the Board provided feedback and recommendations on the Company’s plans and implementation efforts.



For details of the CHPT “Sustainable Development Best Practice Principles,” please refer to Company website: Home ► Investors ► Corporate Governance ► Important Rules of the Company





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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:

- 1 Adopt or amend internal control systems in accordance to Article 14-1 of the Securities and Exchange Act.
- 2 Assessment of the effectiveness of the internal control system.
- 3 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.
- 4 Matters relating to the director's own interests.
- 5 A material asset or derivatives transaction.
- 6 A material monetary loan, endorsement, or provision of guarantee.
- 7 The offering, issuance, or private placement of any equity-type securities.
- 8 The hiring or dismissal of a CPA, or the compensation given thereto.
- 9 The appointment or discharge of a financial, accounting, or internal auditing supervisor.
- 10 Annual and quarterly financial statements signed or stamped by the Chairman, responsible managers, and the Accounting Manager.
- 11 Acceptance and processing whistleblowing cases with regards to the masters listed in the relevant provisions.
- 12 Other material matters as defined by the Company or the competent authorities.
- 13 In 2024, the Audit Committee convened a total of four meetings, with a 100% attendance rate in each meeting.

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:

- 1 Stipulates and regularly reviews the remuneration policies, systems, standards and structures, and performance of directors and managers.
- 2 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:

- 1 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.
- 2 Directors and managers should not be led to engage in behaviors that exceed the Company's risk tolerance in pursuit of remuneration.
- 3 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 2024, the Remuneration Committee convened a total of four meetings, with a **100%** attendance rate in each meeting.



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4.4 Ethical Management

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. 100% of the employees sign the labor contract, which includes integrity and the prohibition of accepting benefits. There is no violation of laws and regulations in the social and economic fields, no related anti-competition, anti-trust, and monopoly behaviors, and no corruption incidents 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 29, 2024.

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.

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 2024 is detailed as follows:

01

Company website - Ethical Corporate Management Policy and Business Integrity Code of Conduct for Employees.

02

Awareness sessions on “**unethical conduct**” on an irregular basis, with a total of four awareness sessions was held by the Company in 2024 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

03

Training of new employees - promotion of legal knowledge including insider trading.

04

Quarterly e-bulletins - promotion of confidentiality, intellectual property rights compliance, and conducts of integrity.

Relevant Interests Recusal

CHPT takes ethical management as the primary principle. If a decision or transaction involves a conflict of interest, directors and managers are not allowed to participate in voting based on the principle of interests recusal.

Please refer to the section on important resolutions of the Board of Directors in CHPT's 2024 Annual Report.





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

01

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.

02

Promote on the Company's official website **"Prevention of Insider Trading," "Implementation of Ethical Management Policy," "Employee Integrity Code"** and **"Inappropriate Behavior Reporting."**

03

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."**

04

Periodically implement **"New Employees Training"** and **"Current Employees Training"**.

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 2024, the Company held a total of six 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 6,313 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.



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Training hours of the 2024 Promotion of Confidentiality and Honesty and Integrity Course for each location of operations

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 (b)	Course Hours (c)	Total Training Hours (a*b)	Number of Trainees (b)	Course Hours (c)	Total Training Hours (a*b)	Number of Trainees (b)	Course Hours (c)	Total Training Hours (a*b)
Employee integrity	Promotion of confidentiality and honesty and integrity	976	0.5	488	60	0.5	30	14	0.5	7	1	0.5	0.5
Employee integrity	Training for new recruits _ Promotion of legal knowledge(Personal confidentiality obligations, personal data protection, insider trading, technical protection, and honesty and integrity)	120	0.5	60	19	0.5	9.5	2	0.5	1	0	0.5	0

	2021	2022		2023		2024	
Trainees	New employees	New employees	Current employees	New employees	Current employees	New employees	Current employees
The number of employees to be received anti-corruption policy training	261	275	1062	97	1127	141	1051
Number of employees who actually received anti-corruption policy training	261	275	1062	97	1127	141	1051
Training completion rate	100%	100%	100%	100%	100%	100%	100%

In 2024, the number of new recruits training courses and on-the-job training completed: a total of 1,192 people, with a training completion rate of 100%. Among them, there were 141 new recruits (120 from Taiwan, 19 from the Chinese mainland, 2 from the United States) and 1,051 on-the-job training (976 from Taiwan, 60 from the Chinese mainland, 14 from the United States, and 1 from Japan). The number of trainees above did not include migrant workers.

Total number of sites where the Company conducts corruption risk assessment

	2021	2022	2023	2024
The number of sites already assessed	8	8	8	8
Total number of CHPT sites	8	8	8	8
Percentage	100%	100%	100%	100%

Note: From 2021 to 2024, CHPT conducted integrity training for employees at 8 locations of operations in Taiwan (i.e., Taoyuan, Hsinchu, Taichung, and Kaohsiung), Mainland China (i.e., Shanghai and Suzhou), the United States (i.e., California), and Japan (i.e., Tokyo).



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4.5 Risks Internal Control

Risk Management

Every year, CHPT regularly collects relevant market information and evaluates possible risk events through dedicated units, and formulates countermeasures for major risk management issues, so that it can be deployed in advance within the controllable range and respond to possible major risks in the future, reducing the impact on the Company, or access to priority business opportunities.

Risk Management Scope

CHPT uses a matrix model to analyze the probability of risk occurrence and the severity degree of the impact on the Company, define the risk level, and formulate contingency countermeasures according to the risk level. Risk source management includes "labor safety risk," "supply chain risk," "environmental protection risk," "information system risk," "financial risk" and "operational risk."

Risks Sources	Risks Description	Correspond Method
 Labor safety risks	• The operations that employees are engaged in may have potential hazards that may result in injury to employees. • If the way of operating activities is changed without complete risk evaluation and education and training, new hazard risks may be derived, resulting in injury to employees.	• Use the "Hazard Identification Risk Assessment Management Procedure" to continuously identify hazards, assess risks, and determine necessary control measures during the Company's activities and operations.
 Supply chain risks	• At the end of each year, conduct risk factor assessments for major raw material manufacturers, including supply quality, supply delivery risk, lack of alternative sources risk, financial risk, natural disaster risk, political risk, information security risk and supply chain risk assessment	• Regularly conduct supplier risk evaluation in accordance with the "Supplier Management Procedures."
 Environmental protection risks	• If an environmental pollution incident occurs, we may be fined, and in severe cases, we could face suspension.	• ISO 14001, "Environmental Considerations Identification Management Procedures"
 Information system risks	• As the Company's operations are gradually computerized, informatized and networked, the Company's competitiveness has been enhanced, but threats from the network environment and challenges to equipment management quality have also increased. The main risks include: hacker intrusion, computer viruses and malicious software damage the system, data leakage or loss, system failure, etc.	• To build a safe and reliable information operating environment for the Company, reduce information operation risks, and establish an information security management system, the "Information Security Management Procedure" is specially standardized as the highest guideline to achieve the goal of information security management. Included items are: information computer room management, network security management, system development and program modification operations, data security management, information confidentiality principles, intellectual property rights principles, and information outsourcing principles. • Begin to introduce the ISO 27001 information security management system. Through the introduction of this system, we will strengthen risk evaluation, processing, safety goals and planning for their achievement.



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Risks Sources	Risks Description	Correspond Method
 Financial risks	- 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. - 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.
 Operational risks	In order to protect the rights and interests of customers and maintain the normal production and supply of products, as well as the normal operation of the Company's various business activities, to avoid the impact of unexpected events in the normal operating environment causing interruption of the Company's operation.	Follow the "Business Continuity Management Procedure" from risk identification, impact analysis to business continuity plan (BCP) countermeasures.

Internal Audits

CHPT has set up an internal audit unit affiliated to the Board of Directors. According to 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 must be submitted to the Board of Directors for approval. The internal audit conducts various audits in accordance with the annual audit plan approved by the Board of Directors, and regularly reports the audit results and improvement results to the Audit Committee and the Board of Directors to ensure the reliability, timeliness and transparency of the Company's financial, operational, and management information, as well as compliance with relevant laws and regulations.

The internal audit unit has relevant internal audit rules and regulations, reviews whether the internal control system is appropriate, whether the general operation is implemented, and conducts continuous and special inspections. The audit scope covers all internal operations of the Company. The internal audit unit formulates the annual audit plan based on risk assessment results, which should be approved by the Board of Directors and implemented accordingly. The monthly audit report must be audited

by the Audit Committee, and the deficiencies in the audit should be continuously tracked until the improvement is completed. 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 2024.

In line with the amendments announced by the Financial Supervisory Commission on April 22, 2024, to the "Regulations Governing Establishment of Internal Control Systems by Public Companies" and the "Evaluation Items for Assessing the Effectiveness of Internal Control Systems of Public Companies," which require the inclusion of sustainability information management in internal control systems and annual audit plans, on October 29, 2024, CHPT obtained approval from the Audit Committee and subsequently from the Board of Directors to establish the "Sustainability Information Management Procedures" in accordance with the "Regulations Governing Establishment of Internal Control Systems by Public Companies." This has also been included as an audit item in the Company's 2025 annual audit plan.



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4.6 Customer Value

Maintaining Customer Relationships

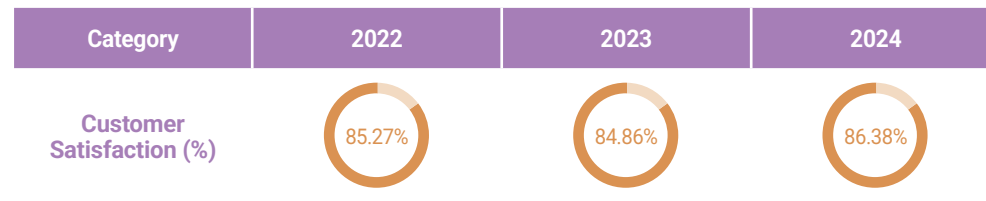
CHPT attaches great importance to customer rights and feedback. We collect customer suggestions for the Company through various approaches, and internally optimize the opinions provided by customers. At the same time, we also maintain good interaction with customers, listen to customer needs, and optimize product quality. Continuously improve service quality and efficiency, improve communication with customers, get closer to the needs of customers, and regard customer needs as the driving force for the Company's progress.

Customer Satisfaction

In order to understand customers' evaluation of our various indicators and enhance the services provided to customers, CHPT has formulated the "Guidelines on Customer Satisfaction Survey." After analyzing the data from the survey, improvement strategies will be formulated to enhance customer satisfaction. CHPT conducts annual customer satisfaction surveys. The 2024 customer satisfaction survey consisted of five key indicators: quality, cost-performance, technology, delivery time, and after-sales service. The average satisfaction score reached 86.38%.

In the process of providing products and services, we understand the needs of customers through various communication methods and frequencies. Through the "Customer Satisfaction Survey Operation Measure," we conduct customer satisfaction questionnaire surveys every year, and continue to improve the relevant results, actively respond to customer needs to improve customer satisfaction.

Customer satisfaction score in the past three years:



Note: There was a slight decline in customer satisfaction score in 2023 to geopolitical and competitive factors that have affected price-to-performance ratios.



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

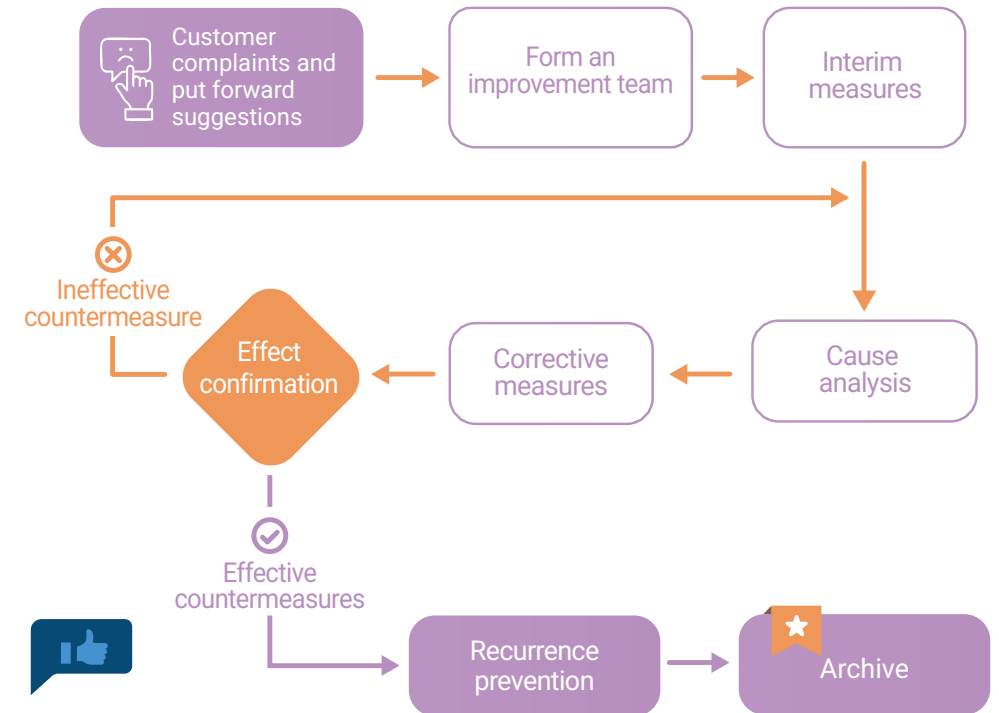




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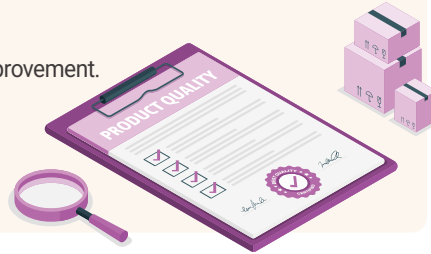
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4.7 Quality Management

Since obtaining the ISO 9001 international quality management system certification and other related certifications in January 2007, Chunghwa Precision Test Technology has established a comprehensive quality management system through a process-oriented approach, combined with an intelligent production management model, and continuous improvement. The operational site in mainland China also passed the ISO 9001 quality system certification in December 2024. The company is committed to optimizing product quality and, based on risk considerations, is more comprehensive and prudent in setting its own quality standards. We firmly believe that through these preventive measures, we can not only respond quickly to potential quality issues but also build a solid quality foundation and ensure that our customers always enjoy high-quality products and services under a customer-oriented premise.

Quality Principles

- 1 Should meet the needs of the company and the requirements of customers.
- 2 Should embody the spirit of continuous improvement and meeting various needs.
- 3 Should be aligned with quality objectives.
- 4 Should comply 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. CHPT 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 CHPT’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

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.	Promotion of Quality Culture - Quality-related training courses with a total of 1,472 participants and 1,743.7 training hours.
Continuous improvement	Through the implementation of quality activities, intelligent production technology to improve and enhance product quality	- Audit sampling for the year: 995 cases; Cases requiring improvement: 23; Cases completed: 21; Improvement completion rate: 91.3%. Note: There were 3 improvement cases from 2024 that were not completed; cases were identified during audits conducted in December and are expected to be completed in January 2025. - Development of Automated Equipment - Introduction of high-pressure blowhole machine reduced defect rate in subsequent process from 11% to 4%. - Intelligent Design & Image Recognition - Implementation of 3D precision re-drilling improved process yield. - Product Technology & Quality Enhancement - Mass production of PH substrate heat dissipation technology reduced overall defect occurrence rate. - Standardization of Quality Improvement Measures - 59 system and document standardizations; recurrence rate of similar quality abnormalities reduced to 0%.
Satisfying customers	Guided by providing excellent product quality, and constantly improving and refining process technology to meet the different needs of customers.	- Repair Efficiency Enhancement - Development of the FAE Expert System. By establishing a knowledge base and keyword search functionality using successful repair records, the system enables rapid query and enhances repair efficiency. The query coverage rate has reached 81.6%. - Service Quality Improvement - FAE customer-side repair completion target 90%, actual completion rate 93%.



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4.8 Information security

Information Security Management

No information security-related incidents were reported at CHPT in 2024

To build a safe and reliable information operation environment for CHPT, maintain business continuity, reduce information operation risks, protect the rights and interests of information service users, and establish an information security management system, the "Information Security Management Procedure" is especially standardized as the highest guidance policies to achieve the goals of information security management. Included items are: information computer room management, network security management, system development and program modification operations, data security management, information confidentiality principles, intellectual property rights principles, and information outsourcing principles to prevent information systems from being improperly used by internal and external personnel or being deliberate sabotage, or improper use and other emergencies, the Company can respond quickly and restore to normal operation in the shortest possible time, reducing the possible economic damage and operational interruption caused by the accident, and achieving the goal of information security management. In 2024, no information security-related incidents were reported at CHPT, along with no complaints lodged regarding violation of customer privacy or loss of customer data.



01 Strengthening intranet and extranet security

- Implement segment segregation and protection with the next-generation firewalls from first-line brands.
- Constant loophole surveillance with external information security monitoring systems.
- Strengthen external network device monitoring with the IP/MAC management system.
- Scan and patch intranet vulnerabilities every six months.
- Set the multi-factor authentication VPN to service to strengthen the security of work from anywhere.



02 Strengthening endpoint security

- Periodic update of Windows.
- Implement endpoint control system management.
- Deploy famous anti-virus software.
- Activate the MDR threat detection and response service.



03 Data breach protection

- Establish the e-document encryption mechanism.
- Control USB storage devices.
- User privilege classification.
- Control personal mobile devices and cameras.
- In 2024, a total of 160 new recruits signed three documents on their first day of duty, the "Significant Information Confidentiality Agreement," the "Use Of Electronic Devices Affidavit," and the "Compliance with the CHPT Personal Computer Software Use Policy Statement," representing a 100% signing rate.



04 Mail security

- Block spam, viruses, or phishing mails.
- Establish the mail backup mechanism.



05 Strengthening IT infrastructure

- Establish the offsite backup mechanism and conduct disaster recovery drills for critical systems every six months.
- Establish the server and network cluster architecture.



06 Enhancing employee security awareness

- Perform periodic social engineering drills quarterly.
- Periodically publicize information security policies at the employee portal.
- Discuss security incidents with IT staff every month.

In addition, the Company passed the ISO 27001 Information Security Management System certification in August 2022, thereby strengthening risk evaluation, processing, security goals, and the planning and execution of their achievement.

Specific Management Methods

In recent years, CHPT has been actively strengthening the Company's overall information framework, imported ISO 27001 information security management system, formulated enterprise information security policies, and continuously implement a number of information security operations.

In 2024, three annual targets were established: Maintenance and operation services of the IT server room (achieving an availability rate of 99.9% or higher during all working hours throughout the year); Incidents where abnormal system events or other security incidents cause interruptions to critical business system services (≤ 24 working hours per incident); Incidents where abnormal system events or other security incidents cause interruptions to IT server room operations (≤ 24 working hours per incident). Tracking and management are conducted in accordance with the Company's established "Information Security Effectiveness Measurement Indicators Table." The relevant measures are outlined as follows:



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Investment in Information Security Management Resources

- 1 The Company is actively strengthening its overall information security framework by implementing several specific enhancement projects, including:
 - Recruit dedicated IT security personnel.
 - Enhance endpoint protection and evaluate the implementation of a network micro-segmentation system.
 - Increase the allocated budget to establish a high-availability architecture across manufacturing sites.
- 2 Performance of the Information Security Committee in Year 2024:
 - On January 17, 2022, the Company formed the Information Security Committee, which consists of 14 members in total.
 - The Company has one Information Security Manager and two dedicated Information Security staff members.
 - The Information Security Committee conducted one management review meeting in the year 2024. The Information Security Committee organized 26 project meetings, while the Information Security Audit Team conducted three internal audit meetings.

ISO 27001 Implementation

The Company began implementing ISO 27001 in November 2021 and successfully passed the certification audit in August 2022. The certification is valid from August 17, 2022, to August 16, 2025.





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Statement of use | CHPT has followed the GRI Standard to report the content from January 1 to December 31, 2024.

GRI 1 in use | GRI 1: Foundation 2021

Applicable GRI Industry Standard | None

Disclosure Item	Disclosure Item	Corresponding Subchapters or Description	Page Number	Description of Omission
GRI 2: General Disclosures 2021				
2-1	Organization Details	Company Overview	03	
2-2	Entities Included in Organizational Sustainability Reports	About the Report	01	
2-3	Reporting period, reporting frequency, and contact person	About the Report	01	
2-4	Restatements of information	Restatements of information	-	
2-5	External assurance	About the Report	01	
2-6	Activities, value chains and other business relationships	Company Overview	03	
2-7	Employee	3.1 Friendly Workplace	45	
2-8	Workers not hired by the Company	3.1 Friendly Workplace	45	
2-9	Governance structure and composition	4.3 Board Governance Practices	81	
2-10	Nominating and selecting the highest governance body	4.3 Board Governance Practices	81	
2-11	Chair of the highest governance body	4.3 Board Governance Practices	81	
2-12	Highest governance body's role in supervising impact management	4.3 Board Governance Practices	81	
2-13	Head of impact management	4.3 Board Governance Practices	81	
2-14	Highest governance body's role in sustainability reporting	4.3 Board Governance Practices	81	
2-15	Conflict of interest	4.4 Ethical Governance	87	

Disclosure Item	Disclosure Item	Corresponding Subchapters or Description	Page Number	Description of Omission
2-16	Communicating critical concerns	4.3 Board Governance Practices	81	
2-17	Collective knowledge of highest governance body	4.3 Board Governance Practices	81	
2-18	Evaluating the highest governance body's performance	4.3 Board Governance Practices	81	
2-19	Remuneration policies	4.3 Board Governance Practices	81	
2-20	Process for determining remuneration	4.3 Board Governance Practices	81	
2-21	Annual total compensation ratio	3.1.4 Remuneration and Benefits	49	
2-22	Statement of Sustainability Development Strategy	Message from the President	02	
2-23	Policy Commitment	3.1.6 Diversity and Inclusion	55	
2-24	Incorporate policy commitments	3.1.6 Diversity and Inclusion	55	
2-25	Procedures for remedying negative impacts	4.4 Ethical Governance 3.1.3 Employee Communication 3.4 Sustainable Supply chain	87 48 70	
2-26	Mechanisms for seeking advice and raising concerns	4.4 Ethical Governance 3.1.3 Employee Communication 3.1.6 Diversity and Inclusion	87 48 55	
2-27	Legal Compliance	3.1.3 Employee Communication	48	
2-28	Membership of associations	Company Overview	03	
2-29	Stakeholder engagement guidelines	1.3 Stakeholder Communication and Management	12	
2-30	Collective bargaining	3.1.3 Employee Communication	48	
GRI 3: Material Topics 2021				
3-1	Process for determining material topics		15	
3-2	List of Material Topics	1.3.2 Analysis and Management of Material Topics	15	
3-3	Material Topic Management		15	



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GRI Standard Corresponding to Material Topic

GRI Standard	Material Topic	Corresponding Subchapter	Page Number	Description of Omission
GRI 3: Material Topics 2021				
3-3 Management of material topics	Corporate Governance	1.3.2 Analysis and Management of Material Topics	15	
		4. Corporate Governance and Ethical Management	77	
	Innovation and R&D	1.3.2 Analysis and Management of Material Topics	15	
		4.2 Technological Innovation	79	
	Quality Management	1.3.2 Analysis and Management of Material Topics	15	
		4.7 Quality Management	93	
	Customer Relationship	1.3.2 Analysis and Management of Material Topics	15	
		4.6 Customer Value	92	
	Information Security	1.3.2 Analysis and Management of Material Topics	15	
		4.8 Information Security	94	

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 Management of material topics	1.3.2.3 Management Approach to Material Topics	19	
Economic Performance 2016			
201-1 Direct economic value generated and distributed	Company Overview	03	
201-2 Financial implications and other risks and opportunities due to climate change	2.1 Climate Strategy and Risk Management	27	
201-3 Defined benefit plan obligations and other retirement plans	3.1.5 Employee Benefits	50	
201-4 Financial assistance received from government	Company Overview 4.1 Financial performance	03 78	



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Material Topic: Ethical Management

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	1.3.2.3 Management Approach to Material Topics	19	
205 Anti-corruption 2016			
205-1 Operations assessed for risks related to corruption	4.4 Ethical Governance	87	
205-2 Communication and training about anti-corruption policies and procedures	4.4 Ethical Governance	87	
205-3 Confirmed incidents of corruption and actions taken	4.4 Ethical Governance	87	

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 Management of material topics	1.3.2.3 Management Approach to Material Topics	19	
302 Energy 2016			
302-1 Energy consumption within the organization	2.2.3 Energy Management	38	
302-2 Energy consumption outside of the organization	2.2.3 Energy Management	38	The amount of energy used is estimated based on external organizations' mileage and load data.
302-3 Energy intensity	2.2.3 Energy Management	38	
302-4 Reduction of energy consumption	2.2.3 Energy Management	38	
302-5 Reductions in energy requirements of products and services	2.2.3 Energy Management	38	



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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 Management of material topics	1.3.2.3 Management Approach to Material Topics	19	
303 Water and Effluents 2018			
303-1 Interactions with water as a shared resource	2.2.4 Water Resource Management	39	
303-2 Management of water discharge-related impacts	2.3.1 Treatment of Wastewater	41	
303-3 Water withdrawal	2.2.4 Water Resource Management	39	
303-4 Water discharge	2.2.4 Water Resource Management	39	
303-5 Water consumption	2.2.4 Water Resource Management	39	

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 Management of material topics	1.3.2.3 Management Approach to Material Topics	19	
308 Supplier Environmental Assessment 2016			
308-1 New suppliers screened based on environmental criteria	3.4 Sustainable Supply Chain	70	
308-2 Negative environmental impacts in the supply chain and actions taken	3.4 Sustainable Supply Chain	70	
414 Supplier Social Assessment 2016			
414-1 New suppliers that were screened using social criteria	3.4 Sustainable Supply Chain	70	
414-2 Negative social impacts in the supply chain and actions taken	3.4 Sustainable Supply Chain	70	
GRI 204: Procurement Practices			
204-1 Proportion of spending on local suppliers	3.4 Sustainable Supply Chain	70	



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Material Topic: Employee Rights and Interests

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	1.3.2.3 Management Approach to Material Topics	19	
402 Labor/Management Relations 2016			
402-1 Minimum notice periods regarding operational changes	3.1.3 Employee Communication	48	
401 Employment 2016			
401-1 New employee hires and employee turnover	3.1.2 Talent Recruitment	47	
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.5 Employee Benefits	50	
401-3 Parental leave	3.1.5 Employee Benefits	50	
405 Employee Diversity and Equal Opportunity 2016			
405-1 Diversity of governance bodies and employees	3.1.1 Employee Structure	45	
405-2 Ratio of basic salary and remuneration of women to men	3.1.4 Remuneration and Benefits	49	
GRI 406: Non-discrimination 2016			
406-1 Incidents of discrimination and corrective actions taken	3.1.6 Diversity and Inclusion	55	



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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	1.3.2.3 Management Approach to Material Topics	19	
403 Occupational Health and Safety 2018			
403-1 Occupational health and safety management system	3.3.1 Safe Workplace	61	
403-2 Hazard identification, risk assessment, and incident investigation	3.3.1 Safe Workplace	61	
403-3 Occupational health services	3.3.3 Employee Health Management	67	
403-4 Worker participation, consultation, and communication on occupational health and safety	3.3.1 Safe Workplace	61	
403-5 Worker training on occupational health and safety	3.3.1 Safe Workplace	61	
403-6 Promotion of worker health	3.3.3 Employee Health Management	67	
403-7 Prevention and mitigation of occupational health and safety impacts directly associated with business relationships	3.3 Workplace Safety and Management	61	
403-8 Workers covered by an occupational health and safety management system	3.3.1 Safe Workplace	61	
403-9 Work-related injuries	3.3.1 Safe Workplace	61	
403-10 Work-related ill health	3.3.3 Employee Health Management	67	

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 Management of material topics	1.3.2.3 Management Approach to Material Topics	19	
404 Training and Education 2016			
404-1 Average hours of training per year per employee	3.2.1 Training and Continuation	58	
404-2 Programs for upgrading employee skills and transition assistance programs	3.2.1 Training and Continuation	58	
404-3 Percentage of employees receiving regular performance and career development reviews	3.2.2 Performance Assessment	60	



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No.	Indicator	Indicator Type	Unit	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 108,653.30 GJ (2) Electricity from the grid accounted for 98.92% of total energy consumed (3) The Company has yet to use renewable energy (0%)	2.2.3 Energy Management		
II.	Total water withdrawn, total water consumption	Quantitative	Thousand cubic meters (m³)	(1) Total water withdrawn was 218,850 m³ (2) Total water consumption was 147,080 m³	2.2.4 Water Resource Management		
III.	Total hazardous waste generated and percentage recycled	Quantitative	Metric tons (t), percentage (%)	Total amount of hazardous waste was 461.877 metric tons, with a recycled rate of 97.9% in 2024	2.3.2 Waste Management Measure		
IV.	Types of, number of employees in and rate of occupational accidents	Quantitative	Percentage (%), quantity	The primary type of occupational injury recorded in 2024 was one case of equipment maintenance-related laceration. 0.37%	3.3.2 Occupational Health and Safety Communication 3.3.3 Employee Health Management		
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 2024 was 725.171 metric tons, with a waste recycled rate of 75.95%	2.3.2 Waste Management Measure		
VI.	Description of the management of risks associated with the use of critical materials	Qualitative description	Not applicable	3.4 Sustainable Supply Chain 4.5 Risk 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 2024, and the total amount of financial loss was NT\$0	4.2 Technological Innovation		
VIII.	Production by product category	Quantitative	Varies by product category	Total production volume in 2024 amounted to 14,677 pieces			Annual Report Reference
					Capacity	Production Volume	
				Probe Cards	23,965	11,842	
				Load Board	6,453	2,835	
				Total	30,418	14,677	

Note: Includes the sale of scrap or other recycling processes, and relevant explanations should be provided.



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Appendix - Sustainability Accounting Standards Board (SASB) Comparison Table

Sustainability Accounting Standards Board (SASB) Index - Semiconductor

Aspects	Topic	Code	Category	Unit of Measure	Accounting Metric	Disclosure	Corresponding Chapters	Page Number
Environmental	Greenhouse Gas Emissions	TC-SC-110a.1	Quantitative	metric ton (t) CO ₂ e	1.Gross global Scope 1 emissions 2.Total emissions from perfluorinated compounds	(1) Total Scope 1 greenhouse gas emissions was 1,671.8104 tCO ₂ e (2) Total perfluorinated compound emissions was 996.300 tCO ₂ e	2.2.1 Greenhouse Gas Management	36
		TC-SC-110a.2	Discussion and Analysis	n/a	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	2.1 Climate Strategy and Risk Management		27
	Energy Management in Manufacturing	TC-SC-130a.1	Quantitative	Gigajoules (GJ), percentage (%)	(1) Total energy consumed (2) Percentage grid electricity (3) Percentage renewable	(1) Total energy consumed was 108,653.30 GJ (2) Electricity from the grid accounted for 98.92% of total energy consumed (3) The Company has yet to use renewable energy (0%)	2.2.3 Energy Management	38
	Water Management	TC-SC-140a.1	Quantitative	Thousand cubic meters (m ³), percentage (%)	(1) Total water withdrawn, percentage of each in regions with High or Extremely High Baseline Water Stress (2) Total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	(1) Total water withdrawn was 218,850 m ³ (2) Total water consumption was 147,080 m ³ Due to the nature of the business of CHPT, the plant is not a water-intensive industry, and the rest of the locations of operations are mainly office-type, and they are not large water users	2.2.4 Water Resource Management	39
	Waste management	TC-SC-150a.1	Quantitative	metric ton (t), percentage (%)	Amount of hazardous waste from manufacturing, percentage recycled	(1) Hazardous waste was 461.877 metric tons (2) Recycled rate was 97.86%	2.3.2 Waste Management Measure	42
Social	Employee Health & Safety	TC-SC-320a.1	Discussion and Analysis	n/a	Description of efforts to assess, monitor, and reduce exposure of employees to human health hazards	3.3 Workplace Safety and Management		61
		TC-SC-320a.2	Quantitative	Currency	Total amount of monetary losses as a result of legal proceedings associated with employee safety and health violations	In 2024, 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 Management	61
	Recruiting & Managing a Global & Skilled Workforce	TC-SC-330a.1	Quantitative	Percentage (%)	(1) Percentage of employees that are foreign nationals (2) and located offshore	(1) Employees that are foreign nationals percentage was 15.2% (2) Employees that are located offshore percentage was 7.2%	3.1.1 Employee Structure	45



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Aspects	Topic	Code	Category	Unit of Measure	Accounting Metric	Disclosure	Corresponding Chapters	Page Number
Governance	Product Lifecycle Management	TC-SC-410a.1	Quantitative	Percentage (%)	Percentage of products by revenue that contain IEC 62474-declarable substances	Not applicable; the Company has not reported any products under IEC 62474		-
		TC-SC-410a.2	Quantitative	Product category	Processor energy efficiency at a system level for: (1) servers, (2) desktops, and (3) laptops	The Company does not have production servers, desktop, or laptops. Therefore, this requirement is not applicable to the Company's products		-
	Materials Sourcing	TC-SC-440a.1	Discussion and Analysis	n/a	Description of the management of risks associated with the use of critical materials	3.4 Sustainable Supply Chain 4.5 Risk Management		70 90
	Intellectual Property Protection & Competitive Behavior	TC-SC-520a.1	Quantitative	Currency	Total monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	There were no violations of relevant regulations in 2024, and the total amount of financial loss was NT\$0	4.2 Technological Innovation	79
	Percentage of Production in Own Facilities	TC-SC-000.B	Quantitative	Percentage (%)		100 %		-

Note: According to the classification of TPEX-listed companies by the Taipei Exchange, all industries engaged in semiconductor-related manufacturing fall under this category. The products sold by CHPT are wafer test and IC test components used in the semiconductor manufacturing process. Therefore, starting from 2024, the classification in the report will be changed from “Hardware” to “Semiconductor.”

Appendix - TCFD Recommendation Disclosure Comparison Table & Climate-Related Information

TCFD Recommendation Disclosure Comparison Table

Aspects	TCFD Recommendation Disclosure Items	Corresponding Chapters	Page Number
Governance	Describe the Board of Directors' oversight of climate-related risks and opportunities.	4.3 Board Governance Practices 2.1 Climate Strategy and Risk Management	81 27
	Describe management's role in assessing and managing climate-related risks and opportunities.	4.3 Board Governance Practices 2.1 Climate Strategy and Risk Management	81 27
Strategy	Describe the short-, medium- and long-term climate-related risks and opportunities identified by the organization.	2.1 Climate Strategy and Risk Management	27
	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	27
	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	27
Risk Management	Describe the organization's process for identifying and assessing climate-related risks.	2.1 Climate Strategy and Risk Management	27
	Describe the organization's processes for managing climate-related risks.	2.1 Climate Strategy and Risk Management	27
	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	27
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	27
	Disclose Scope 1, Scope 2 and Scope 3 (if applicable) greenhouse gas emissions and associated risks.	2.2.1 Greenhouse Gas Management	36
	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	27



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Climate-Related Information of TPEX Listed Company

Items	Corresponding Chapters
Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	4.3 Board Governance Practices 2.1 Climate Strategy and Risk Management
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	2.1 Climate Strategy and Risk Management
Describe the financial impact of extreme weather events and transformative actions.	2.1 Climate Strategy and Risk Management
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	2.1 Climate Strategy and Risk Management
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	2.1 Climate Strategy and Risk Management
If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	2.1 Climate Strategy and Risk Management
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	Not yet used
If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	Pending further study
Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	2.2.1 Greenhouse Gas Management 2.1 Climate Strategy and Risk Management

GHG Inventory and Assurance Status:

Scope	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)	Intensity (CO ₂ e/NTD million annual operating revenue of the parent company)	Assurance Institution	Description of Assurance
2024	1671.8104	14747.3499	4864.2233	21283.3836	5.90	AFNOR asia Ltd.	Reasonable assurance level
2023	1890.4375	14695.3848	4858.4878	21444.3101	7.43	AFNOR asia Ltd.	Reasonable assurance level

Note 1: Inventory boundary: Business locations in Taiwan (excluding subsidiaries).
Note 2: Scope 1 (Category 1), Scope 2 (Category 2), Scope 3 (Categories 4–6)



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Appendix - Sustainability Report Assurance Statement



Independent Assurance Statement

Chunghwa Precision Test Tech. Co., Ltd. 2024 Sustainability Report

The AFNOR GROUP was established in 1926. We are the National Standardization Body of France, a permanent council member in ISO and one of the leading certification bodies in the world. This assurance work was carried out by AFNOR ASIA LTD., a subsidiary of AFNOR GROUP. All the members of the verification team have professional backgrounds and have accepted AA1000 AS, AFAQ 26000, ISO 9001, ISO 14001, ISO 14064, ISO 45001, ISO 50001, and other sustainability-related international standard trainings. All assigned verifiers have been approved as the lead auditors or verifiers. AFNOR ASIA LTD. (hereinafter referred to as AFNOR ASIA) and Chunghwa Precision Test Tech. Co., Ltd. (hereinafter referred to as CHPT) are independent entities. Except for the contents described in this independent assurance statement, AFNOR ASIA is not involved in the preparation process of the sustainability report of CHPT.

RESPONSIBILITIES

CHPT is responsible for reporting its economic, environmental, and social operating activities and performance in Taiwan and oversea operating locations in its sustainability report (hereinafter referred to as "the Report") in accordance with the declared sustainability reporting standards.

AFNOR ASIA is responsible for providing an independent assurance statement to CHPT and its stakeholders in accordance with the described scope and method. This statement is for CHPT use only and is not responsible for any other purpose.

SCOPE AND CRITERIA

The assurance scope of the agreement between CHPT and AFNOR ASIA includes:

1. The scope of assurance operation is consistent with the scope disclosed in the 「Chunghwa Precision Test Tech. Co., Ltd. 2024 Sustainability Report」.
2. AFNOR ASIA performs assurance operation according to the type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating CHPT's compliance with the AA1000 AccountAbility Principles (2018).
3. The assurance operation includes reviewing and evaluating CHPT's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.
 - Task Force on Climate-related Financial Disclosures
 - Sustainability Accounting Standards Board Standards



METHODOLOGY

- The Report is reported in accordance with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Guidelines for general disclosure and specific topic disclosure.
- The verification team interviewed relevant personnel to confirm the communication and response mechanism for stakeholders and the decision-making process for material topics, but did not directly contact external stakeholders.
- All documents, data and information related to the preparation of the Report were verified by the verification team through interviews with relevant personnel.
- The process of reviewing organizational outputs, collecting and managing qualitative and quantitative data disclosed in reports based on a sampling plan.
- By interviewing the responsible personnel of each group, examining and reviewing the relevant documents, materials and information, the verification team evaluated the reasonableness of the sources of supporting materials and evidence for the contents of the Report.

CONCLUSION

◆ AA1000 Accountability Principles

Inclusivity

CHPT has established a diverse and extensive stakeholder engagement mechanism, successfully identified and understood important issues of concern to them, and widely incorporated opinions from all parties. The Report discloses information covering economic, environmental, social and governance aspects, fully demonstrating the company's implementation of strategies, goals, standards and performance management.

Materiality

CHPT has established a comprehensive process to identify issues of significance in terms of stakeholder concerns and operational performance, and presents the organization's priorities in handling various issues through reports. In the future, the organization can continue to strengthen the decision-making mechanism for material topics, focus on disclosing important information related to sustainable development, and help stakeholders fully understand its governance performance and operational performance.

Responsiveness

CHPT has established an effective communication and feedback mechanism based on the





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defined reporting boundaries, so that the identified material topics can continue to interact with stakeholders and ensure that material topics can be passed down from top management to various departments, covering the operating scope within the reporting boundaries.

Impact

CHPT has been monitoring and measuring the risks and opportunities of its operations in relation to the overall environment, identifying relevant risks and opportunities to formulate action plans, and is committed to demonstrating its responsibility in sustainable performance management, communication and improvement. In the future, the organization can continue to invest resources to support the identification, quantification, assessment and management of environmental impacts.

◆ Global Reporting Initiative Sustainability Reporting Standards

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to introduce and integrate other international disclosure standards to further demonstrate the organization's proactive actions on sustainable issues and information transparency.

◆ Task Force on Climate-related Financial Disclosures

Based on the results of the review, the Report has revealed the impact of climate change on the company's operations, as well as measures to respond to risks and opportunities. In the future, the organization can further incorporate multiple climate scenario assessments to enhance the resilience of its operating strategies and continuously evaluate the potential impact of response plans on financial performance.

◆ Sustainability Accounting Standards Board Standards

Based on the results of the review, the Report has disclosed relevant information based on the Sustainability disclosure topics & metrics and activity metrics of the SASB standards. In the future, the organization can continue to collect and report data based on SASB standards and integrate it into the corporate information management and analysis systems.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by CHPT and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting



standards followed by the organization. In our opinion, the information and data presented in the Report by CHPT provides a fair and balanced representation. We believe the focuses on economic, social, and environmental matters in CHPT in 2024 are well represented.

ASSURANCE LEVEL

In accordance with the AA1000 Assurance Standard (v3), we verified this assurance statement corresponding to a moderate level. The scope and methods are as described in this statement.

For and on behalf of AFNOR :

Steven Huang
The Director for Certification and Assessment
May.26.2025

Verification team: Kuan Hsiung Huang (Lead Verifier), Chung Pen Chen (Verifier), Chun-Teng Lin (Verifier).

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Certificate

Certificat

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

Greenhouse Gas Verification Report Opinion

THGHG06162-01

Verification	Chunghwa Precision Test Tech. Co., Ltd. No.12, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)
Scope:	☒ The information of other sites are listed on the subsequent page.
Verification	
Criteria:	ISO 14064-1 : 2018
Verification	
Objectives :	According to ISO 14064-3:2019, 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, 2024 to 12 31, 2024 (The data being viewed is historical in nature)
Verification	
Data :	Direct GHG Emissions (Category 1): 1671.8104 Ton CO ₂ e Energy Indirect GHG Emissions (Category 2): 14747.3499 Ton CO ₂ e Indirect GHG Emissions (Category 3~6): 4864.2233 Ton CO ₂ e
Global Warming Potential (GWP) :	Refer to IPCC 2021 Year, the 6 assessment report
Statement Basis :	This statement must be interpreted as a whole with the following. GHG Inventory Report (Version : 2 : Date : 03 27, 2025) GHG Inventory (Version : 2 : Date : 03 27, 2025)
Materiality :	5% (Category 1 and Category 2)
Type of Opinion :	☒ Unqualified ☐ Qualified (see the subsequent page) ☐ Disclaim the issuance
Verification	
Conclusion:	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. Declares that the reasonable assurance level of the inventory data is Category 1 and Category 2. Declares that the limited assurance level of the inventory data is Category 3 to Category 6.
Date of issuance:	04 25, 2025
	APPROVED BY Steven Huang 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
Site1-HQ	No.12&15, Gongye 3rd Rd., Pingzhen Dist., Taoyuan City 324, Taiwan (R.O.C.)
Site2	Rm. C8 , 3F., No.1, Lixing 1st Rd., Hsinchu City 300, Taiwan (R.O.C.)
Site3	1F., No. 356, Fuya Rd., Xitun Dist., Taichung City 407 , Taiwan (R.O.C.)
Site4	No. 501, Qiaoxin 3rd Road, Qiaotou District, Kaohsiung City 825, Taiwan (R.O.C.)

Emissions Data for Each Category :

Category	Description of Content	GHG Emissions (Ton CO ₂ e)	Note
(Category 1) Direct GHG emissions	Stationary emissions · Mobile emissions · Process emissions · Fugitive emissions	1671.8104	
(Category 2) Indirect GHG emissions from imported energy	Indirect emissions from purchased electricity	14747.3499	Location-based standard
(Category 3) Indirect GHG emissions from transportation	Upstream logistic · Downstream logistics · Business travel	243.0856	
(Category 4) Indirect GHG emissions from products used by organization	Upstream emission for business · Waste treatment · Emissions from the use of services	4620.6412	
(Category 5) Indirect GHG emissions associated with the use of products from the organization	Emissions from downstream leased assets	0.4965	
(Category 6) Indirect GHG emissions from other sources	NS	NS	

Biomass Burning Emission : 0.0000 Ton CO₂e

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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 reduction strategies. (This statement of responsibility applies only to the purpose of intended use mentioned above and not to any other purpose.)
Criteria For Significance of Indirect Emissions :	- Identified stakeholder requirements: ☐ Yes ☒ No - Identified regulation requirements : ☐ Yes ☒ No - Identified magnitude of emissions : ☐ Yes ☒ No - Others :
Purchased Power Factor:	Refer to the 2023 annual power factor announced by the Energy Administration, Ministry of Economic Affairs on 04 26, 2024
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: EPA Product Carbon Footprint Information Website * ☐ Others :
Verification Method:	☒ On-site
Qualified Opinion :	No
Others :	No
Verification Date :	03 19~20, 2025 03 27, 2025
Report Date :	03 29, 2025

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

Verification Team and Technical Review

Lead Verifier :	Chen, Hu-Mu	Signature :	
Verifier :	Kuo-ping Chiao	Signature :	
Verifier :	Cheng-Hao Chen	Signature :	
Independent Review :	Nancy Chen	Signature :	

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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