



SUSTAINABILITY
REPORT

2024

德律科技
永續報告書

Table of Contents

Preface	P1
Message from the Chairman	P2
Chapter 1: Sustainable Management	P4
Chapter 2: Corporate Governance	P16
Chapter 3: Environmental Sustainability	P40
Chapter 4: Product Innovation and Information Security Management	P54
Chapter 5: Happy Workplace and Social Prosperity	P76
Appendix I: SASB Sustainability Accounting Standards Content Index	P113
Appendix II: GRI Index Table	P115
Appendix III: Sustainability Disclosure Indicators – Other Electronics Industry	P122

Preface

About This Report

This report is the third Sustainability Report (ESG Report) issued by Test Research, Inc. (stock code: 3030, hereinafter referred to as "TRI"). It has been prepared with reference to the Global Reporting Initiative (GRI) Standards, following the Core option, in order to disclose TRI's operational strategies, commitments, and performance in sustainable development to stakeholders.

Report Boundaries and Data

This report discloses TRI's economic, environmental, and social performance for the year 2024 (January 1 to December 31, 2024). To ensure completeness and comparability of information, certain performance data have been traced back to December 31, 2021, or earlier. The reporting boundary covers Test Research, Inc., with operations including the Taipei headquarters, Guishan Plant in Taoyuan, as well as offices in Hsinchu, Taichung, and Kaohsiung. The data and information disclosed herein were compiled and provided by relevant responsible departments. The collection, measurement, and calculation of each disclosed data item are primarily based on compliance with international regulations or local legal requirements. In cases where no applicable international standards exist, industry standards or practices are referenced.

Issue Date

TRI will issue a Sustainability Report annually and disclose it on the company website.

- Current issue date: August 2025
- Next issue date: Expected in June 2026

Contact Information for This Report

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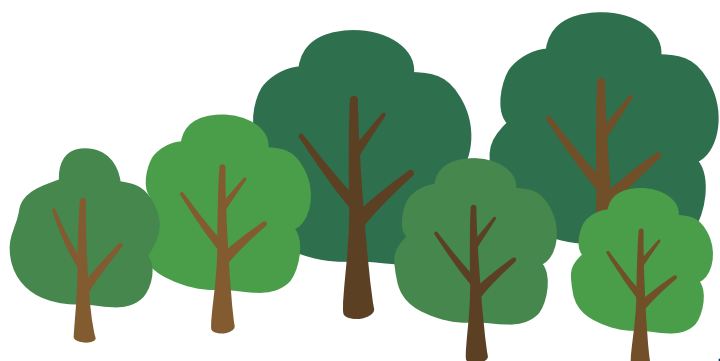
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Message from the Chairman

To our valued partners concerned with the sustainable development of Test Research, Inc. :

The year 2024 marks the 35th anniversary of TRI. The global economy has remained resilient. With inflation significantly easing and AI technology booming, the global economy has been slowly recovering. In such an environment, TRI, relying on its strong R&D capabilities, appropriate strategic adjustments, and the tireless efforts of all employees, overcame the revenue and profit decline of 2023. In 2024, the company returned to the growth track, achieving revenue of NT\$6.356 billion and net income after tax of NT\$1.837 billion. Compared with 2023, revenue grew by 43.3%, and net income grew even more significantly by 83.5%. This performance is gratifying, as the competitiveness of each product line continues to improve, pushing forward toward the company's vision of becoming "the global leading brand of automated inspection equipment."

While achieving steady growth in revenue and profit, the company also deeply recognizes the importance of sustainable operations for long-term development. Therefore, we have integrated Environmental, Social, and Governance (ESG) concepts into our core strategies, making them a key driving force for organizational advancement and innovative growth. Upholding a strong sense of responsibility, we are committed to embedding ESG principles into all aspects of operational management, honoring our commitment to long-term value, and working hand in hand with stakeholders toward a sustainable future.

Since publishing our first ESG Sustainability Report in 2023, the company has been committed to transparent communication and building strong trust with stakeholders who care about TRI's sustainable development. This year, we officially release our third ESG Sustainability Report, continuing to disclose concrete actions and 2024 achievements in the four major sustainability issues: Corporate Governance, Environmental Safety, Employee Care, and Social Engagement.

The mission of TRI since its establishment has been "to develop advanced inspection technology, enhance product quality, and improve human life." Guided by this belief, the company continues to invest manpower and resources in R&D of related inspection technologies, providing precise and stable inspection systems to help customers safeguard their products by filtering out defective items, preventing them from reaching consumers, and reducing associated environmental pollution and carbon emissions. Such high-precision optical inspection equipment has timely contributed to the recent rapid growth in industries such as electric vehicles, artificial intelligence, and semiconductors. It is worth mentioning that in 2024, NVIDIA CEO Jensen Huang, during a public speech, placed TRI at the center of his giant backdrop—this not only raised TRI's visibility but also strengthened

our sense of mission to deepen innovative collaboration with NVIDIA in smart factory solutions.

In today's world of ongoing turbulence—geopolitical risks remaining unresolved and U.S. tariff issues further impacting business conditions—the operating environment has become increasingly unpredictable. In response to such global challenges, the company's Risk Management Committee will continue to monitor, identify, assess, and manage related risks. By diversifying operations across four major regions, we aim to mitigate the impacts of individual risks and reinforce the company's resilience for sustainable growth.

As the saying goes, "God helps those who help themselves." Guided by our core values of Teamwork, Rapid Response, Innovation, Integrity, and Service, TRI focuses on deepening our expertise, enhancing product quality and competitiveness, and delivering efficient services and premium products to meet customer expectations. We continue to strengthen trust and influence in the global market. At the same time, we encourage employees to actively participate in public welfare and social care, embedding corporate social responsibility into our corporate culture. All these actions are not only our commitments to employees, shareholders, and all stakeholders but also a concrete demonstration of our determination and actions to practice ESG principles and pursue long-term sustainable development.

Jason Chen,
Chairman, Test Research, Inc.



Chapter 1: Sustainable Management

1.1 About Test Research, Inc.

Company Overview

Test Research, Inc. was founded in April 1989 and is dedicated to becoming a leader in automatic test equipment for the electronics, information, and communication industries. With a strong R&D team, TRI continuously develops automated inspection technology for assembling circuit boards, using precise testing equipment to help customers improve productivity and accurately control product quality. TRI has established a global sales and service network to provide customers with the most timely and reliable services.

In 1995, TRI achieved ISO 9001 certification and went public in Taiwan in 2002. Its products have achieved a leading market share globally, and many product lines have received significant awards such as Best in Test and EM Asia Innovation Award. Moreover, TRI's products have been certified by numerous internationally renowned companies. Currently, TRI has over 900 employees worldwide and has established subsidiaries in the United States, Malaysia, China, Germany, Japan, South Korea, and Vietnam. Additionally, it has more than 30 agents worldwide, with marketing and service points spread across the globe.

TRI's precise testing equipment enables customers offering high-tech products to achieve optimal quality control. In today's era, filled with dazzling and diverse technological products, TRI stands as an indispensable guardian of quality behind-the-scenes. By continually providing comprehensive testing equipment, TRI ensures that high-quality electronic, communication, and information-related products bring a more comfortable life to people.

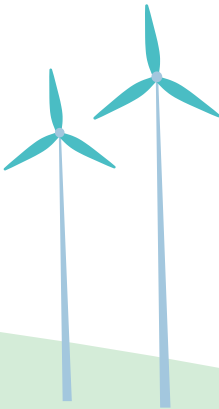
TRI's Key Milestones and Future Outlook

1989	Test Research, Inc. was established.
1999	Selected as one of "Taiwan's Top 100 Fastest Growing Enterprises" by CommonWealth Magazine.
2002	Listed on the Taiwan Stock Exchange.
2010	Launching TR7007 ultra-high-speed SPI, TR7700 AOI, TR7550 AOI, and TR9000 PCB AOI models.
2011	Recognized as one of "Asia's 200 Best Small and Medium Enterprises" by Forbes Magazine. TR7007 SPI received the 2011 Global SMT & Packaging Magazine Global Technology Award.
2013	TR7680 AXI and TR7007 SII SPI both received the 2013 Best in Test Award Selected by the Industrial Development Bureau, MOEA, as one of the first "Mittelstand" companies for key project guidance
2018	TR7600F3D AXI received the Innovation Award and was named the Annual Best Supplier by EM Asia.
2019	TR7700 SV 3D won the 2019 Global Technology Award, 2019 Mexico Technology Award, and EM Asia's Annual Outstanding Product Award.
2021	TR7007QI Plus received the Global Technology Award.
2022	TR7007Q Plus SPI & TR8100H SII ICT received the 2022 EM Asia Innovation Award. Certified with ISO 14001/27001/45001.
2023	TR7007 SII Ultra SPI and TR7500QE Plus AOI received the 2023 EM Asia Innovation Award.
2024	TR7700QH SII AOI and TR7600LL SV AXI won the 2024 EM Asia Innovation Award

Test Research, Inc. Operational Bases

TRI's main clients are major electronic product assembly plants worldwide.

TRI has over 50 global distributors and sales representative partners and has provided services to more than 3,000 clients



TRI specializes in the research, development, production, and sales of automated testing equipment. They continuously seek breakthroughs in functionality and quality based on user needs to provide comprehensive solutions for testing and assembling circuit boards. In addition to selling testing machines, TRI offers factory automation consulting services to optimize production lines with the most efficient automation processes, controllable via networked computers for enhanced convenience and efficiency.

For after-sales service, the company provides warranty services including education and training, machine repairs, replacements, calibration, and regular maintenance. They also offer regular software updates to ensure users have access to the latest and most powerful technological advancements.

The company's operational strategy focuses on enhancing competitiveness in optical imaging (AOI, SPI, X-RAY) and electrical ICT automatic testing equipment. Besides solidifying its position in SMT process testing equipment, semiconductor process testing equipment is a crucial growth strategy for the company's future. The company aims to increase the revenue contribution of semiconductor testing equipment annually as a percentage of overall revenue.

Key growth opportunities include:

- 1. X-RAY and ICT for Automotive Electronics and Servers: These are essential in process testing, with ongoing improvements expected to drive continuous growth in shipments.
- 2. Increasing Demand for High-Speed, High-Precision 3D AOI and SPI: The company has commercialized several globally competitive new products to meet this demand.
- 3. Integration of AI Technology: Providing customers with smart manufacturing solutions (Total Solution) for SMT processes, leveraging AI in optical imaging and electrical testing equipment, is a significant global competitive advantage.
- 4. Continued Global Expansion: Maintaining a global presence and deepening market penetration worldwide.

These strategies position the company to capitalize on evolving industry demands and technological advancements, ensuring sustained growth and competitiveness in the global market.

TRI has been a strong leader in the field of automated inspection equipment for decades, with extensive operations in key markets like Taiwan and Mainland China. The company enjoys high visibility and reputation in the industry, backed by substantial investments in product development and customer relations. It stands as a leading brand in the Greater China region, recognized among the top five globally with a market share ranging from 10% to 20%.

Main sales regions

Sales Regions	Percentage
Asia	82.5%
America	10.9%
Europe	5.9%
Others	0.7%
Total	100%

Engagement with Public Associations and External Organizations

TRI actively engages with local industry associations, as well as organizations focused on research and development, technology, and governance. Through participation in events and knowledge sharing facilitated by these associations and external organizations, we foster collaborative partnerships and contribute to the collective growth and prosperity of the industry.

Region/ Category	Taiwan
Industries	<ul style="list-style-type: none">Automated Optical Inspection Equipment Alliance (AOIEA)Semiconductor Equipment and Materials International (SEMI)Taiwan Electrical and Electronic Manufacturers' Association (TEEMA)Taiwan Printed Circuit Association (TPCA)Importers and Exporters Association of Taipei (IEAT)Institute for Information Industry (III)Taiwan Electronic Equipment Industry Association (TEEIA)

Honors and Recognition



TRI has achieved ISO 14001 certification.



TRI has achieved ISO 27001 certification.



TRI has achieved ISO 45001 certification.



TR7700QH SII AOI and TR7600LL SV AXI received the 2024 EM Asia Innovation Award.



TR7700QH SII AOI and TR7600LL SV AXI received the 2024 EM Asia Innovation Award.



2024 ASE Group Certificate of Appreciation – Carbon Inventory Guidance.

Sustainable Development Strategy

Aspect	Development Goals of the United Nations Sustainable	Actions and Annual Achievements
Environment	<ul style="list-style-type: none"> SDG7-- Affordable and Clean Energy SDG9-- Industry, Innovation and Infrastructure SDG12-- Responsible Consumption and Production SDG13-- Climate Action 	<ul style="list-style-type: none"> In 2024, following the example of the 2023 Linkou plant project, the Taipei office carried out a replacement project for traditional lighting fixtures with high-efficiency LED lighting. Through inventory and replacement, the project reduced approximately 14,798 kWh of electricity consumption, equivalent to a reduction of about 7.37 metric tons of CO₂e. At the Linkou plant in 2024, lighting and air conditioning systems were adjusted to control operation schedules. In addition, redundant lighting sources across the plant were reduced or deactivated, saving about 38,676 kWh of electricity, equivalent to a reduction of about 19.11 metric tons of CO₂e. TRI continues to participate in technical seminars regularly organized by associations such as the Taiwan Electrical and Electronic Manufacturers' Association (TEEMA), including one digital technology-related seminar each in 2023 and 2024. In October 2023, TRI participated in the Sustainable Supply Chain Transformation and Innovation Application Forum organized by the Industrial Development Bureau of the Ministry of Economic Affairs and the Institute for Information Industry. TRI also showcased related application solutions at the forum. In 2024, TRI invested approximately NT\$570 million in R&D (about 9% of total revenue), an increase of NT\$140 million compared with the previous year. No incidents of violation of product and service health and safety regulations occurred in 2023. No information security breach incidents occurred in 2023. TRI implemented the Task Force on Climate-Related Financial Disclosures (TCFD) framework to assess climate risks and opportunities, incorporating climate action measures into corporate strategy and planning. In 2024, the company reduced carbon emissions by approximately 26.42 metric tons of CO₂e.
Social	<ul style="list-style-type: none"> SDG3-- Good health and well-being SDG4-- Quality education SDG5-- Gender equality SDG8-- Respect for labour and economic growth SDG17-- Partnership for sustainable development 	<ul style="list-style-type: none"> Contracted nurses and specialized physicians provided on-site health education, consultations on physical and psychological issues, and employee wellness guidance. Annual routine health checkups were provided for employees, with additional specialized medical examinations for personnel in special operations (ionizing radiation). In 2024, TRI invested about NT\$950,000 in industry-academia cooperation, with the goal of facilitating the practical application of emerging academic technologies into the industry. In 2024, TRI collaborated with Tatung University to host one international master's program student for study in Taiwan; offered 2 cooperative internship positions for Taipei Tech students and 3 for Ming Chi University of Technology students (3–4 years each); provided one-year internships to 10 Ming Chi students, 9 Oriental Institute of Technology students, and 4 Lunghwa University of Science and Technology students; and accepted 6 Taipei Tech students for summer internships. Established the "Sexual Harassment Complaint and Handling Guidelines", strictly prohibiting workplace harassment. Related policies are included in work rules and internal controls. TRI organizes anti-discrimination and anti-harassment awareness training, and provides hotlines and email channels for complaints, with cases investigated by the Sexual Harassment Complaint Committee to ensure a fair and safe workplace. The Company has established the Human Rights Policy Code, and respects and supports internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization (ILO) Core Conventions, upholding the human rights protection values and fundamental principles set forth in these international human rights conventions. Regularly reviews workplace safety and achieved ISO 45001:2018 Occupational Health and Safety Management certification. Contributed to society through donations, in-kind contributions, and the purchase of charity gift Supported education for children in disadvantaged rural areas.
Governance	<ul style="list-style-type: none"> SDG12-- Responsible Consumption and Production SDG17-- Partnership for Sustainable Development 	<ul style="list-style-type: none"> In 2024, TRI's Corporate Governance Evaluation ranked between 21–35%. 100% of board members signed the Integrity and Ethics Commitment Statement. 100% of employees have completed the signing of the Integrity and Ethics Commitment Statement. 100% of new suppliers have completed the signing of the Supplier Integrity Commitment Letter. TRI has established and implemented relevant internal regulations, including the Code of Integrity Management, Code of Ethical Conduct, Corporate Governance Best Practice Principles, and Insider Trading Prevention Procedures, which are strictly followed by the Board of Directors, senior management, all employees, and cooperating suppliers. In 2024, TRI completed on-site evaluations of 28 suppliers, and no supplier relationships were terminated due to non-compliance with TRI's requirements. In 2024, the amount of local procurement reached approximately NTD 2.442 billion, accounting for 93.92% of total procurement.

Corporate Social Responsibility

Code of Practice.



https://www.tri.com.tw/tw/investor/investor_detail-72-2-3--1598-1.html

To support corporate sustainable development and effectively fulfill corporate social responsibility, TRI established the Sustainable Development Committee in October 2021 as the Company's dedicated sustainability governing body. The Chairman serves as the convener, and the Chief Human Resources Officer serves as the executive secretary. The Committee is organized into three working groups: the Environmental and Safety Group, the Social Engagement and Employee Relations Group, and the Corporate Governance Group, to promote the implementation of the Company's sustainability plans and fulfill corporate social responsibility. The Committee reports on its handling and implementation status to the Board of Directors at least once a year.



1.3 Materiality Analysis

Materiality Analysis

TRI identifies its key stakeholder groups by assessing individuals or entities related to the Company's operational activities, products, or services. Through periodically distributing sustainability topic concern questionnaires to stakeholders, TRI accurately understands the major environmental, social, and corporate governance issues of concern, and formulates corresponding management approaches and actions to respond to stakeholder expectations and ensure effective communication. Considering the degree of dependence, responsibility, level of concern, influence, and diversity of perspectives that stakeholders have toward TRI, we have identified eight primary stakeholder groups: shareholders/investors, customers, employees, suppliers, government authorities, media, communities and non-profit organizations, and academic institutions.



Shareholders/Investors

Investor and shareholder relations have become a crucial part of internal public relations activities within the company. Promoting goodwill among shareholders and enhancing the company's positive image can significantly influence the company's fundraising efforts and the development of its overall economic activities.



Customers

Customers are the key factor in ensuring the company's enduring success. We listen to our customers' needs, stay abreast of industry trends, and provide professional services. We are committed to building a shared vision with our customers, becoming a reliable long-term partner, while also enhancing the company's development, boosting performance, and expanding scale.



Employees

Employees are the company's most important partners and a crucial key to its sustained growth. We believe that employees who have a balanced mind and body can be more focused at work, enjoy the fruits of their labor, and embrace new challenges. Therefore, we are committed to creating a challenging work environment where employees can realize their self-worth, providing comprehensive compensation, benefits, and a safe and friendly workplace. This enables employees to reach their potential and contribute to the company's operational performance.



Suppliers

Suppliers are extremely important partners for TRI, working together with us to provide high-quality products and excellent services to our customers. TRI and its suppliers will continue to collaborate to reduce operational risks and costs, aiming for sustainable business development.



Government Authorities

Government authorities are the most important basis for our company's compliance with laws and regulations. Adhering to the relevant policies and regulations of government authorities is a fundamental requirement for company operations and a corporate responsibility. We strictly ensure that we comply with all government policies.



Media

Continuously promoting TRI's strong reputation among global customers and the international community, along with our high-quality products and cost-effective functional applications, can help sustain collaboration with customers in various regions worldwide, positioning us as a leading brand in the global electronic industry testing equipment market.



Community and Non-profit organizations

In addition to pursuing profits and being accountable to shareholders, TRI also values its impact on society as a whole. We encourage employees to connect with their environment, society, and community, and to engage in social contributions. This not only deepens and broadens the relationship between the workplace and society but also enhances our positive social impact and strengthens our corporate brand image.

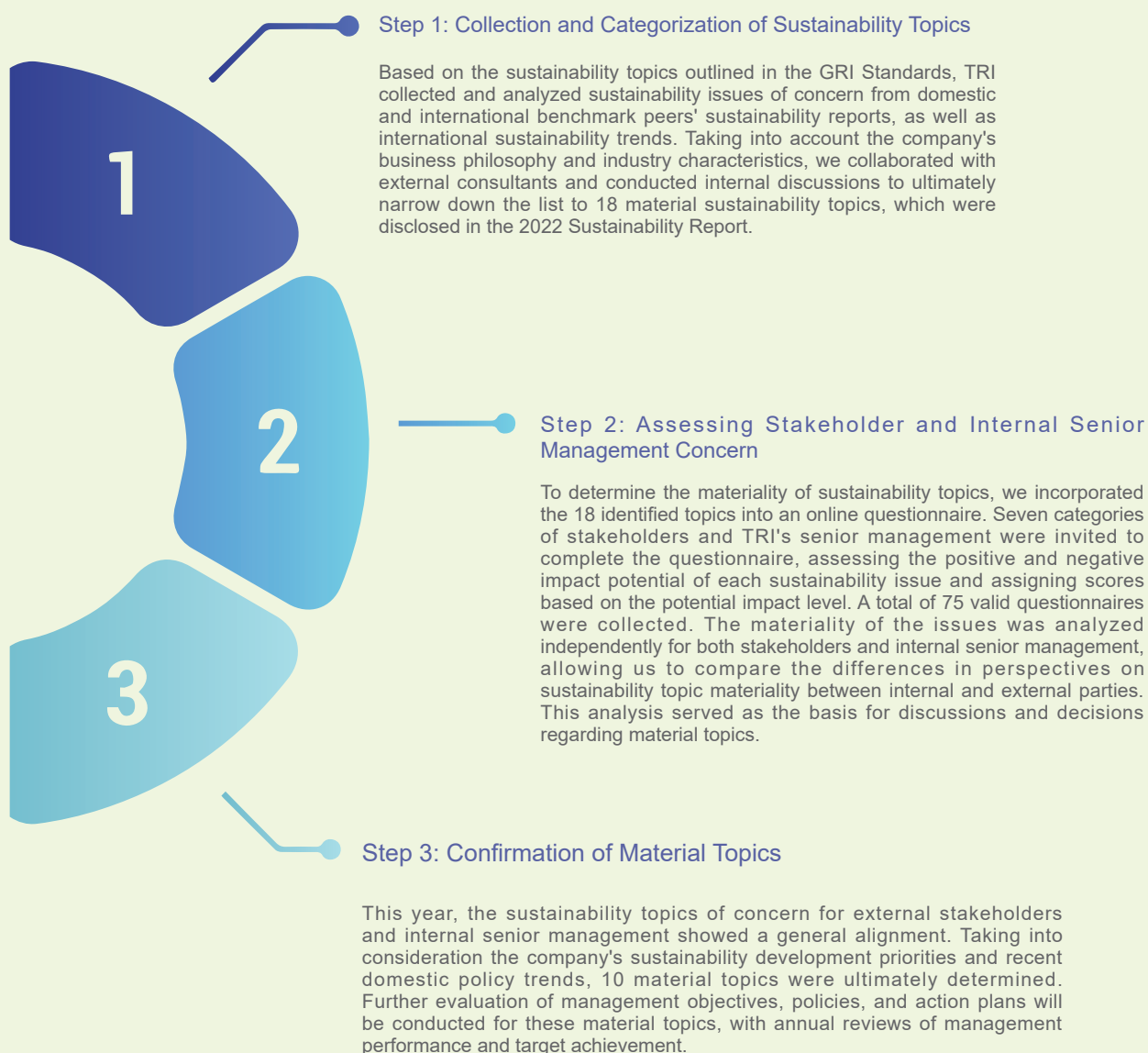


Schools

Schools are the source of industry talent. By establishing industry-academia collaboration to foster innovative R&D cooperation and academic exchanges, we can bridge the gap between academia and practical application, and attract a new generation of outstanding talent. This approach enhances TRI's market competitiveness and promotes sustainable business operations.

Identification of Material Topics

TRI's Sustainability Development Committee is responsible for regularly collecting and evaluating sustainability trends within the industry to determine the sustainability topics to be included in the annual sustainability report. By gathering recent sustainability topics of interest to peers and analyzing international standards such as GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board), and TCFD (Task Force on Climate-Related Financial Disclosures), we focus on the key sustainability topics relevant to TRI's industry. These consolidated sustainability topics are then incorporated into a questionnaire assessment, where stakeholders and internal top management evaluate the potential positive and negative impacts and likelihood of each sustainability issue on internal and external environments, society, and human rights. Through analysis, the materiality of each sustainability topic is identified. The Sustainability Development Committee regularly evaluates, approves, and tracks the management of material topics, and reports the results to the Board of Directors.

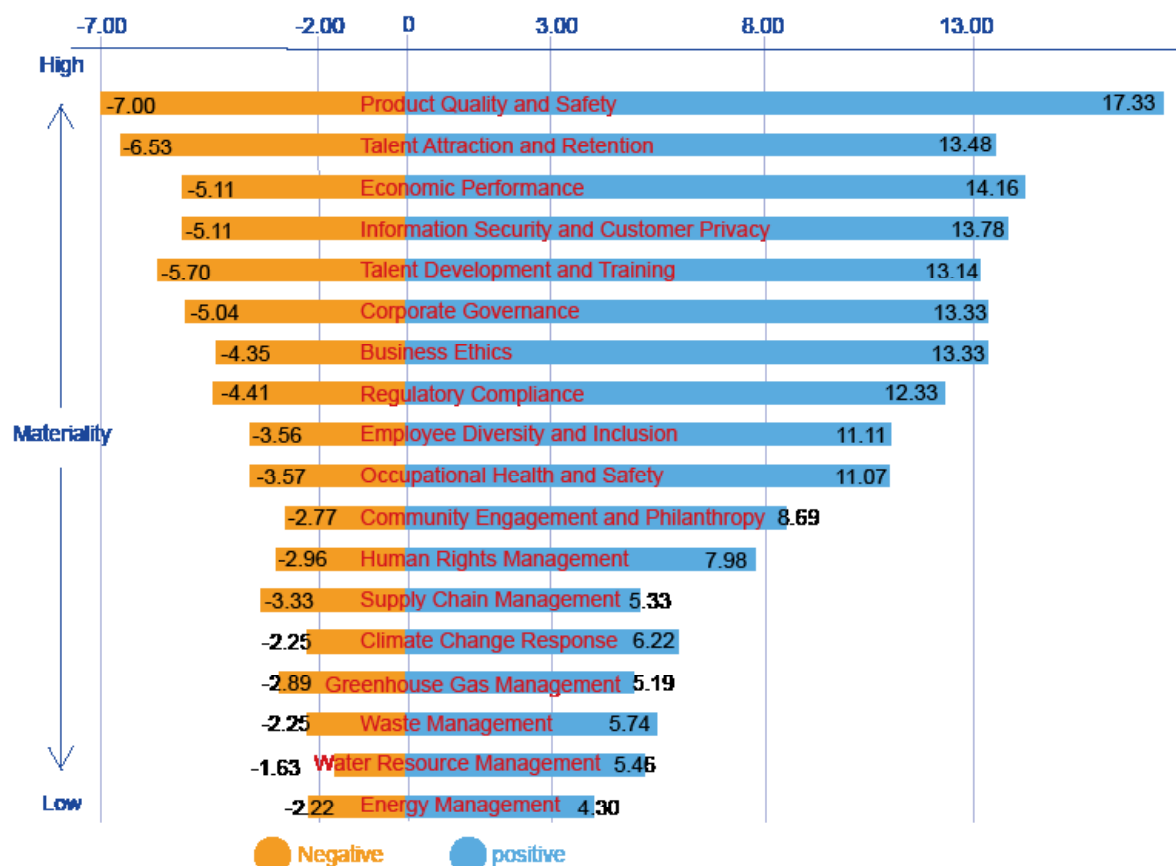


Materiality Bar Chart for Sustainability Issues:

In 2022, 18 sustainability issues were identified through materiality analysis and discussions with the Sustainability Committee. In response to the increasing global focus on climate change, the committee decided to adjust the assessment results and include "Climate Change Response" as a significant topic under the environmental aspect. This adjustment aims to strengthen Telux's climate governance actions and disclosures.

Ultimately, 10 significant topics were determined: Corporate Governance, Business Ethics, Regulatory Compliance, Economic Performance, Climate Change Response, Talent Attraction and Retention, Talent Development and Training, Occupational Health and Safety, Information Security and Customer Privacy, and Product Quality and Safety. The annual management policies and results for these topics will be disclosed in the company's Sustainability Report.

Other identified topics include: Supply Chain Management, Community Engagement and Philanthropy, Employee Diversity and Inclusion, Human Rights Management, Waste Management, Greenhouse Gas Management, Water Resource Management, Energy Management, and Innovation and R&D.



Material Topic Management Approach and Impact Scope

Aspect		Materiality to the Company and Corresponding Strategies	Impact Boundary							
			TRI	Material TopicEmployees	Suppliers	Customers Medias	Medias	Community /NGO	Investors	Customers
Governance/Economic	Governance	TRI envisions becoming the "global leader in automated inspection equipment." The company operates its business with a commitment to steady management, integrity, and honesty, while also establishing a comprehensive corporate governance framework and promoting related initiatives to safeguard the interests of all stakeholders. TRI upholds three major policies to maintain strong corporate governance: "developing advanced inspection technology," "enhancing product quality," and "optimizing human life."	✓	✓	✓	✓	✓	✓	✓	✓
Governance/Economic	Business Integrity	The principles of integrity, responsibility, and honesty serve as the foundation of TRI's business operations. Based on these principles of integrity, transparency, and accountability, the company has established a policy rooted in honesty, which has been approved by the Board of Directors. TRI has also implemented a robust corporate governance and risk control mechanism to create a sustainable operating environment. To strengthen the management of integrity in operations, a Risk Management Committee has been established under the Board of Directors, with the Human Resources Director in charge. This committee is authorized to coordinate with the legal, audit, and project management departments, and is responsible for formulating and overseeing the implementation of integrity management policies and preventive measures.	✓	✓	✓	✓	✓		✓	✓
Governance/Economic	Regulatory Compliance	TRI is committed to conducting its business with integrity and honesty, adhering to the laws and ethical standards of the countries in which it operates. Ensuring full legal compliance is a key policy of the company. To reinforce this commitment, we implement anti-corruption education and training programs for our employees. To further enhance the concepts of integrity and self-discipline, we continually promote regulatory compliance training. In addition to holding relevant seminars periodically, we also plan training on understanding legal matters and key compliance issues.	✓	✓	✓	✓	✓	✓	✓	✓
Governance /Economic	Economic Performance	In the face of intense global competition, TRI will continue to excel in several key areas: "technological leadership," "quality stability and reliability," "customer proximity," "global market expansion," "new product development timeline management," and "internal talent cultivation." These efforts aim to maximize shareholder value and establish TRI as a competitive enterprise. The company focuses on enhancing the competitiveness of three key automated inspection equipment sectors: image optics (AOI, SPI), X-RAY, and electrical testing (ICT, FCT), to maintain stable financial performance. By providing quantifiable financial information, TRI strengthens investors' confidence in the company's ability to sustain profitable growth and deliver favorable returns on shareholder equity.	✓	✓		✓	✓		✓	
Environment	Climate Change Adaptation	The impacts of extreme weather caused by global climate change can no longer be ignored. TRI has adopted the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and, following the disclosure framework of "Governance," "Strategy," "Risk Management," and "Metrics and Targets," has strengthened the company's ability to identify and respond to climate-related risks and opportunities. TRI is formulating governance strategies for managing climate risks and opportunities, thereby enhancing its climate change management.	✓		✓			✓	✓	✓

Aspect		Materiality to the Company and Corresponding Strategies	Impact Boundary							
			TRI	Material TopicEmployees	Suppliers	Customers	Medias	Community /NGO	Investors	Customers
Social//Human Rights	Talent Attraction and Retention	The inspection equipment industry in which TRI operates is a research and development (R&D) talent-intensive sector. Visual inspection equipment is primarily developed through the collaboration of R&D teams with expertise in mechanics, optics, software, and electrical control. Additionally, the sales services and educational training related to the equipment require the joint efforts of professionals with technical backgrounds, including sales and field application engineers (FAEs). In recent years, due to trade disputes with major powers, many Taiwanese companies have returned to Taiwan to set up factories, leading to a booming semiconductor industry that has absorbed a large number of R&D and customer service talents with technical backgrounds. However, the massive expansion of factories by Taiwanese businesses, combined with the domestic issue of declining birth rates, has also impacted the recruitment of manufacturing talent. These factors have led to a more intense market competition for talent. If TRI does not properly manage talent attraction and retention, it could impact the company's product development capabilities, production quality, and after-sales training and services.	✓	✓			✓	✓		✓
	Talent Development and Training	Since its establishment in 1989, TRI has been committed to pursuing stable growth. Its performance has steadily improved almost every year, and it has diligently expanded into different product line markets and provided comprehensive services. Talent development is the company's most important asset. A well-established learning mechanism, tools, and space can provide employees with a diverse, autonomous, and high-quality learning culture. This allows high-potential employees to learn and drive organizational growth continuously. Therefore, strengthening the company's talent base is a crucial task.	✓	✓				✓		✓
	Occupational Health and Safety (OHS)	TRI's equipment brand upholds the principles of safe production and safe design. We incorporate occupational health and safety concepts into our equipment design elements, prioritizing user-friendly and ergonomic operation to minimize the risk of occupational hazards arising from repetitive or prolonged use. TRI is committed to practicing safe production. We have established an occupational health and safety organization and appointed dedicated personnel to identify potential hazards in the work environment. Colleagues provide guidance and training to production staff on safety knowledge and awareness. We implement hazard prevention and correction through the PDCA (Plan-Do-Check-Act) cycle to achieve safe production.	✓	✓	✓	✓	✓	✓	✓	✓
	Information Security and Customer Privacy	The leakage of personal or commercially sensitive information will not only directly impact the company's business partners, but also expose the company to the risk of subsequent regulatory violations due to the data breach. This will directly affect the company's long-term brand image and business ethics, potentially leading to the loss of customer orders. Therefore, TRI values the privacy and data security of every customer and supplier. We strive to minimize the risk of data breaches by strengthening information security measures, enhancing employee training, and conducting regular risk assessments and vulnerability scans. This helps to prevent any harm to the interests of stakeholders caused by data breaches.	✓	✓	✓	✓	✓		✓	✓



Aspect	Material	Materiality to the Company and Corresponding Strategies	Impact Boundary							
			TRI	Material Topic/Employees	Suppliers	Customers	Medias	Community	Investors	Customers
Customers/Products	Product Quality and Safety	<p>Product quality and safety are crucial to customer perception of TRI and the well-being of operators. Inconsistent product quality leading to customer complaints can raise doubts about purchasing TRI products and impact renewal intentions, potentially affecting the company's annual revenue and profitability, as well as causing delays in customer production.</p> <p>TRI's products are industry-leading in terms of durability and lifespan. To maintain product quality and safety, TRI implements stringent quality control measures to prevent inconsistent product quality and diligently adheres to international hazardous substance management regulations to ensure the safety of equipment users and downstream customers.</p>	✓		✓	✓			✓	✓

1.4 Stakeholder consultation

TRI's stakeholders include shareholders/investors, customers, employees, suppliers/contractors, government authorities, media, communities, non-profit organizations, and schools. Guided by the principles of integrity, we pursue sustainable operations and profitability while placing great emphasis on environmental, social, and corporate governance (ESG) issues. Through appropriate communication with stakeholders, we seek to understand their reasonable expectations, needs, and concerns on key issues, incorporating them as references when formulating the company's future management policies and operational activities. We have also established a dedicated section on our official website for stakeholder engagement. Stakeholder Area(https://www.tri.com.tw/en/investor/investor_list-86-2-3.html) As a communication channel with stakeholders, TRI has designated personnel to respond to feedback from each stakeholder group. We welcome and encourage valuable suggestions from all parties. A summary of the issues of concern and communication channels for different categories of stakeholders is provided below.

TRI values and carefully listens to the voices of all stakeholders. In the future, we will continue to engage fully and effectively with stakeholders through various channels, responding concretely to external expectations. This will solidify the foundation for TRI sustainable development.



2024 Stakeholders Engagement and Response

Stakeholders	Issues of Concern	2024 Communication Channels and Frequency	2024 Stakeholder Consultation Channels: Implementation and Outcomes
 Shareholders/ Investors	1. Corporate Governance 2. Sustainable Development Strategy 3. Risk Management 4. Shareholder Engagement 5. Operational Performance	1. Annual General Meeting (held annually). 2. Institutional Investor Conference (twice a year). 3. Monthly Revenue and Self-assessed Profit and Loss Disclosure (monthly). 4. Market Observation Post System (updated in real-time). 5. Company Website (updated in real-time). 6. Meetings with Investors (on an ad hoc basis). 7. Responding to Investor Concerns (promptly).	1. Regularly disclose the company's financial performance through the Market Observation Post System and annual reports, with reviews and analysis of operational performance and data. 2. Hold an Annual General Meeting once a year to present operational performance to investors and address their concerns. 3. Host two institutional investor conferences annually. 4. Establish a dedicated shareholder services and investor relations contact point for two-way communication. 5. Occasionally receive visits or calls from domestic and international institutional analysts, with a total of 135 interactions in 2024
 Customers	1. Energy Management Program 2. Greenhouse Gas Management Program 3. Integrity Management Program 4. Economic Performance Program 5. Information Security and Customer Privacy Program 6. Product Quality and Safety Program	1. Product Physical Exhibition 2. Industry Application Presentation and Seminar 3. Print/Online Media Exposure 4. TRI Website	1. Participated in 24 physical product exhibition events, with approximately 100–500 visitors per event. 2. Participated in 25 industry application presentation seminars, with approximately 50–200 visitors per event. 3. Collaborated with 17 print and online media outlets to promote TRI's corporate visibility and product application information. 4. The TRI website received approximately 75,000 visits annually.

Stakeholders	Issues of Concern	2024 Communication Channels and Frequency	2024 Stakeholder Consultation Channels: Implementation and Outcomes
 Employees	1. Occupational Health and Safety Program 2. Employee Diversity and Inclusion Program 3. Talent Attraction and Retention Program 4. Talent Development and Training Program 5. Human Rights Management Program	1. Labor-Management Meeting (quarterly). 2. Employee Welfare Committee Meeting (irregular). 3. Training Programs (As needed). 4. Internal Communications (irregular). 5. Employee Complaint Hotline (responded to promptly). 6. Occupational Safety and Health Committee Meeting (quarterly). 7. Employee Health Activities and Health Checkups (held annually). 8. Employee Opinion Survey (conducted every two years). 9. Jason's Teatime (held annually).	1. Labor-Management Meetings: 4 times 2. Employee Welfare Committee Meetings: 7 times 3. Training and Education (irregular) 4. Internal Announcements (irregular) 5. Employee Grievance Hotline (real-time) 6. Occupational Safety and Health Committee Meetings: 4 times 7. Employee Health Activities and Health Examinations: 1 time; at least 111 health consultation sessions 8. Release of 2023 Employee Opinion Survey Results: 1 time 9. Jason's teatime 1time 10. Warm Holiday Afternoon Tea: 2 times 11. Employee Occupational Injury Care (real-time) 12. Warm Holiday Afternoon Tea: 4 times
 Suppliers	1. Supply Chain Management Program 2. Regulatory Compliance Program 3. Integrity Management Program	1. Supplier Meetings (irregular) 2. On-site Assessments and Quarterly Evaluations (regular) 3. Timely Feedback and Review of Product Quality	1. Reconduct on-site supplier assessments and communicate operational performance, annual business development, and ESG goals with suppliers. 2. Continue to encourage suppliers to provide products that meet environmental requirements, thereby implementing sustainable supply chain management.
 Government Authorities	1. Integrity Management 2. Risk Management 3. Regulatory Compliance	1. Responding to official requests from government agencies (in real time) 2. Updating information on the Company website and the Market Observation Post System (monthly, quarterly, and annually) 3. Questionnaires and interviews (irregular) 4. Undergoing evaluations by government agencies (annually) 5. Participating in government-related activities (irregular)	1. Provide relevant reports or responses in accordance with government regulatory requirements on a regular basis. 2. Update information on the Market Observation Post System at least 12 times. 3. Undergo one government agency evaluation. 4. Complete at least 20 questionnaires and interviews. 5. Respond to official government correspondence at least 30 times.
 Media	1. Energy Efficiency Programs 2. Greenhouse Gas (GHG) Management Programs 3. Integrity Business Conduct Programs 4. Financial Sustainability Programs 5. Cybersecurity Enhancement Programs 6. Product Quality and Safety Assurance Programs	1. Physical Product Exhibitions 2. Industry Application Presentation Seminars 3. Print/Online Media Exposure 4. TRI Website	1. Participated in 24 physical product exhibition events, with approximately 100–500 visitors per event. 2. Participated in 25 industry application presentation seminars, with approximately 50–200 visitors per event. 3. Collaborated with 17 print and online media outlets to promote TRI's corporate visibility and product application information. 4. The TRI website recorded approximately 75,000 visits annually.
 Community and Non-profit	Community Engagement and Philanthropic Initiatives	1. Donations (irregular) 2. ESG Advocacy Activities (annually)	1. Conducted 2 charitable donations and 3 material donations. 2. Purchased products from disadvantaged groups for charitable support 1 time. 3. Sponsored learning and development programs for children in rural areas 1 time. 4. A total of 112 employee blood donations, totaling 31,500 cc.
 Schools	Talent Development and Training Programs	1. Industry-Academia Collaboration Projects (annually)	Industry-Academia Collaboration Projects: : a. Collaborated with Tatung University for 1 student to participate in a specialized study program in Taiwan. b. Provided 3–4 year industry-academia internships for 2 students from National Taipei University of Technology and 3 students from Ming Chi University of Technology. c. Provided 1-year industry-academia internships for 10 students from Ming Chi University of Technology, 9 students from Asia Eastern University of Science and Technology, and 4 students from Lunghwa University of Science and Technology. d. Provided summer internships for 6 students from National Taipei University of Technology.

Chapter 2: Corporate Governance

Sustainability Performance and Corresponding SDGs

Implementation of the United Nations Sustainable Development Goals (SDGs)	SDG	Sustainability Performance
SDG12	 <p>12 責任消費 與生產</p>	<ul style="list-style-type: none">• In 2024, the company's Corporate Governance Evaluation ranked in the 21–35% range.• In 2024, 100% of board members signed the Directors' Integrity and Ethics Declaration.• 100% of employees completed the signing of the Integrity and Ethics Statement.• 100% of new suppliers completed the signing of the Supplier Integrity Commitment.
SDG17	 <p>17 永續發展 夥伴關係</p>	<ul style="list-style-type: none">• TRI has established related operational guidelines, including the "Integrity Management Code," "Code of Ethical Conduct," "Corporate Governance Best Practice Principles," and "Insider Trading Prevention Management Procedures," which require compliance by the Company's Board of Directors, senior management, group employees, and cooperating suppliers.• In 2024, a total of 28 suppliers underwent on-site evaluations, and no suppliers were found to have terminated cooperation due to non-compliance with TRI's requirements.• In 2024, local procurement amounted to approximately NT\$2.442 billion, accounting for 93.92% of total procurement.

Management Policy

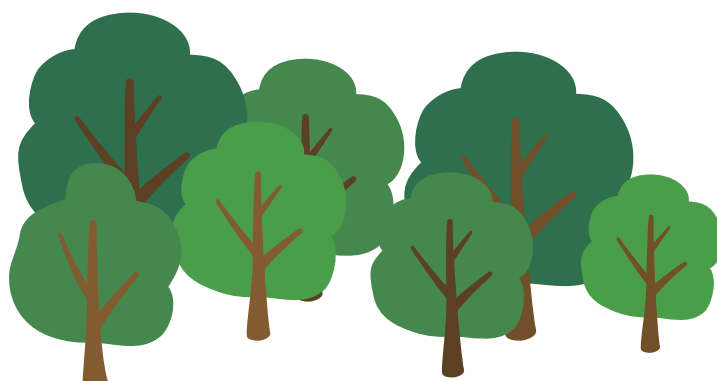
Key Topic	Economic Performance
Impact Statement	In the face of intense global competition, the company will continuously refine its approach to "technological leadership," "stable and reliable quality," "proximity to customers," "global market expansion," "management of new product development timelines," and "internal talent development." These efforts aim to maximize shareholder value and position the company as a highly competitive enterprise.
Policy	Focus on enhancing the competitiveness of three types of automated inspection equipment—Optical Imaging (AOI, SPI), X-RAY, and Electrical Testing (ICT, FCT)—to maintain stable financial performance. By providing quantitative financial information, the company aims to strengthen investor confidence in its ability to sustain profitability growth and deliver strong shareholder returns.
Goal	<ul style="list-style-type: none"> Continuous growth in shipment volume Gradual increase in the revenue contribution of semiconductor inspection equipment to the company's overall revenue
Commitment	The Company operates in the high-tech automatic inspection equipment industry and is currently in the growth stage of its corporate life cycle. In line with the overall environment and industry growth characteristics, and to achieve sustainable business operations, pursue the long-term interests of shareholders, and maintain stable business performance, the Company's dividend policy is determined based on future capital expenditure budgets and funding requirements. Shareholder dividends are allocated from accumulated distributable earnings, and the amount distributed shall not be less than 60% of the distributable earnings for the year, of which cash dividends shall account for no less than 50% of the total dividends distributed for that year.
Responsibility	Management Team
Resources	The Company's Board of Directors regularly monitors financial performance and engages certified public accountants to conduct financial audits, providing reasonable assurance regarding the achievement of objectives related to operational performance and efficiency, reliability of financial reporting, and compliance with applicable laws and regulations. Adhering to the principles of new product development, global market expansion, talent cultivation, and stable and reliable quality, the Company continues to invest in technological innovation and research and development, expand application fields, and enhance the development of semiconductor process inspection equipment to strengthen overall corporate competitiveness.
Grievance Mechanism	Investor Relations and Media Contact Phone: 02-2832-8918 Email: ir@tri.com.tw
Action Plan	<p>The Company focuses on enhancing the competitiveness of two types of automatic inspection equipment: optical imaging (AOI, SPI, X-RAY) and electrical testing (ICT). In addition to deepening its development in SMT process inspection equipment, semiconductor process inspection equipment represents a key growth strategy for the Company's future. The Company will gradually increase the revenue contribution of semiconductor inspection equipment as a proportion of total company revenue each year.</p> <p>The Company's future growth opportunities include:</p> <ol style="list-style-type: none"> (1) X-RAY and ICT are essential inspection equipment for server and automotive electronics manufacturing processes. The Company continues to enhance machine competitiveness, and the shipment volume of X-RAY and ICT equipment is expected to continue growing. (2) High-precision AOI, SPI, and X-RAY are indispensable inspection equipment in advanced semiconductor packaging processes. The Company will continue to commercialize competitive new products, and the shipment volume of optical imaging products in semiconductor process inspection equipment is expected to keep increasing. (3) In response to the growing demand for production process automation, the Company continues to improve the functions of In-Line ICT, and the shipment volume of In-Line ICT equipment is expected to continue increasing. (4) The Company will further deepen the application of AI technology in optical imaging equipment to reduce program preparation time, enhance defect detection rates, and lower false detection rates. (5) The Company will continue its global expansion and strengthen its presence in international markets.
Effectiveness Evaluation	<p>Each quarter, the Board of Directors reviews the business report to share the Company's operational results, short-term and long-term objectives, and corresponding strategies. This ensures that all board members have the opportunity to gain a deeper understanding of the Group's operations and potential future development directions. Board discussions are active, and the participation of external directors brings valuable insights and professional knowledge to the Company.</p> <p>Each quarter, the Board of Directors also regularly monitors financial performance and engages certified public accountants to conduct financial audits, providing reasonable assurance regarding the achievement of objectives related to operational performance and efficiency (including profitability and results), reliability of financial reporting, and compliance with applicable laws and regulations.</p> <p>In 2024, the Company's operating profit margin was 32%, net profit margin after tax was 29%, return on equity was 24%, and return on assets was 20%. The Company maintained a sound and robust overall financial position.</p>

Key Topic	Corporation Governance
Impact	TRI's vision is to become a "global leading brand in automatic inspection equipment." The Company operates its business based on the principles of prudent management, integrity, and honesty, while establishing a comprehensive corporate governance framework and promoting related initiatives to safeguard the interests of all stakeholders.
Policy	<p>Through an effective corporate governance structure and the functional roles of the Board of Directors, TRI has established an Audit Committee composed of four independent directors to assist the Board in performing its supervisory duties and fulfilling responsibilities as stipulated under the Company Act, the Securities and Exchange Act, and other relevant regulations. A Remuneration Committee has also been established to assist the Board in executing and evaluating the Company's overall compensation and benefits policies. During operations, internal control systems are implemented to ensure the accuracy of related procedures.</p> <p>The Company holds annual investor conferences and shareholders' meetings, and regularly updates financial and business information on the Market Observation Post System and the Company's website. Through transparent information disclosure, shareholders and investors are able to obtain timely updates on the Company's operational status.</p>
Goal	<p>The composition of the Board of Directors takes into account diversity in background and professional expertise, with the following specific objectives:</p> <ul style="list-style-type: none"> . The number of directors concurrently serving as managerial officers shall not exceed one-third of the Board. . At least one female director shall be included. . The consecutive term of service for independent directors shall not exceed three terms. . Independent directors shall comprise more than one-third of the Board seats.
Commitment	To establish a sound corporate governance mechanism, TRI complies with the Securities and Exchange Act and other relevant regulations, strengthens the structure and operation of the Board of Directors, and enhances information transparency to protect shareholders' rights and interests and fulfill corporate social responsibility.
Responsibility	Board of Directors and Audit Office
Resources	<p>In May 2018, the Company established the position of Corporate Governance Officer, responsible for matters related to corporate governance. In May 2019, upon the resolution of the Board of Directors, the position was restructured as Chief Corporate Governance Officer, assumed by the Chief Financial Officer, who has over three years of experience managing financial and corporate governance affairs for a public company. The officer assists Board members in performing their duties and handling matters related to corporate governance.</p> <ol style="list-style-type: none"> 1.The four incumbent independent directors possess expertise respectively in financial accounting, corporate sustainability, and the automated inspection equipment industry, enabling them to effectively fulfill their supervisory functions. 2.Each year, the Company arranges for directors to participate in professional external training courses to enhance the effectiveness of Board operations. 3.Independent directors engage in thorough discussions within all functional committees and provide recommendations for the Board's reference to strengthen corporate governance practices. 4.More than half of the members of the Board of Directors do not concurrently serve as employees or managerial officers.
Grievance Mechanism	<p>Investor Relations and Media Contact</p> <p>Phone: 02-2832-8918</p> <p>Email: ir@tri.com.tw</p>
Action Plan	<p>To align with the Company's corporate governance development direction and strengthen the functions of the Board of Directors, the following measures have been implemented:</p> <ol style="list-style-type: none"> (1) In accordance with the "Regulations Governing Procedure for Board of Directors Meetings of Public Companies," the Company has established its own "Rules of Procedure for Board of Directors Meetings" for compliance. (2) The 9th Board of Directors consists of nine members (including four independent directors), with directors holding employee status accounting for 22%, independent directors accounting for 44%, and female directors accounting for 11%. All four independent directors have not yet served more than three consecutive terms. (3) To enhance information transparency, the Company's website features an "Investor Relations" section providing relevant information. Important updates following Board meetings are promptly disclosed on the Market Observation Post System (MOPS), and institutional investor conferences are held regularly. (4) To ensure that the risks undertaken by directors and managers in the course of business execution are properly covered, the Company purchases "Directors and Officers Liability Insurance" annually and regularly reviews the policy terms to ensure that the coverage amount and scope meet the Company's needs.
Effectiveness Evaluation	<ul style="list-style-type: none"> • An internal performance evaluation of the Board of Directors is conducted annually on a regular basis. At least once every three years, an external performance evaluation is carried out by an independent professional institution or external experts and scholars. The results of the performance evaluation are submitted to the Board of Directors before the end of the first quarter of the following year and are used as a reference for determining individual directors' compensation, remuneration, and re-nomination, in order to enhance corporate governance. • In 2024, TRI ranked within the 21%–35% range in the Corporate Governance Evaluation conducted in Taiwan.



Key Topic	Ethical Corporate Management
Impact	To ensure TRI's commitment to integrity, responsibility, and ethical business practices, the company recognizes that various potential risks may arise during its operations that could affect business objectives. Therefore, it is essential to establish a systematic risk management framework and related procedures to strengthen the foundation of TRI's integrity management.
Policy	Upholding the principles of integrity, transparency, and accountability, TRI has established policies based on ethical conduct, which have been approved by the Board of Directors. The company has also developed a robust corporate governance and risk control mechanism to create a sustainable business environment. TRI has formulated the "Ethical Corporate Management Best Practice Principles," "Code of Ethical Conduct," and "Whistleblowing and Complaint Handling Procedures." These policies encourage employees to report any illegal activities or violations of ethical standards. The company has established both internal and external reporting channels and procedures. Employees and stakeholders may report suspected violations through the designated independent whistleblowing mailbox or hotline announced on the company's website. Reports are received and handled by a dedicated unit responsible for investigating cases related to integrity and ethical conduct breaches.
Goal	<p>The Risk Management Committee reports to the Board of Directors on a regular basis (at least once a year). The report includes the following:</p> <ul style="list-style-type: none"> • Establishment of risk management policies and procedures. • Review and implementation of risk management policies and procedures. • Analysis and identification of the company's risk sources and categories, with regular reviews of their applicability. • Assistance and supervision of risk management activities carried out by various departments. • Promotion and implementation of risk management concepts to cultivate a culture of corporate risk awareness. • Implementation of internal control standards under the Code of Ethical Corporate Management.
Commitment	<p>During the course of business activities, personnel of the company shall not, either directly or indirectly, offer, promise, request, or accept any improper benefits, nor engage in any dishonest acts such as violations of integrity, illegal conduct, or breach of fiduciary duty in order to obtain or maintain advantages (hereinafter referred to as "dishonest conduct").</p> <p>The parties involved in such acts include public officials, political candidates, political parties or their representatives, as well as directors, supervisors, managers, employees, substantial controllers, or other stakeholders of any public or private enterprises or organizations.</p>
Responsibility	To strengthen the management of ethical business practices, the company has established a Risk Management Committee under the Board of Directors. The committee is coordinated by the Head of Human Resources, who serves as the Executive Secretary, and may collaborate with the heads of Legal, Audit, and Project Management departments. It is responsible for formulating and supervising the implementation of ethical business policies and preventive measures. The committee reports to the Board of Directors on a regular basis, at least once a year.
Resources	<ul style="list-style-type: none"> • Conduct integrity management education and training. • Promote integrity management awareness. • Supplier management system and signing of integrity commitment letters. • Whistleblowing system for integrity and ethical conduct.
Grievance Mechanism	<ul style="list-style-type: none"> • External Parties: E-mail: fb@tri.com.tw Hotline: 00886-2-28328918 ext: 2119 • Internal Employees: Employee suggestion box available on the internal company portal Hotline: +886-2-28328918 ext: 2119
Action Plan	The company explicitly discloses its ethical business policy on its official website and requires directors and senior management to issue a declaration of compliance with the policy. All employees are expected to actively uphold and implement this policy in both internal management and external business activities.
Effectiveness Evaluation	In 2024, the company conducted both internal and external training sessions related to ethical business practices. These included courses on integrity and anti-corruption policies, intellectual property management, contract confidentiality management, trade secret protection systems, and internal control mechanisms. A total of 1,237 participants attended these sessions, amounting to 897.43 training hours in total.

Key Topic	Regulatory Compliance
Impact	Implement a regulatory compliance management mechanism to ensure that society and the environment are not adversely affected by corporate activities, thereby enhancing the company's reputation. Failure to establish a well-planned compliance risk management system in advance may expose the company to potential or known risks, affecting its reputation and influencing investor decisions.
Policy	TRI is committed to conducting its business with integrity and honesty, adhering to the laws and ethical standards of the countries in which it operates, and upholding full legal compliance as a core corporate policy.
Goal	No records of violations or fines.
Commitment	Compliant with local tax regulations and disclosure requirements.
Responsibility	Legal Department
Resources	To strengthen integrity and self-discipline, TRI continues to promote regulatory compliance education and training, including anti-corruption awareness courses for employees. In addition to holding relevant seminars periodically, the company also organizes programs focused on understanding laws and key compliance issues.
Grievance Mechanism	<ul style="list-style-type: none"> External Parties: E-mail: fb@tri.com.tw Hotline: 00886-2-28328918 ext: 2119 Internal Employees: Employee suggestion box available on the company's internal portal Hotline: 00886-2-28328918 ext: 2119
Action Plan	TRI conducts an annual self-assessment of legal compliance, requiring each department to review whether its operations are carried out in accordance with applicable laws and regulations. The Audit Office subsequently performs a review of the results to enhance the effectiveness and implementation of the company's compliance management system.
Effectiveness Evaluation	No complaints were received in 2024

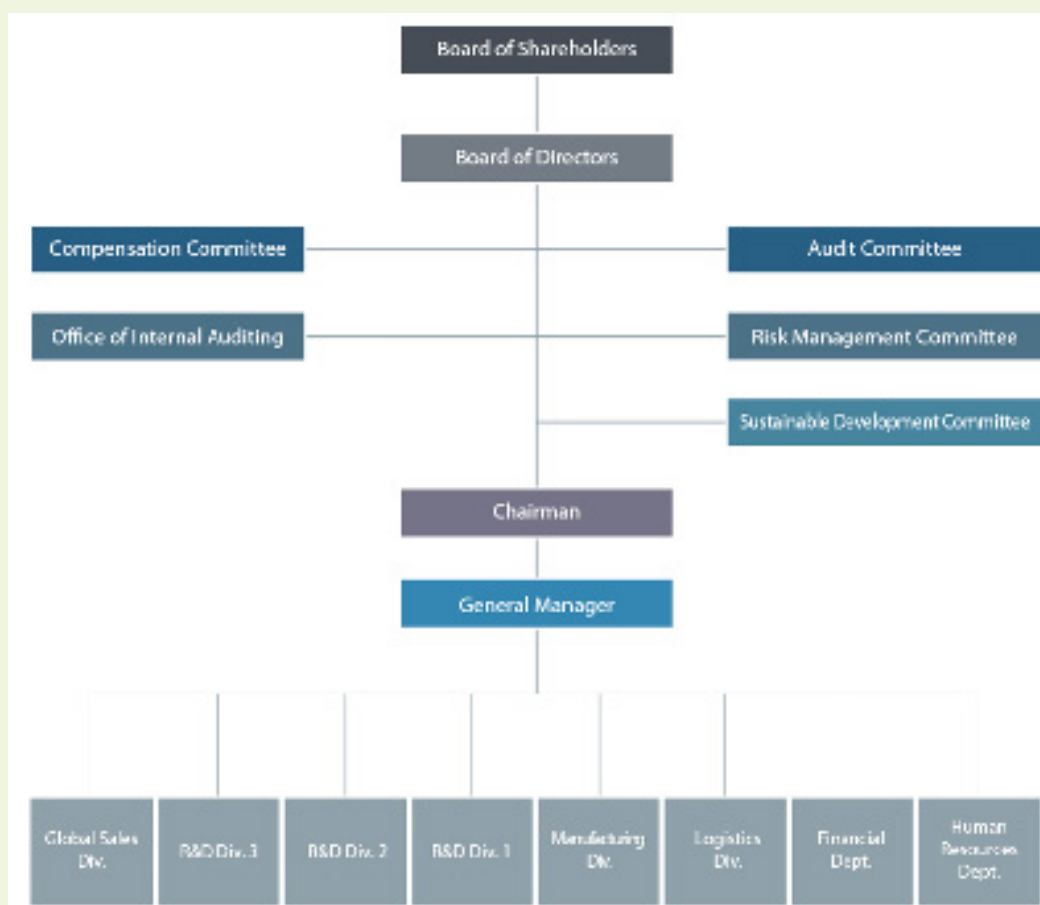


2.1 Corporate Governance

TRI envisions becoming a global leader in automated inspection equipment. The company operates based on the principles of prudent management, integrity, and honesty, while establishing a robust corporate governance framework and promoting related initiatives to safeguard the rights and interests of all stakeholders.

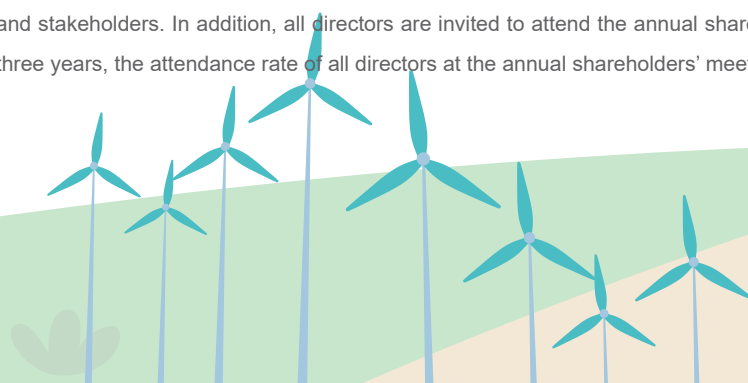
2.1.1 Corporate Governance Framework

The Board of Directors serves as TRI's decision-making body for advancing corporate governance. To ensure integrity and transparency, the Board has established both a Compensation Committee and an Audit Committee to assist in fulfilling its supervisory responsibilities and enhancing management effectiveness. In addition, on October 24, 2021, TRI established the Sustainable Development Committee, the company's highest-level decision-making body for sustainability. Composed of senior executives, the committee regularly reviews the company's core operational capabilities and formulates medium- and long-term sustainability strategies.



Board of Directors	Compensation Committee	Audit Committee	Sustainable Development Committee
<ul style="list-style-type: none"> • TRI's Board of Directors is composed of nine members, including four independent directors, representing 44% of the total seats. All directors possess expertise in business, finance, accounting, or management relevant to the company's operations. • In accordance with laws, the Articles of Incorporation, and resolutions of the shareholders' meeting, the Board exercises its powers based on the principle of integrity to maximize shareholder value while supervising legal compliance and ensuring the timely disclosure of material information. • Led by the Chairperson, the Board convenes at least once per quarter and held five meetings in 2024, with an average attendance rate of 96%. • To strengthen corporate governance and enhance the performance of the Board and its functional committees, TRI has established the Board Performance Evaluation Policy, which requires internal performance assessments of the Board and its committees at least once a year, and external professional evaluations at least once every three years. The 2024 evaluation results for the Board, individual directors, and each functional committee were reported to the Board of Directors, indicating sound operational performance. TRI will continue to enhance its governance practices based on these evaluation outcomes to further improve overall board effectiveness. 	<ul style="list-style-type: none"> • The Compensation Committee of TRI is composed of four independent directors who, from a professional and objective standpoint, evaluate the company's policies and systems related to the remuneration of directors and managerial officers. The committee provides recommendations to the Board of Directors as a basis for decision-making and conducts internal performance evaluations of the committee annually. • The main responsibilities of the Compensation Committee include regularly reviewing policies, systems, standards, and structures for performance evaluation and remuneration of directors and managerial officers; periodically assessing and determining their compensation; and evaluating the achievement of performance objectives to set appropriate remuneration content and amounts. • The Compensation Committee convenes at least twice a year. In 2024, it held three meetings, with an attendance rate of 92%. 	<ul style="list-style-type: none"> • The Audit Committee of TRI is composed of four independent directors. Its primary responsibilities include fulfilling supervisory duties, evaluating operational performance, and making decisions on significant matters. The committee also conducts an internal performance evaluation annually. • During each Audit Committee and Board of Directors meeting, the head of internal audit reports on audit findings and the progress of corrective actions, reviews internal regulations, and revises relevant procedures when necessary to continuously optimize operational processes. • External auditors, upon completing annual audits or quarterly reviews, provide written reports and brief the Audit Committee on significant findings, internal control deficiencies, and other major communications to ensure the committee's full understanding of the company's operational results. • In 2024, the Audit Committee held four meetings with an attendance rate of 100%. Communication and interaction between the Audit Committee, the internal audit head, and external auditors remained smooth and effective. 	<ul style="list-style-type: none"> • The Chairperson serves as the committee chair, and the Chief Human Resources Officer acts as the executive secretary. The Sustainable Development Committee is divided into three working groups: the Environmental and Safety Group (led by the Chief Manufacturing Officer), the Corporate Governance Group (led by the Chief Financial Officer), and the Social Engagement and Talent Development Group (led by the Chief Human Resources Officer). Together, they integrate green environmental initiatives, social responsibility, and international sustainability standards to formulate the company's sustainable development plans. • Reports to the Board of Directors on the implementation results of sustainability initiatives and future work plans. • The Sustainable Development Committee reports to the Board of Directors annually on the company's ESG status.

The Board of Directors places great importance on the opinions and feedback of stakeholders. A dedicated stakeholder section has been established on the company's official website to provide communication channels for stakeholders, allowing the company to collect, analyze, and respond to their key concerns, thereby maintaining positive relationships with shareholders and stakeholders. In addition, all directors are invited to attend the annual shareholders' meetings each year, and over the past three years, the attendance rate of all directors at the annual shareholders' meetings has been 100%.



2.1.2 Operation of the Board of Directors

TRI has established the Corporate Governance Best Practice Principles, formulating and implementing a board diversity policy. The nomination and selection of board members are conducted in accordance with the company's Articles of Incorporation through a candidate nomination system. In addition to evaluating each candidate's academic and professional qualifications, the process also adheres to the Corporate Governance Best Practice Principles and the Procedures for Election of Directors to ensure diversity and independence among board members.



Corporate Governance Best Practice Principles



Procedures for Election of Directors

Board Independence

The Board of Directors of TRI is composed of nine members, including four independent directors. Directors holding employee positions account for 22%, while female directors represent 11%. Independent directors make up 44% of the board, and all four have served for fewer than three consecutive terms. The primary responsibility of the Board is to oversee legal compliance, financial transparency, and timely disclosure of material information while maintaining objective and independent judgment on financial and operational matters.

To ensure independence, the selection process guarantees that no more than two directors are related by marriage or within the second degree of kinship, and none are involved in circumstances prohibited under Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act. Furthermore, if a director or the legal entity they represent has a conflict of interest with any board agenda item, they must disclose the material details of the conflict during the meeting, refrain from participating in discussions and voting if the matter could harm the company's interests, and are prohibited from exercising voting rights on behalf of other directors.

The Chairperson concurrently serves as President to enhance operational efficiency and decision-making effectiveness. To further strengthen board independence, the company actively develops qualified candidates internally. The Chairperson maintains close communication with all directors regarding operational progress and strategic plans to ensure sound corporate governance. In addition, TRI has increased the number of independent directors from three to four to further enhance board functionality and supervisory capacity.

Board Diversity

The company advocates and respects a board diversity policy, recognizing that a diversified composition strengthens corporate governance and promotes sound development of the Board's structure. TRI believes that diversity contributes to the enhancement of overall corporate performance. The selection of board members is based on the principle of merit, ensuring a balance of cross-industry expertise and complementary capabilities. Board members represent diversity in fundamental attributes such as age, gender, and nationality, as well as in professional experience and relevant skills, including finance, securities, accounting, law, education, and electronic technology. They also possess business judgment, management, leadership, decision-making, and crisis management capabilities. To strengthen the Board's functions and achieve the objectives of corporate governance, Article 20 of TRI's Corporate Governance Best Practice Principles specifies that the Board as a whole should possess the following competencies: 1. Business judgment 2. Accounting and financial analysis 3. Management capability 4. Crisis management 5. Industry knowledge 6. Global market perspective 7. Leadership 8. Decision-making ability

For detailed information about the Board members, please refer to the 2024 Annual Report, page 7. (https://www.tri.com.tw/tw/investor/investor_list-464-3-3.html)。

Diversity Core Items / Directors Name	Date of Appointment	Basic Composition									產業經驗				專業能力			
		Nationality	Gender	Concurrent Position as Company Employee	age			Independent Director Tenure Years of Service			Financial Management	Business Management	International Market	University Lecturer	Business	Legal	Accounting	Risk Management
					51 to 60	61 to 70	70 to 75	under 3 years	3 to 9	9 years and								
Jason Chen		R.O.C	Male	✓			✓					✓	✓		✓		✓	✓
Kuang-chao Fan		R.O.C	Male				✓					✓	✓	✓	✓			✓
Peter Chen		R.O.C	Male				✓				✓				✓	✓		✓
Jim Lin		R.O.C	Male	✓			✓					✓	✓		✓		✓	✓
Mark Tsai		R.O.C	Male				✓					✓	✓		✓		✓	✓
Jenny Chen		R.O.C	Female			✓		✓			✓	✓			✓		✓	✓
Yu-hsuan Fu		R.O.C	Male				✓		✓			✓	✓		✓		✓	✓
Liang-Chia Chen		R.O.C	Male			✓			✓					✓				✓
Chii-Ruey Hwang		R.O.C	Male		✓			✓			✓	✓	✓	✓	✓		✓	✓

Board Members' Continuing Education Status

To strengthen the professional capabilities and competencies of the Board, all TRI directors have completed the legally required minimum of six hours of continuing education per person per year. This reflects a 100 percent compliance rate with the continuing education requirements for directors of listed companies. The directors also continue to advance their knowledge in areas such as corporate governance, ESG and sustainable development, and key financial risk-alert indicators.

Title	Name	Training date	Organization	Course name	Hours
		From-to			
Chairman	Jason Chen	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Director	Kuang-chao Fan	2024/11/07	Chinese Corporate Governance Association	Board Performance and Effectiveness from the Perspective of Directors and Supervisors	3
				Application of Modern Enterprise Risk Management Strategies in Corporate Governance	3
Director	Peter Chen	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Director	Jim Lin	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Director	Mark Tsai	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Independent Director	Yu-hsuan Fu	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Independent Director	Jenny Chen	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Independent Director	Liang-Chia Chen	2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3
				Business Management in Practice: Industry 4.0 Is Different from What You Expect	3
Independent Director	Chii-Ruey Hwang	2024/09/18	Accounting Research and Development Foundation (ARDF), Republic of China	2024 ESG Summit: Comprehensive Net Zero and a Sustainable Future	3
		2024/09/18	Chinese Corporate Governance Association	Awareness and Prevention of Unlawful Workplace Infringements	3

Board Performance Evaluation



Board Performance Evaluation Procedures

To strengthen corporate governance functions and enhance the effectiveness of Board operations, TRI has established the "Board Performance Evaluation Procedures." The Board of Directors, individual board members, and functional committees conduct an internal performance evaluation of the Board and its committees annually, with an external evaluation conducted at least once every three years. Through various evaluation criteria, the company gauges the directors' perception of the functioning of the Board and its committees. The evaluation items are as shown in the table below. The 2022 performance evaluation results have been reported to the Board and will serve as a reference for the company's continuous improvement efforts.

Internal Evaluation

Board Performance Evaluation	Individual Board Member Performance Evaluation	Functional Committee Performance Evaluation
<p>Five Key Evaluation Indicators, totaling 45 items:</p> <ul style="list-style-type: none">• Participation in Company Operations• Enhancement of Board Decision-Making Quality• Composition and Structure of the Board• Selection and Continuous Education of Directors• Internal Control	<p>Six Key Evaluation Indicators, totaling 23 items:</p> <ul style="list-style-type: none">• Understanding of Company Goals and Mission• Awareness of Director Responsibilities• Participation in Company Operations• Management of Internal Relationships and Communication• Director's Professionalism and Continuous Education• Internal Control	<p>Five evaluation dimensions were used, with a total of 22 self-assessment items for the Audit Committee and 19 self-assessment items for the Remuneration Committee.</p> <ul style="list-style-type: none">• Participation in Company Operations• Understanding of Committee Responsibilities• Enhancement of Committee Decision-Making Quality• Committee Composition and Member Selection• Internal Control
<p>The overall performance evaluation results for the Board of Directors, individual board members, and all functional committees in 2024 were all rated as excellent or above, indicating that overall operations were sound.</p>		



External Evaluation Report on Board Performance

2.1.3 Remuneration System for Directors and Executives

TRI follows the provisions of Article 29-1 of its Articles of Incorporation in establishing policies, standards, and amounts for director remuneration. The Remuneration Committee evaluates each director's level of participation in company operations and the value of their contributions, ensuring a fair and reasonable link between performance risk and compensation. Recommendations are made with reference to the company's operating performance and prevailing industry practices, and then submitted to the Board for deliberation.

- Director remuneration includes business-related allowances such as transportation expenses and special allowances.
- Directors who also serve as employees receive compensation that includes salary, position-based allowances, bonuses, and special allowances. Retirement-related amounts represent accrued provisions rather than actual payments.
- The compensation for the President and Vice Presidents is determined based on their contributions to the company's operational performance and benchmarked against industry standards. Current compensation includes salary, performance bonuses, and meal allowances, all paid in cash.

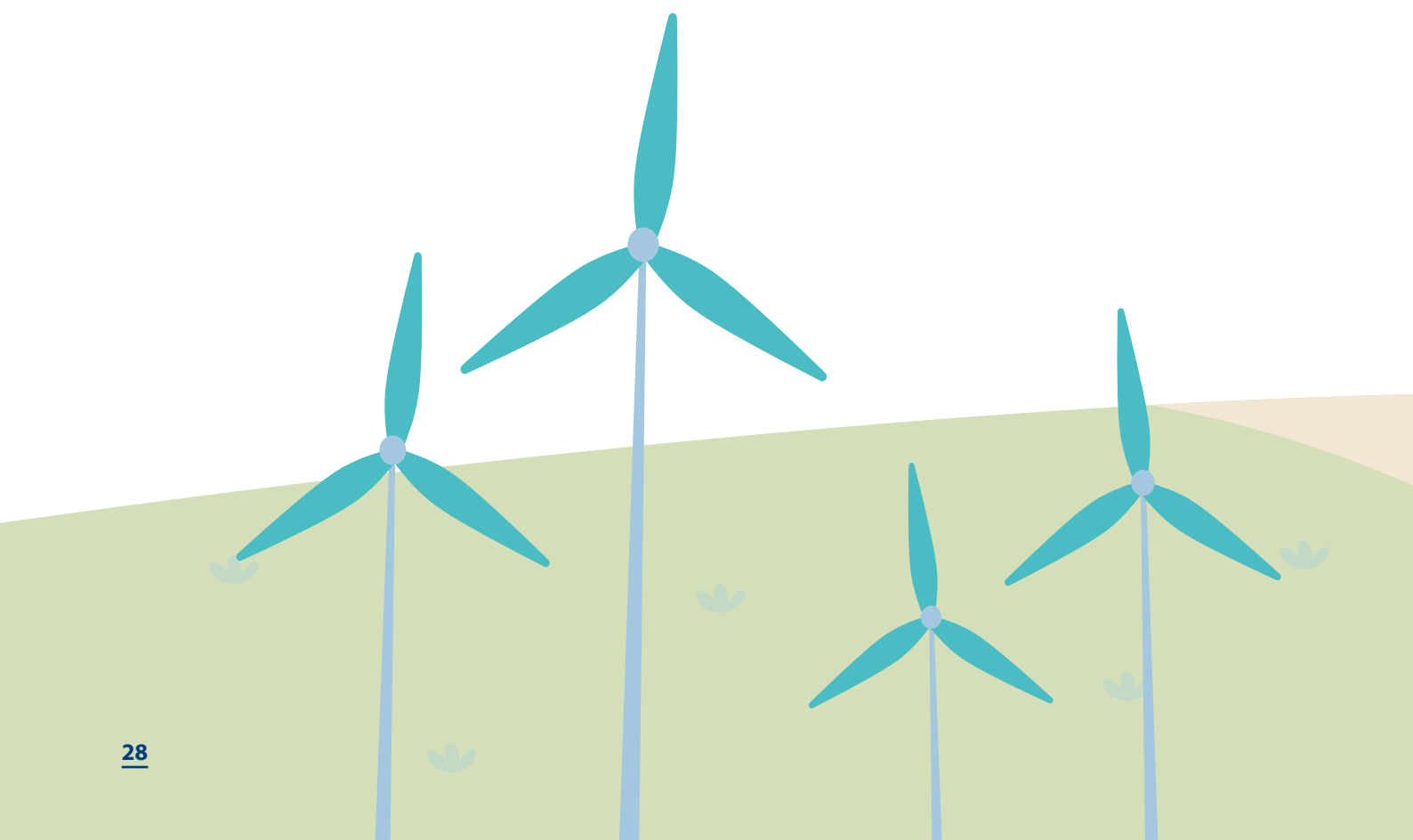
Appointment of a Dedicated Corporate Governance Officer

- In accordance with a resolution passed by the Board of Directors on May 11, 2019, TRI established the position of Corporate Governance Officer. The role is concurrently held by the Deputy Manager of the Finance Department. The Corporate Governance Officer is responsible for handling matters related to meetings of the Board of Directors and shareholders, preparing minutes for these meetings, assisting directors with onboarding and continuing education, providing necessary information to support directors in performing their duties, assisting directors in complying with laws and regulations, administering various corporate registration changes, and organizing investor conferences as needed to maintain investor relations.
- In 2024, the Corporate Governance Officer handled five Board meetings and the Annual General Meeting in accordance with legal requirements, and arranged training courses for all nine directors, who collectively completed 54 hours of continuing education during the year.
- To enhance corporate governance processes and strengthen the competencies of the Corporate Governance Officer, TRI's Corporate Governance Officer completed 12 hours of professional development in 2024, covering topics such as analyzing key corporate financial information to improve crisis-awareness capabilities, practical business management: Industry 4.0 is not what you think, and awareness and prevention of unlawful workplace infringements.

2.1.4Internal Control and Internal Audit Management

- TRI establishes its internal control system and an independent Internal Audit Office in accordance with applicable laws and regulations. The Internal Audit Office operates with independence, objectivity, and impartiality, and reports directly to the Board of Directors.
By evaluating the internal control system, the Internal Audit Office assesses the effectiveness of existing policies and procedures, the level of compliance, and their impact on operational activities. This ensures the continual and effective implementation of internal controls and assists management in fulfilling its governance and oversight responsibilities.
- Each year, based on the results of risk assessments, the Internal Audit Office prepares an annual audit plan for the internal control system and submits it to the Audit Committee and the Board of Directors for approval. Monthly audit activities are carried out according to the plan, and audit reports are issued to the President and the Chairman, with copies provided to all independent directors. On a quarterly basis, the Chief Audit Officer attends meetings of both the Audit Committee and the Board of Directors to report on the execution of internal audit activities.
To ensure effective self-monitoring and timely response to changes in the operating environment, the Internal Audit Office supervises all internal departments and subsidiaries each year in conducting self-assessments. The Internal Audit Office then reviews these assessment reports and provides the Board of Directors and the President with an evaluation of the overall effectiveness of the internal control system, which serves as the primary basis for issuing the Statement of Internal Control.
- In addition to meeting the qualification requirements for internal auditors as stipulated by the Financial Supervisory Commission, the appointment, dismissal, performance evaluation, and remuneration of internal audit personnel are handled in accordance with TRI's Personnel Recruitment Procedures, Salary Administration Procedures, Performance Evaluation Management Regulations, and Employee Handbook.
All personnel actions follow the company's approval process, whereby the Chief Audit Officer submits recommendations for approval by the Chairman. Performance evaluations are conducted at least once every quarter in accordance with TRI's Performance Evaluation Management Regulations.
Furthermore, the appointment and dismissal of the Chief Audit Officer must be approved by both the Audit Committee and the Board of Directors in accordance with TRI's Audit Committee Charter and Rules of Procedure for Board Meetings.

Plan Development	Audit Execution	Reporting Results	Follow-up and Improvement
Based on the results of the risk assessment, the annual audit plan is formulated, with risk factors covering all operational aspects, including procurement, production, sales, finance, and information security.	Audit procedures are carried out in accordance with the annual audit plan to evaluate the effectiveness of the internal control system and the level of compliance, and to identify any deficiencies or irregularities.	Based on the audit findings, the Internal Audit Office prepares and submits audit reports each month to the independent directors and reports the execution status to the Audit Committee and the Board of Directors.	For any internal control deficiencies or irregularities identified during audits, follow-up and improvement status are tracked and reported quarterly. An annual self-assessment of the internal control system is also conducted to ensure its continued effectiveness.



2.2 Integrity in Business Operations

Integrity in Business and Commitment

TRI upholds the principles of integrity, responsibility, and ethical conduct as the foundation of its business operations. The company has established regulations such as the Integrity Management Code of Practice, the Code of Ethical Conduct, and the Whistleblowing and Complaint Handling Procedures, requiring compliance by the Board of Directors, senior management, all employees of the group, and business partners. These regulations clearly prohibit engaging in or being involved in any dishonest conduct, thereby fostering a culture of integrity and establishing sound business practices.

For internal governance, the Risk Management Committee is established under the Board of Directors, with the Head of Human Resources serving as Executive Secretary. The committee may coordinate with heads of Legal, Internal Audit, Project Management, and other relevant departments to formulate and oversee the implementation of integrity management policies and preventive measures. The committee reports to the Board of Directors regularly, at least once a year. All business activities are conducted in accordance with applicable laws and regulations, and material information is disclosed in compliance with legal requirements to ensure transparency. In addition, directors with conflicts of interest must recuse themselves from discussions and voting during Board resolutions.



Code of Integrity



Code of Ethics



Whistleblowing and Complaint Handling
Procedures

TRI's standard sales contracts explicitly require both parties to act in accordance with principles of integrity. If either party engages in dishonest, unethical, or bribery-related conduct, the other party may terminate or cancel the contract at any time. Employees who violate the company's integrity policies will receive a warning for the first offense and forfeit all annual bonuses (including performance and year-end bonuses). A second violation will result in dismissal, along with claims for any damages incurred. All members of TRI's Board of Directors strictly adhere to integrity principles, and in 2024, the signing rate for the Directors' Integrity Commitment Statement reached 100 percent.

To ensure that all employees, management, and directors fully understand the company's commitment, policies, and preventive measures regarding ethical business practices, TRI conducted internal and external training sessions in 2024 covering topics such as integrity and anti-corruption policies, intellectual property management, contract confidentiality management, trade secret protection, and internal controls. A total of 1,237 participants attended these courses, with cumulative training hours reaching 897.43. No significant corruption risks occurred or were identified at TRI's operational sites in 2024.

Integrity in Business Action Plan

Item	Target	Content	Frequency
Integrity Pledge	Board of Directors, Employees, Suppliers	<ol style="list-style-type: none"> 1. The Board of Directors, employees, and suppliers sign an "Integrity Pledge" to swear to abide by the Company's integrity and discipline requirements. 2. Regularly evaluate whether suppliers have violated integrity records. 	Once
Internal Training	Employees	<ol style="list-style-type: none"> 1. Promote the corporate culture concept of integrity 2. Conduct online or in-person training sessions covering topics such as insider shareholding compliance, key considerations when entering into corporate contracts, and the protection of confidential business information and trade secrets. 	Irregularly
Email	Directors, Managers	<ol style="list-style-type: none"> 1. When directors or executives assume their positions, the "Insider Shareholding Guidelines" are emailed to them on the first day of appointment. In addition to informing newly appointed insiders of the relevant legal requirements they must follow, the company also notifies the stock transfer agency on the same day to file the necessary information for newly appointed insiders. 2. An email is issued to promote awareness of the document "Common Violations of Insider Shareholding Change Reporting under the Securities and Exchange Act," reminding insiders to report any changes in their shareholdings in accordance with legal requirements. 	Irregularly Monthly
Performance Appraisal	Employees	Include morality and conduct as one of the assessment items in the quarterly performance appraisal.	Biannually

2024 Annual Anti-Corruption Communication (Implementation of Integrity Commitment, Non-Disclosure Agreements)

Category	Number of People/Companies Communicated with Regarding Anti-Corruption	Total Number of People/Companies	Percentage of People/Companies Communicated with
Board of Directors	9	9	100%
Employees	648	648	100%
Suppliers	503	503	100%

Whistleblowing and Prevention System



Whistleblowing and Complaint Handling Act

To embed integrity into the company's culture, TRI has established the Whistleblowing and Complaint Handling Procedures to encourage the reporting of corruption, bribery, or the exchange of improper benefits involving any TRI personnel. This includes directors, managers, employees, and individuals with substantial control of the company, as well as those of any existing or future domestic or overseas branches, subsidiaries, offices, or affiliated companies.

The whistleblowing mechanism is disclosed on the company's website and clearly specifies the standard operating procedures for investigating reported cases. A designated unit is responsible for handling, investigating, and responding to whistleblowing and complaint matters, and incentive measures are in place to encourage valid reporting. The identity of whistleblowers and the content of reports are kept strictly confidential, and whistleblowers are protected from any form of improper treatment as a result of their reporting.

Whistleblowing and Complaint Handling Procedures

Report Hotline +886-2-28328918 EXT.2119

Report Email fb@tri.com.tw

Report Mailing Address 11158 Legal Affairs Office, 7th Floor, No. 45, Dexing West Road, Shilin District, Taipei City 11158, Taiwan

Employee Complaint Channels

1. Complaint Contact: Human Resources Department, Headquarters
2. Suggestion Hotline: 00886-2-28328918 ext. 2119
3. Employee Suggestion Email: fb@tri.com.tw
4. Employee Website (EIP): Feedback Box at Company's internal portal

The company's whistleblowing mechanism includes clearly defined operating procedures and confidentiality measures. The responsible unit is expressly prohibited from disclosing the identity of the whistleblower or any information related to the parties involved. These measures ensure the effective functioning of the reporting system and protect whistleblowers from personal detriment or discriminatory treatment in their working conditions as a result of their reports.

Investigation of Whistleblowing Cases

Once a whistleblowing case is accepted, the designated unit responsible for handling complaints must convene a task force within three days to conduct an investigation. Members of the task force must include representatives from the Legal Department and any other personnel deemed necessary by the responsible unit. Individuals who have a conflict of interest or may be biased must recuse themselves from participating in the task force.

Following the investigation, if the case involves general employees, the relevant department supervisor must provide explanations and comments, which are then submitted to the President. If the case involves directors or senior management, or if the investigation reveals significant violations or potential material harm to the company, a written report must be promptly submitted to the independent directors.

In principle, the task force must complete its investigation and report within thirty days from the date of case acceptance. If necessary, the deadline may be extended once for up to an additional thirty days.

All whistleblowing information is subject to strict confidentiality. Personnel responsible for the investigation must keep the identity of the whistleblower and the details of the report strictly confidential. If disclosure of the whistleblower's identity becomes necessary, prior consent must be obtained to prevent retaliation. During the handling of the case, the complainant may request a trusted colleague to accompany them during questioning or invite relevant personnel to participate in the investigation. The company may also require the respondent to temporarily suspend managerial authority or cooperate with the investigation.

If a whistleblowing case involves directors or senior executives, or if major violations are identified that may cause significant damage to the company, a written notification must be submitted to the Chairman. For confirmed and serious violations, the company will take action in accordance with applicable laws and internal regulations and disclose the matter through the Market Observation Post System (MOPS). TRI recorded no whistleblowing cases or violations of integrity or ethical conduct in 2024.

2.3 Economic Performance

TRI implements its corporate governance strategy by holding annual investor conferences and shareholders' meetings, and by regularly updating financial and business information on the Market Observation Post System and the company website. Through transparent information disclosure, shareholders and investors are able to stay informed of the company's operating performance in a timely manner.

In 2024, TRI recorded consolidated revenue of NT\$6.356 billion and net income after tax of NT\$1.837 billion. Compared with 2023 revenue of NT\$4.435 billion, this represents a significant increase of 43 percent; net income also rose substantially by 83 percent from NT\$1.001 billion in 2023. According to the consolidated financial statements, the company's operating profit margin in 2024 was 32 percent, net profit margin was 29 percent, return on equity was 24 percent, and return on assets was 20 percent, indicating a solid and healthy financial position.

The main reasons for the strong growth in revenue and profitability in 2024 are as follows:

1. Revenue from X-RAY and ICT products grew significantly, with both product lines reaching their highest annual revenue in company history.
2. Revenue from the Taiwan Sales Division and the International Business Division (IBD) increased substantially, also achieving record-high annual revenue for both regions.
3. Revenue from the server industry and the network communications industry grew sharply.
4. Revenue from the semiconductor industry increased significantly.
5. Revenue from high-speed, high-precision AOI and SPI continued to grow.
6. New products were successfully commercialized, further enhancing overall product competitiveness.
7. Close collaboration with major international customers strengthened customer proximity and market responsiveness.

Item	Unit : NTD Thousand		
	2022	2023	2024
Generation of Direct Economic Value	6,708,832	4,435,101	6,355,808
Operating Revenue	6,708,832	4,435,101	6,355,808
Distribution of Direct Economic Value	5,258,440	4,256,891	5,158,385
Operating Costs	2,860,203	1,804,486	2,571,758
Employee Salaries and Benefits	1,283,178	1,120,139	1,397,571
Payments to Investors	779,513	1,062,972	779,513
Payment to the government	335,546	269,294	409,543

Government Financial Subsidies

Over the past three years, TRI has received government incentives such as investment tax credits, real investment deductions, and smart manufacturing subsidies. In 2024, the company received NT\$151,000 in exhibition subsidies. Applications for 2024 and 2023 subsidies have also been submitted, and approval is still in process. Updates will be provided in future reports once the subsidies are officially confirmed.

2.4 Risk Management

Risk Management Organization

TRI establishes its risk management policies and procedures in accordance with the “Regulations Governing Establishment of Internal Control Systems by Public Companies” and the “Practical Guidelines for Risk Management of Listed and OTC Companies” issued by the Taiwan Stock Exchange. The company’s risk management framework covers environmental, social, and governance (ESG) risks related to operations, as well as strategic, operational, financial, information security, compliance, integrity, and other emerging risks, including climate-related and pandemic-related risks.

Aligned with TRI’s overall operational direction and sustainability principles, the company has developed and implemented a comprehensive risk management mechanism. TRI continuously monitors internal and external issues and environmental changes, assesses operational impacts, and formulates corresponding mitigation and improvement measures. These efforts aim to prevent potential losses, strengthen oversight and control, and foster a strong risk management culture through training, performance evaluation, and transparent disclosure.

To ensure effective supervision, TRI has established a Risk Management Committee under the Board of Directors. The committee oversees the operation of the company’s risk management mechanisms and plans and implements related activities. Each first-level manager under the President is responsible for conducting departmental risk self-assessments and preventive management, actively reporting significant risks to the committee. The Risk Management Committee reports the company’s overall risk assessment and control status to the Board of Directors at least once per year, serving as the basis for evaluating the effectiveness of risk management and identifying areas for improvement.

Risk Management Policy



Risk Management Policy and Procedures

In line with the company’s overall operational direction and sustainability commitments, TRI has established and implemented a comprehensive risk management mechanism. The company continuously monitors internal and external issues and environmental changes, conducts impact analyses, and formulates responsive measures and improvement actions to prevent potential losses. Through effective oversight and control, supported by training, performance management, and transparent disclosure, TRI strengthens and embeds a robust risk management culture throughout the organization.

TRI actively implements risk prevention and loss control measures and integrates risk management into its daily internal control operations. Each department is required to conduct regular self-assessments and participate in training programs, with the effectiveness of these efforts evaluated by senior management to ensure risks remain within acceptable levels. By establishing risk indicators and a risk event reporting mechanism, TRI consolidates information from various business activities to identify potential risks and determine key risk categories, which are regularly reported to the Risk Management Supervisor.

For human-induced incidents, natural disasters, and other major unforeseen events, the company has established an Emergency Response Plan, including corresponding management procedures and guidelines. These cover preventive measures, emergency response actions, and reporting procedures for hazards such as fires, floods, typhoons, earthquakes, and chemical spills. Clear roles and responsibilities are defined for all personnel to ensure proper adherence and to minimize disruptions to normal operations.

Risk Identification Results and Key Issues

After identification, measurement, and assessment by the risk management structure, TRI's key risk items in 2024 include environmental impacts, occupational safety, employee well-being, legal compliance, enhancement of board competencies, and stakeholder communication. The annual management status of these risks has been reported to the Board of Directors. Information security risks are detailed in Section 2.4 Customer Relationship Management – Customer Privacy and Information Security.

Risk Management Item	Risk Description and Response Measures
Environmental Impact and Management	To address the escalating impacts of global warming and the potential introduction of carbon taxes on enterprises, TRI began implementing the ISO 14001 Environmental Management System in 2021 and obtained certification in 2022. The certification supports ongoing energy-saving initiatives in manufacturing facilities and the planning of renewable-energy installations. TRI further obtained ISO 14064 certification in 2023.
Occupational Safety	Employees are the most important asset of an enterprise. Enterprises must provide a safe and hygienic workplace environment so that employees can perform their jobs without any worries. TRI began to introduce the ISO 45001 occupational safety and health management system in 2021 and obtained certification in 2022, hoping to continue to improve workplace environmental safety and hygiene.
Employee Care	In the past two years, the labor market has become increasingly competitive. In addition to providing a safe and healthy workplace, TRI conducts annual employee health examinations and, in accordance with regulatory requirements, appoints on-site physicians and nurses to offer consultations and follow-up care. The company also provides employer-paid group insurance that covers employees' spouses and children at no additional cost, as well as 10 days of fully paid sick leave. Furthermore, TRI conducts market salary benchmarking and implements an annual salary adjustment each April. Through these comprehensive measures, the company aims to enhance employee well-being and strengthen its competitiveness in the talent market.
Legal Compliance	Through the establishment of governance structures and the implementation of internal control mechanisms, the company ensures that all personnel and operational processes comply with applicable laws and regulations. °
Strengthening the Functions of Directors	Plan relevant continuing education topics for directors and provide directors with the latest regulations, system development, and policies every year.
Stakeholder Communication	Establish various communication channels, actively communicate, and reduce conflicts and misunderstandings. Set up an investor mailbox, which is handled and responded to by the spokesperson.

2.5 Compliance with Laws and Regulations

TRI regards compliance with local laws and regulations in each operating country as the minimum standard. The company conducts regular reviews of environmental and occupational health and safety regulatory requirements to support the establishment of risk control measures and operational guidelines. Relevant laws and regulations are continuously internalized into company policies or procedures, and employees are informed through appropriate training programs.

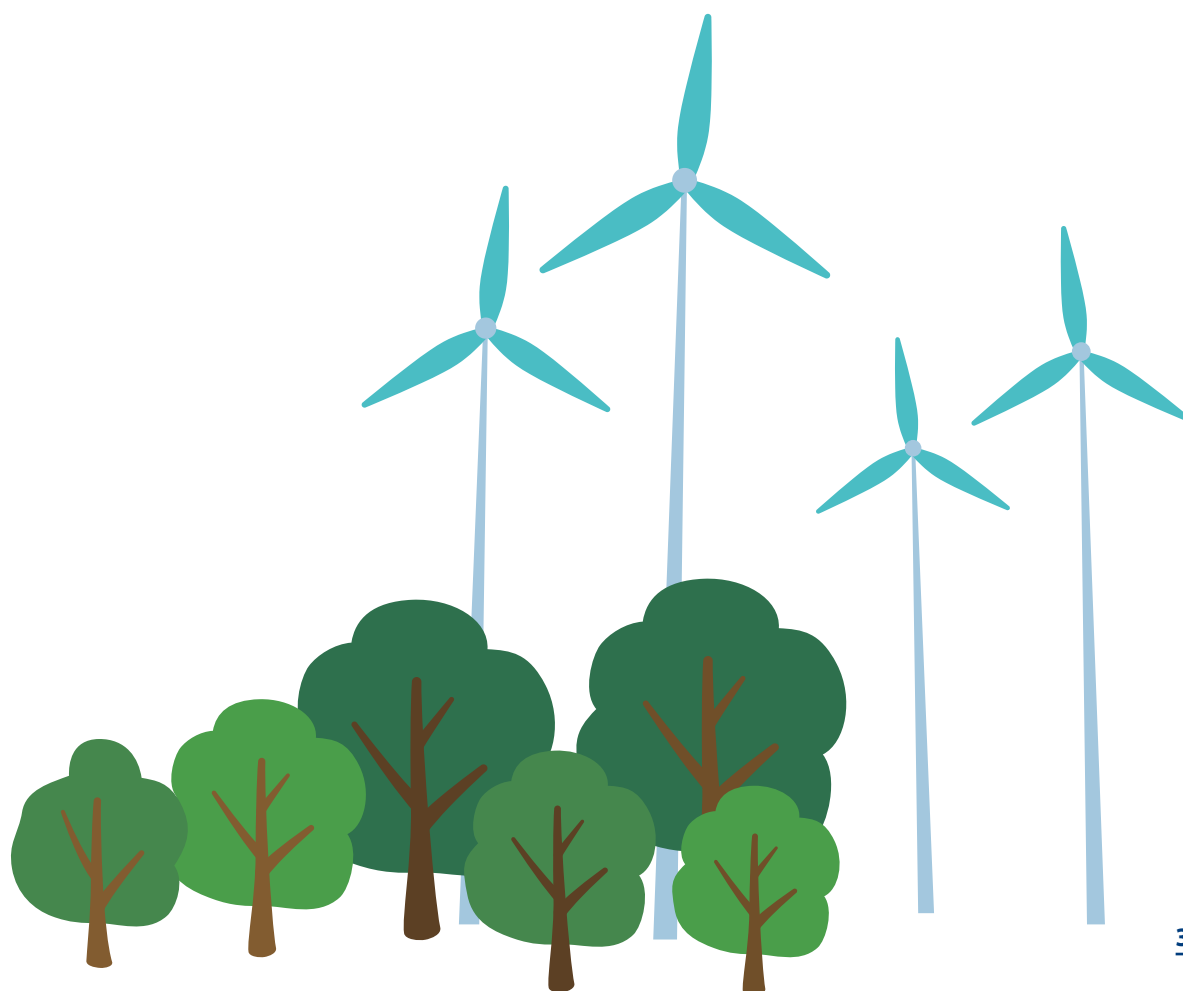
In 2022, TRI obtained ISO 14001:2015 Environmental Management System and ISO 45001:2018 Occupational Health and Safety Management System certifications. These certifications not only ensure compliance with environmental, labor, and occupational safety regulations but also help provide employees with a safe and hazard-free working environment. In 2024, TRI recorded no violations related to corporate governance, anti-competitive behavior, antitrust and monopoly regulations, or economic, social, and environmental laws and regulations.

In 2022, the company established an ESG project organization to promote sustainable development, further integrating sustainability principles into its corporate culture and daily operations.

2024 Compliance Training Course Content

Courses	Course Objective	Trainees number	Training Hours
Occupational Safety and Health Related Courses	Understand relevant regulations and assist in maintaining a workplace environment that complies with regulations	42	79.65
ISO Related Training Courses	Understand ISO internal audit concepts and assist in internal company processes	120	100.12
Radiation Protection Training Courses	In-service radiation workers are required to receive regular training	207	311.81
Other (e.g., first aid training or crane operation training)	Compliance with regulations	9	218

Note: Training related to ethical business conduct is disclosed in section 2.2 Ethical Business Practices.



2.6 Sustainable Supply Chain Management

Supply Chain Types

TRI's primary products include the research and development, manufacturing, and sales of automated inspection equipment, providing comprehensive solutions for testing and assembling circuit boards. As a result, the company engages with a diverse range of suppliers. The raw materials used in the supply chain include X-Y tables, image processing boards, CCD cameras and X-ray tubes, instrument frames, PCBs, ICs, press-fit machines, and computer equipment. Most suppliers are leading domestic and international manufacturers with strong quality, technology, and reputation. TRI has maintained long-term and stable cooperative relationships with these suppliers.

To ensure a reliable supply of raw materials, TRI generally maintains more than two suppliers for each major component, minimizing supply risks and ensuring stable production. The current supply of major raw materials remains sufficient.

In 2024, TRI collaborated with 503 raw material suppliers worldwide, with total procurement reaching NT\$2.6 billion. Among them, local procurement amounted to approximately NT\$2.442 billion, accounting for about 93.92 percent of total procurement.

Local Procurement

Procurement Source	Number of Suppliers at the End of 2024	Percentage of Procurement Amount in 2024
Local	461	91.65 %
Non-local	42	8.35%

Note: The geographical definition of "local Procurement" refers to suppliers located in Taiwan. °

Among the 503 suppliers, TRI identifies a group of "critical suppliers" for strategic management. The identification criteria include: suppliers whose annual procurement value ranks within the top ten percent, those providing key components or serving as the sole source of supply, and those offering irreplaceable components. As of the end of 2024, TRI had identified 19 critical suppliers. These suppliers are regarded as the company's strategic partners, as they play an essential role in TRI's product development. TRI maintains close communication and ongoing collaboration with its critical suppliers to support sustainable business operations and long-term growth.

Supplier Classification and Procurement Proportions

Supplier Type	Number of Suppliers at the End of 2024	Percentage of Procurement in 2024
Key Suppliers (Image parts, top 10 transaction amounts)	19	42%
Other Major Suppliers (Annual transaction of 10 million)	36	37%
Total	55	79%

Supplier Sustainability Management Guidelines

TRI has established the "Supplier Management Procedures" and the "Supplier and Contractor Environmental, Health and Safety Guidelines," and conducts supplier evaluation and management in accordance with ISO third-party management requirements. Suppliers are required to comply with environmental protection, occupational health and safety, labor and human rights, and ethical standards. These topics are incorporated into on-site assessments during supplier evaluations. TRI introduced the ISO 14001 and ISO 45001 management systems in 2021 and obtained certification in 2022. Potential operational safety risks and environmental impacts associated with suppliers and contractors are assessed regularly. Quarterly performance evaluations are conducted, and on-site audits for specific suppliers (such as PCB manufacturers, machining vendors, and cable assembly suppliers) are performed every three years. TRI also holds ad-hoc review meetings with suppliers to address delivery quality issues and implement corrective and preventive actions, thereby mitigating occupational safety incidents or environmental impacts arising from business activities.

To ensure effective supplier management, TRI has established supplier selection principles. In addition to evaluating fundamental criteria such as quality, cost, delivery, service, management, innovation, and technical capabilities, the company also implements procurement practices aligned with green supply chain principles. All suppliers, including new suppliers, are evaluated according to the following basic criteria:

- Suppliers are required to sign the "Integrity Commitment Statement," affirming their compliance with TRI's Supplier Code of Conduct.
- TRI's material suppliers must comply with all applicable local laws and regulations and establish their own risk control mechanisms.
- Suppliers are expected to implement environmental, safety, and hazardous substance-free management systems.
- Suppliers shall cooperate with TRI's restricted substances management requirements for components and provide appropriate and regularly updated self-declarations or supporting documentation.

Required Documents for New Suppliers

- ✓ Integrity Pledge
- ✓ Integrity Commitment
- ✓ Copy of Bank Passbook
- ✓ Agents/Distributors need to provide original factory authorization documents
- ✓ Ministry of Economic Affairs Company Registration Information

New Supplier Management Proces

- Review of Supplier Submitted Documents : TRI conducts a written qualification review of new suppliers based on the "Supplier Information Form." Suppliers are evaluated comprehensively across six aspects: quality certification, quality standards, price levels, delivery performance, technical capabilities, and service levels. Whether the supplier holds relevant certifications, such as Occupational Health and Safety Management System certification, is considered as part of the evaluation.
- Supplier On-Site Visits and Audits : A review team consisting of personnel from Quality Assurance, Procurement, Engineering, or R&D departments conducts on-site audits. The supplier must commit to and comply with TRI's green environmental material standards, corporate social responsibility, respect for human rights, and ethical business policies.

In 2024, TRI achieved a 100 percent signing rate of the Integrity Commitment Statement among newly onboarded suppliers, demonstrating the strong commitment and awareness of TRI's supply partners toward environmental protection, occupational safety, labor and human rights, and ethical business practices.

In addition to continuing to increase the return rate of supplier commitment statements in 2024, TRI will also promote the implementation of the EU RoHS 2.0 (2015/863/EU) compliance project, aiming to support suppliers in aligning with international requirements and jointly building a more resilient supply chain.

Qualified Supplier Audit Mechanism

TRI is committed to enhancing the sustainability of its supply chain and conducts on-site audits of suppliers on an irregular but ongoing basis each year. These visits allow TRI to verify suppliers' corporate social responsibility implementation, related policies, and compliance status. For suppliers whose management systems are found to be deficient, the Quality Assurance Department provides guidance and monitors corrective actions. If a supplier remains unable to meet the required standards, cooperation will be suspended until adequate improvements are made, thereby ensuring the effectiveness of TRI's supplier sustainability audit and management mechanism. In addition, if any complaint is received, TRI investigates and handles the case while ensuring full confidentiality of the complainant.

In 2024, TRI audited 28 suppliers. The main deficiencies identified during on-site inspections included missing or incomplete operating procedures, incomplete documentation records, and unclear definitions of control methods. After requesting corrective actions, all audited suppliers completed the required improvements within the prescribed deadlines, resulting in a 100 percent closure rate. No supplier was suspended or terminated due to non-compliance with TRI's requirements during the year.

TRI will continue advocating green procurement policies and encouraging suppliers to fulfill their corporate social responsibility commitments. For long-term partners or prospective suppliers that are unable to align with TRI's CSR-related requirements, the company will evaluate the continuation of cooperation. A secondary supplier will be designated where necessary to ensure uninterrupted production and delivery of components and raw materials.



Supplier Evaluation Criteria of TRI

	New Supplier Development	Regular Evaluation
Management System	10%	10%
Process Capability	30%	40%
Quality System	20%	30%
Delivery and Cost	30%	10%
Environmental and Safety Management	10%	10%

Supplier Evaluation Score (%) Rating Explanation

Evaluation Score	Rating	Action
85-100	Excellent	Add 10% to the total score at the end of year performance evaluation
70-84	Good	Add 5% to the total score at the end of year performance evaluation
60-69	Normal	Normal performance with no exceptional or abnormal situations.
50-59	Observe	When evaluating annual supplier performance, a 10 percent deduction is applied to the total score for non-compliance cases. For suppliers assessed as non-compliant, specific corrective actions are required, and a follow-up reassessment may be conducted within three months if necessary. It is also recommended that the procurement team identify potential alternative suppliers.
49↓	Bad	A 20 percent deduction is applied to the total annual evaluation score. Suppliers reclassified as non-compliant will be placed on a temporary order suspension, and procurement shall halt new purchase orders until the supplier implements concrete improvements and passes a follow-up reassessment.

Chapter 3: Environmental Sustainability

Sustainability Performance and Corresponding SDGs

Implementation of the United Nations Sustainable Development Goals (SDGs)	SDG	Sustainability Performance
SDG7		<ul style="list-style-type: none">In 2024, TRI's Taipei office replicated the 2023 lighting replacement project conducted at the Linkou facility by replacing traditional lighting fixtures with high-efficiency LED equipment. Through this project, approximately 14,798 kWh of electricity consumption was reduced, equivalent to a reduction of about 7.37 metric tons of CO2e emissions.In 2024, at the Linkou facility, adjustments were made to the operating schedules of lighting and air-conditioning systems, alongside a review of excessive lighting sources in various areas. Lighting fixtures were reduced or deactivated where appropriate. These measures resulted in an estimated reduction of 38,676 kWh of electricity consumption, equivalent to approximately 19.11 metric tons of CO2e emissions.
SDG13		<ul style="list-style-type: none">By adopting the TCFD framework, TRI enhanced its identification and management of climate-related risks and opportunities, integrating climate adaptation and mitigation measures into organizational strategy and planning. In 2024, these efforts contributed to an estimated reduction of approximately 26.42 metric tons of CO2e emissions.

3.1 Climate Change Response

Climate-related Financial Disclosures (TCFD)

GRI 201-2

The global impact of extreme weather events caused by climate change cannot be ignored. To address the significant climate risks and opportunities that may affect our company, we have adopted the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB). By following the TCFD framework of "Governance," "Strategy," "Risk Management," and "Metrics and Targets," we are strengthening our ability to identify and respond to climate risks and opportunities. We are also developing governance strategies for climate risks and opportunities to enhance our climate change management.

Governance	Strategy	Risk Management	Metrics and Targets
<ul style="list-style-type: none">The Corporate Sustainability Committee, which operates under the supervision of the Board of Directors, is TRI's highest-level governing body for addressing climate change.Chaired by the Chairman, the Committee regularly reports implementation progress and outcomes to the Board.An ESG Working Group has been established under the Committee to coordinate ESG action plans and oversee cross-departmental execution.After discussions and integration with relevant departments, the ESG Working Group reports to the Corporate Sustainability Committee on a regular basis.	<ul style="list-style-type: none">In accordance with TRI's management timeframes, climate-related risks and opportunities are classified into short-term (0–3 years), medium-term (3–10 years), and long-term (over 10 years) horizons.The company evaluates how climate risk factors may potentially affect its strategic direction, operational activities, and financial planning.	<ul style="list-style-type: none">The ESG Task Force collaborates with all departments to identify climate-related risks and opportunities in accordance with the TCFD framework.Based on the results of the climate risk assessment, the company formulates corresponding response measures and key development initiatives.Climate change considerations are incorporated into the company's overall risk management system.	<ul style="list-style-type: none">Scope 1 greenhouse gas emissions in 2024: 19.93 tCO₂eScope 2 greenhouse gas emissions in 2024: 2,122.78 tCO₂e

Climate Governance Framework

To strengthen the promotion of sustainable development and enhance corporate sustainability management, TRI established the Corporate Sustainability Committee in 2022. The Committee is responsible for reviewing or acknowledging the company's sustainability policies and action plans, as well as monitoring implementation progress, evaluating outcomes, and providing recommendations.

An ESG Working Group has been formed under the Committee to consolidate and execute sustainability initiatives across departments. The Group coordinates the assessment, planning, and implementation of sustainability practices in three major areas: environmental protection (E), social responsibility (S), and corporate governance (G).

The ESG Working Group leads company-wide sustainability efforts and convenes relevant departments to actively carry out sustainability assessments, planning, and implementation in accordance with their responsibilities. The annual performance and progress of sustainability initiatives are compiled through cross-departmental communication and coordination, reported regularly to the Corporate Sustainability Committee, and presented to the Board of Directors each year.

Through continuous review and refinement of sustainability governance actions, TRI integrates feedback into its business strategies, enabling a more comprehensive and focused evaluation of existing performance and future planning.

Climate change risk and opportunity assessment.

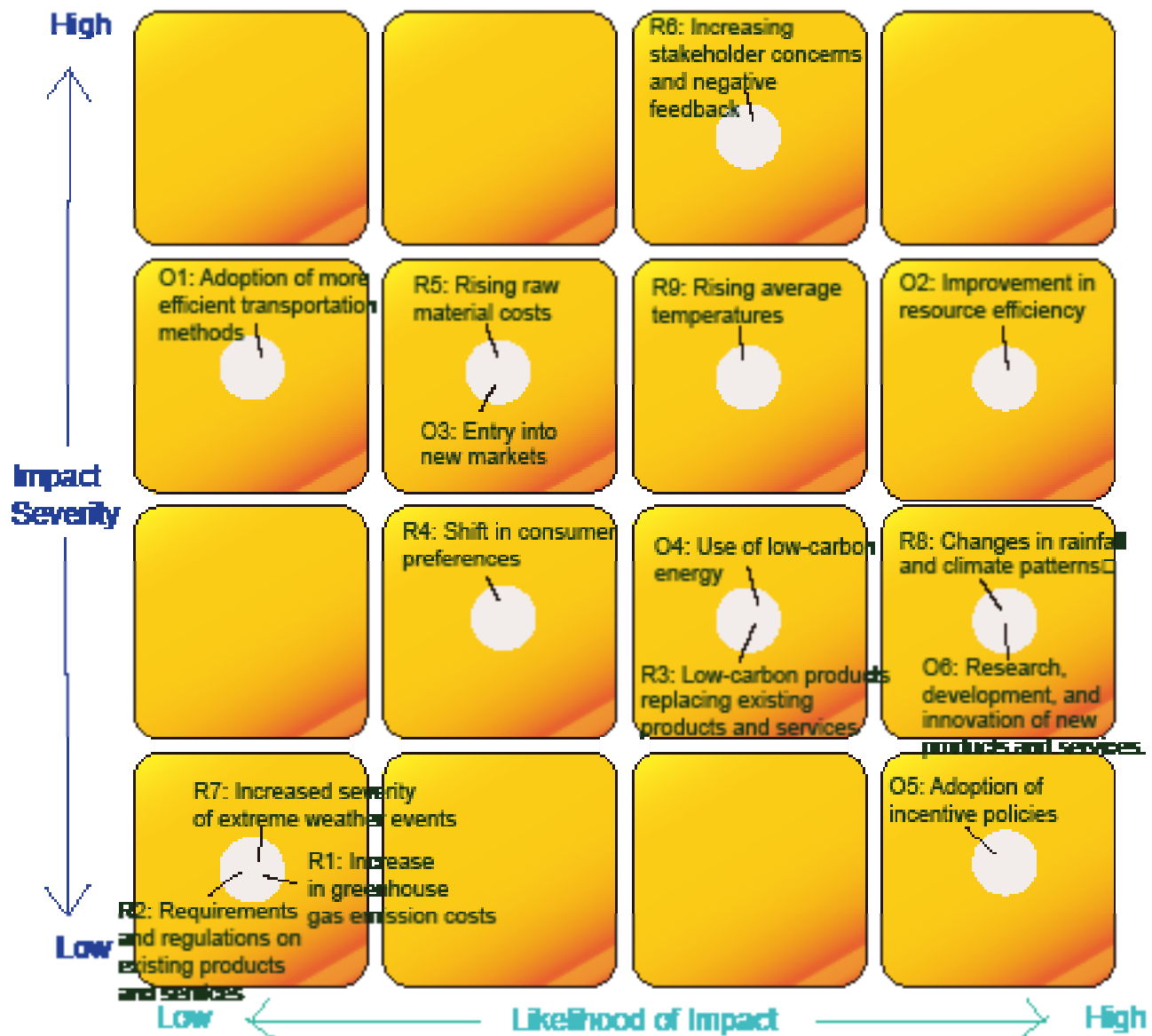
The company's ESG Committee oversees all sustainability-related matters and has reviewed various international initiatives and organizations concerning sustainability and climate change. The committee also benchmarks key focus areas within the industry and identifies climate-related risks and opportunities that are relevant to TRI's business operations, particularly those associated with the semiconductor sector and the electronics and peripheral equipment industry.

The ESG Committee convened a climate-related risk and opportunity identification meeting. During the meeting, participants reviewed the TCFD-recommended categories of transition risks, physical risks, and opportunities, and clarified their definitions. Relevant departments were responsible for identifying the short-, medium-, and long-term impact timelines, assessing strategic and financial impacts, and considering factors such as risk adaptation and mitigation actions, R&D investment, business model characteristics, and the geographical distribution of operations. The assessment criteria for climate-related transition and physical risks and opportunities included the level of potential operational impact and the likelihood of occurrence.

Based on the identification and analysis, a risk-opportunity matrix was developed. Through committee discussion, the company finalized its material climate-related risks and opportunities and confirmed future response strategies. The results were reported to the Corporate Sustainable Development Committee and subsequently submitted to the Board of Directors, which is responsible for the review and guidance of climate-related strategies, action plans, and annual targets. The Board oversees the implementation progress and reviews greenhouse gas emission trends on an annual basis.

Climate-related risk and opportunity issue collection	Training and inventory	Identification of significant risks and opportunities	Confirmation by senior management
Based on the organization's operational type, relevant climate risks and opportunities are screened.	Relevant execution units understand the definitions of various climate risks and opportunities, analyze domestic and international regulations, market dynamics, and technological trends, and further discuss each issue. Through factors such as likelihood of impact, severity of impact, and timing of occurrence, TRI's exposure and vulnerability to climate issues are assessed.	The risk value is evaluated based on the likelihood of impact (L) and severity of impact (M), identifying the company's overall significant climate risks and opportunities while assessing potential impacts and management strategies for climate-related risks and opportunities.	The identified results are reported to senior management for confirmation and integrated into the company's overall risk management framework for effective control.

TRI Climate Risk and Opportunity Matrix



Key climate risk identification and adaptation strategies.

Climate-Related Risk Issues	Potential Impact on the Company	Impact Timeline	Adaptation Management Strategy
Transition Risk	Stakeholder concerns and negative feedback are increasing.	Due to the impact of climate change, the delivery schedules of raw materials from key suppliers have been affected. Previously, TRI encountered customer complaints arising from quality issues with substitute components accompanying machine shipments. This led to concerns among multiple customers regarding the purchase of TRI products, resulting in reduced repeat orders or a shift toward competing brands. Consequently, the company experienced a decline in revenue and profitability for the year, further affecting customer and shareholder confidence in TRI.	Long-Term (More than 5 Years)
			<ul style="list-style-type: none"> In the short term, TRI mitigates risks related to delivery schedules and material quality by engaging multiple qualified suppliers and strengthening incoming material inspections. In the medium to long term, the company will apply green product design principles and promote energy-saving and carbon-reduction measures as well as localized sourcing. New products continue to be introduced with lower energy consumption features. The newly developed fourth-generation software enhances the operational compatibility of TRI's visual inspection product lines (AOI, SPI, AXI), helping reduce service manpower needs and business travel, thereby decreasing energy use while supporting product recycling and reuse. Through shared components and modular replacements, hardware items such as metal parts and electronic components can be continuously reused, supporting circular-economy practices.
Physical Risk	Changes in Rainfall and Climate Patterns	Increasing droughts, flooding, and other frequent extreme weather events may shorten the service life of equipment and facilities, adversely affect employee health, and increase the spread of vector-borne diseases. Climate change may also reduce labor adaptability, disrupt raw material supplies, and create instability in municipal water supply systems. These impacts could ultimately lead to a decline in revenue.	Medium-Term (3 to 5 Years)
			<p>Water scarcity</p> <ul style="list-style-type: none"> Calculate the number of days that onsite water storage facilities can sustain operations. Adjust irrigation water usage for landscaping. Modify the conductivity settings of cooling tower controllers and close the drain valves to reduce water discharge. Restrict the rinse function of hot and cold water dispensers. Improve the efficiency of restroom water use through manual adjustments. Survey water truck suppliers across Taiwan and, when necessary, dispatch water from other counties or cities to support onsite operations. <p>Flood</p> <ul style="list-style-type: none"> In expanding plant facilities, flood risks are incorporated into the design to enhance site drainage capacity, increase rainwater storage space, and improve the performance of pumping equipment. Prior to the rainy season, the company increases the cleaning frequency of perimeter drainage ditches and rooftop drainage outlets to ensure they remain free of blockages. The inspection frequency of on-site drainage pumps is increased to ensure full functionality during heavy rainfall events. The monitoring levels of rainwater pits (catch basins) are adjusted to allow timely discharge of excess water and ensure sufficient storage capacity. During the rainy season, the frequency of inspections of rainwater pits and testing of drainage equipment is increased to monitor flood-prone areas in real time. Additional checks are conducted to ensure that drainage inlet protective screens are properly installed. Flood-prevention sandbags are prepared to prevent external flooding from causing operational interruptions or internal damages.

Key Climate Risk Identification and Adaptation Strategies

Climate-Related Risk Issues	Potential Impact on the Company	Impact Timeline	Adaptation Management Strategy
Physical Risks Increase in Average Temperature	In recent years, the increasing frequency of extreme weather events—such as unusually cold or hot temperatures and heavy rainfall—has resulted in unstable climate conditions. These changes have caused summer to arrive earlier without shortening its duration; instead, the summer season has become longer. As a result, the demand for cooling equipment has increased, leading to higher energy consumption and rising operational costs.	Long-term (More than 5 years)	<ul style="list-style-type: none"> Replacing outdated air-conditioning units, strengthening instrument data logging and analysis, implementing physical energy-saving measures, and using shading curtains to reduce solar heat gain and limit cooling losses.

Key Climate Opportunity Issues and Adaptation Strategies

Climate-Related Opportunity Issues	Potential Impact on the Company	Impact Timeline	Adaption Management Strategy
Resource Efficiency Enhance Resource Efficiency	TRI's products are known for their durability and industry-leading service life. The company also provides after-sales support, including component replacement and system upgrades. A longer product lifecycle helps reduce waste generation, contributing to environmental protection and energy efficiency. This, in turn, strengthens customer preference for TRI's products and supports growth in both revenue and profitability.	Long-term (More than 5 years)	<p>TRI provides after-sales services such as component replacement and system upgrades to extend product lifecycles and reduce waste generation, thereby achieving environmental protection and energy-saving benefits.</p> <p>The newly developed fourth-generation software enhances the operational compatibility of TRI's visual inspection product lines (AOI, SPI, AXI), helping reduce on-site service labor and business travel requirements, as well as lowering energy consumption and supporting product reuse and recycling. Through the use of common components and modular replacements, hardware elements such as metal parts and electronic components can be reused, supporting circular-economy practices.</p>



3.2 Energy Management

Energy Usage

TRI's energy consumption primarily consists of purchased electricity and diesel, which are used for office operations, component assembly processes, and other utility equipment. Diesel is mainly used to power emergency generators. In 2024, the company's total energy consumption reached 14,236.21 gigajoules (GJ). Beginning in 2023, TRI adopted metering tools to record diesel usage to enhance the accuracy of energy data monitoring and management.

The company's energy intensity in 2024 was 3.21 GJ per million NTD, representing a 28 percent increase compared with 2.48 GJ per million NTD in 2023. This increase is primarily attributed to a significant rise in production capacity during 2024, which resulted in higher overall energy consumption and consequently an increase in energy intensity.

Energy Usage Statistics

Item ^(Note 1)	Location	2022	2023	2024
Purchased Electricity (GJ) ^(Note 2)	Headquarters	4,817.10	4,695.60	5038.89
	Linkou Factory	7,562.49	5,698.33	8604.88
	Zhubei Factory	715.37	643.20	589.71
Diesel (GJ)	Linkou Factory	1.76	0.98	2.72
Total Energy Consumption (GJ)		13,309.97	11,037.9	14,236.21
Energy Intensity (GJ per Million NTD) ^(Note 4)		1.95	2.49	2.24

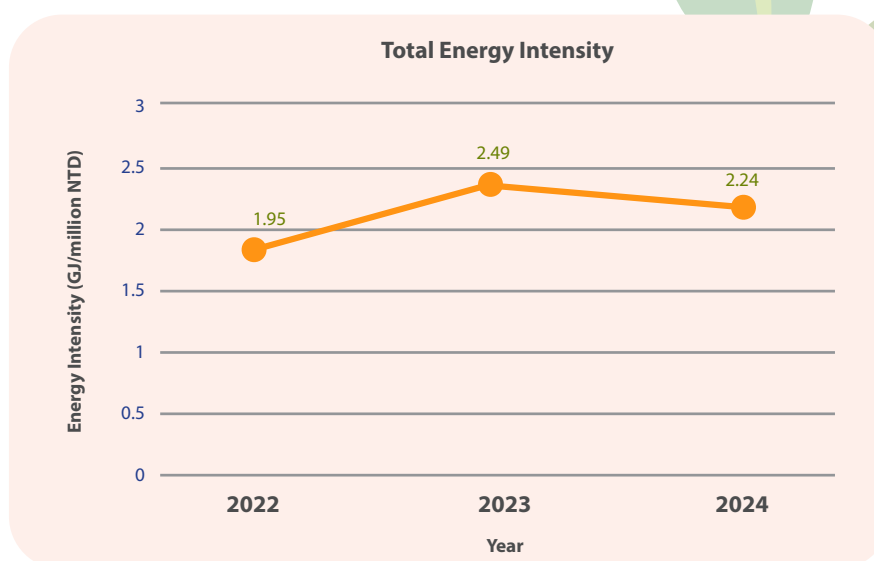
Notes :

1. Unit calorific value source: Based on the Unit Calorific Value Table for Energy Products by the Bureau of Energy, Ministry of Economic Affairs.

2. GJ: Gigajoule

3. Energy Intensity = Total Energy Consumption (GJ) ÷ Revenue (Million NTD).

TRI Energy Intensity Comparison



Note: The calculation of energy intensity covers all types of energy used within TRI, including electricity and diesel. Diesel consumption data for 2020 and 2021 were not available.

3.3 Greenhouse Gas Management

TRI conducts its greenhouse gas (GHG) inventory in accordance with the ISO 14064-1:2018 standard. In 2024, TRI's direct GHG emissions (Scope 1) were 19.93 metric tons of CO₂e, and indirect emissions from purchased electricity (Scope 2) were 3,171.99 metric tons of CO₂e, resulting in a combined Scope 1 and Scope 2 total of 3,191.92 metric tons of CO₂e. The majority of emissions are attributed to indirect emissions from purchased electricity. The combined Scope 1 and Scope 2 emissions reported under the ISO 14064-1 system totaled 2,142.72 metric tons of CO₂e, with a 2024 emissions intensity of 0.50 metric tons CO₂e per million NTD.

In 2024, TRI adopted ISO 14064-1 for its GHG inventory in alignment with evolving global carbon-management trends. In addition to Scopes 1 and 2, TRI expanded its assessment to include categories within Scope 3, covering Categories 3 through 6. Based on stakeholder expectations, data availability, and regulatory requirements, TRI applied a materiality principle to identify significant Scope 3 categories. This ensured the development of reliable GHG inventory data for 2024, which will support ongoing GHG management efforts, alignment with global sustainability trends, and the implementation of energy-saving and carbon-reduction initiatives aimed at continuously enhancing TRI's corporate carbon-management capabilities.

TRI Greenhouse Gas Emissions Status

Item ^{(Note 1)(Note 5)(Note 6)}	Year		
	2022	2023	2024
Scope 1 (tons CO ₂ e) ^(Note 2)	0.17	788.06	19.93
Scope 2 (tons CO ₂ e) ^(Note 3)	1,829.70	1556.98	2,122.78
Total of Scope 1 and Scope 2	1,829.87	2345.04	2,142.71
Emission Intensity ^(Note 4) (tons CO ₂ e per million NTD)	0.27	1.03	0.50
		((Scope 1~Scope 6)	(Scope 1~Scope 6)

Note 1:

The 2024 GHG emissions data were compiled in accordance with ISO 14064-1:2018 and are based on ongoing emissions-source investigations across all TRI group locations (parent company and subsidiaries). The inventory was calculated using the emission-factor method, defined as activity data × emission factor × GWP value. Emission factors were sourced from the Ministry of Environment's 2019 "GHG Emission Factor Management Table, Version 6.0.4," and GWP values were taken from the IPCC Sixth Assessment Report. The inventory covers emissions of carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃).

Note 2:

For 2021 and 2022, the primary Scope 1 emission source was diesel consumption from generators, while Scope 2 emissions were primarily from purchased electricity.

Note 3:

For the parent company, the 2024 electricity emission factor was calculated using 0.474 kg CO₂e/kWh, as announced by the Ministry of Economic Affairs on April 2, 2025. Emission factors for prior years follow the values announced in the respective periods.

For overseas subsidiaries, electricity emission factors were obtained via the following sources:

- (1) United States: U.S. Environmental Protection Agency, 2025 announcement, WECC California electricity factor (2023).
- (2) Japan: Ministry of the Environment, 2023 announcement of national grid emission factor (2023).
- (3) Korea: Korea Environmental Industry and Technology Institute, 2022 announcement of national emission factor (2021).
- (4) Germany: European Environment Agency, 2023 announcement of national electricity factor (2022).
- (5) China: Ministry of Ecology and Environment, 2025 announcement of the 2023 national average electricity carbon footprint factor.
- (6) Malaysia: Malaysia Energy Information Hub (MEIH), 2023 announcement of Peninsular Malaysia grid emission factor (2021).
- (7) Vietnam: Department of Climate Change, 2024 announcement of national electricity factor (2022).
- (8) Thailand: Thailand Greenhouse Gas Management Organization, 2022 announcement of national electricity factor (2016–2018).
- (9) Mexico: Ecoinvent 3.11 Cut-off database, 2024 update for "market for electricity, high voltage."

Note 4:

In 2024, the primary Scope 1 emissions resulted from refrigerant usage in newly purchased cooling equipment at the Taipei and Zhubei locations, while Scope 2 emissions continued to be primarily from purchased electricity.

Note 5:

Emissions intensity = (Scope 1 + Scope 2 + Scope 3 Categories 3–6 emissions) ÷ revenue (million NTD)

Note 6:

The 2024 GHG inventory was conducted voluntarily. The reporting boundary was expanded to the entire TRI Group, including overseas subsidiaries. The data are for verification reference only and have not undergone external assurance.

Energy-Saving and Carbon Reduction Measures

TRI closely monitors the impact of climate change on corporate operations and is committed to reducing the environmental footprint of its business activities. In 2024, the Company implemented a series of environmental sustainability initiatives across its facilities and operational sites. At the Linkou plant, TRI assessed energy use associated with air-conditioning and lighting systems, and introduced smart scheduling controls as well as reductions in unnecessary lighting to improve overall energy efficiency and reduce energy expenditures.

Building on the 2023 experience of replacing traditional lighting with LED energy-efficient fixtures at the Linkou plant, TRI conducted a similar assessment for its Taipei office and proceeded with lighting upgrades to further reduce electricity consumption at this location.

Through these actions, TRI achieved a total reduction of 26.42 tCO2e in 2024. Looking ahead, the Company will continue to evaluate emerging technologies and plan additional energy-saving projects to further enhance energy efficiency over time.

Energy-Saving and Carbon Reduction Measures

Description of Energy-Saving Action Plan	Energy Reduction (kWh/ year) <small>Note 1</small>	Reduction Scope	Converted Carbon Reduction <small>Note 2</small> (tons CO2e)
Linkou Plant Smart Lighting Control System Energy-Saving Project	781.44	Scope 2	0.39
Linkou Plant Lighting Reduction Project for Excess Illuminance	287.76	Scope 2	0.14
Linkou Plant Parking Area Smart Lighting Control System Energy-Saving Project	870.93	Scope 2	0.43
Linkou Phase II Plant Smart Air-Conditioning Airflow and Cooling Control Energy-Saving Project	36735.60	Scope 2	18.15
Taipei Office Traditional Lighting Replacement with LED Fixtures Energy-Saving Project	14,798	Scope 2	7.31

Note 1: Energy savings were estimated based on equipment specifications and operating hours.
Note 2: Carbon reduction was calculated using the formula: Energy savings × Taiwan Power Company's electricity emission factor of 0.494 kg CO2e/kWh..



3.4 Water Resource Management

Water Usage Status

In recent years, the increasing frequency of extreme climate events has heightened the risk of water shortages. In response to external water-related pressures and global water scarcity challenges, TRI has taken concrete actions to implement sustainable water resource management.

All of TRI's current water consumption is sourced from municipal tap water. The Taipei headquarters, Linkou Plant, and Zhubei Plant use water solely for domestic purposes, with no water used for manufacturing processes. Wastewater is discharged into the municipal sewer system in accordance with local regulations and is subsequently treated at the wastewater treatment facilities of each respective location.

In 2024, TRI's total water withdrawal amounted to 28.02 million liters.

TRI Water Usage

Disclosure Items ^(Note1)		Unit	2022	2023	2024
Tap Water Withdrawal	Taipei Headquarters	Million Liters	5.15	4.8	4.5
	Linkou Plant		7.89	8.1	12.05
	Zhubei Plant		0.55	0.48	0.35
	Total Water Withdrawal		13.59	13.38	16.86
The Water Discharge ^{Note 2 Note 3}			3.99	3.1	3.73
The Water Consumption ^{Note 4}			3.9	5.0	8.32

Note 1: All water withdrawal falls under the freshwater category ($\leq 1,000$ mg/L total dissolved solids). Tap water data are calculated based on annual water utility bills.
Note 2: The Taipei headquarters and Zhubei Plant use water for domestic purposes only. Wastewater is discharged into the municipal sewer system, and no metering data are available.
Note 3: The reported wastewater discharge volume represents the discharge from the Linkou Plant.
Note 4: Since only the Linkou Plant has wastewater discharge data, water consumption is calculated as: water withdrawal (Linkou Plant) minus wastewater discharge (Linkou Plant).



In addition, TRI utilizes the World Resources Institute (WRI) Aqueduct Water Risk Atlas to assess overall water-related risks across all operating sites. The results of this simulation analysis are incorporated into future operational strategies. The overall water risk level in Taiwan is classified as low to medium, and TRI does not withdraw water from areas under water stress. All water sources come from tap water supplied by the Shuangxi Water Treatment Plant and the Shimen Reservoir (Danan Water Treatment Plant). To date, no water shortages or flooding events have occurred at any TRI operating site.

To prepare for major emergencies or natural disasters, TRI has established emergency response procedures. These procedures guide plant personnel in carrying out appropriate actions to minimize potential losses from such incidents.



Note: This is the result of a comprehensive water risk assessment for TRI's operational sites using the WRI Aqueduct Water Risk Atlas (Query Date: April 2023).

Water Conservation Measures

TRI's initiatives to improve water resource efficiency primarily focus on upgrading and replacing sanitary facilities. In the future, we will continue to enhance water resource management measures and further optimize water usage efficiency across our plant sites

Reduction Item	Implementation and Engineering Control Measures
----------------	---

- | | |
|-----------------|--|
| Water Reduction | <ol style="list-style-type: none"> Posting water-saving reminders to encourage employees to develop the habit of turning off water taps promptly. Using water-saving certified fixtures to prevent excessive water flow and reduce wastage. Implementing a rainwater harvesting and irrigation system at the Linkou Phase II facility to reduce municipal water consumption. Inspecting water transport valves and control components throughout the facility and repairing any malfunctioning or leaking parts. |
|-----------------|--|

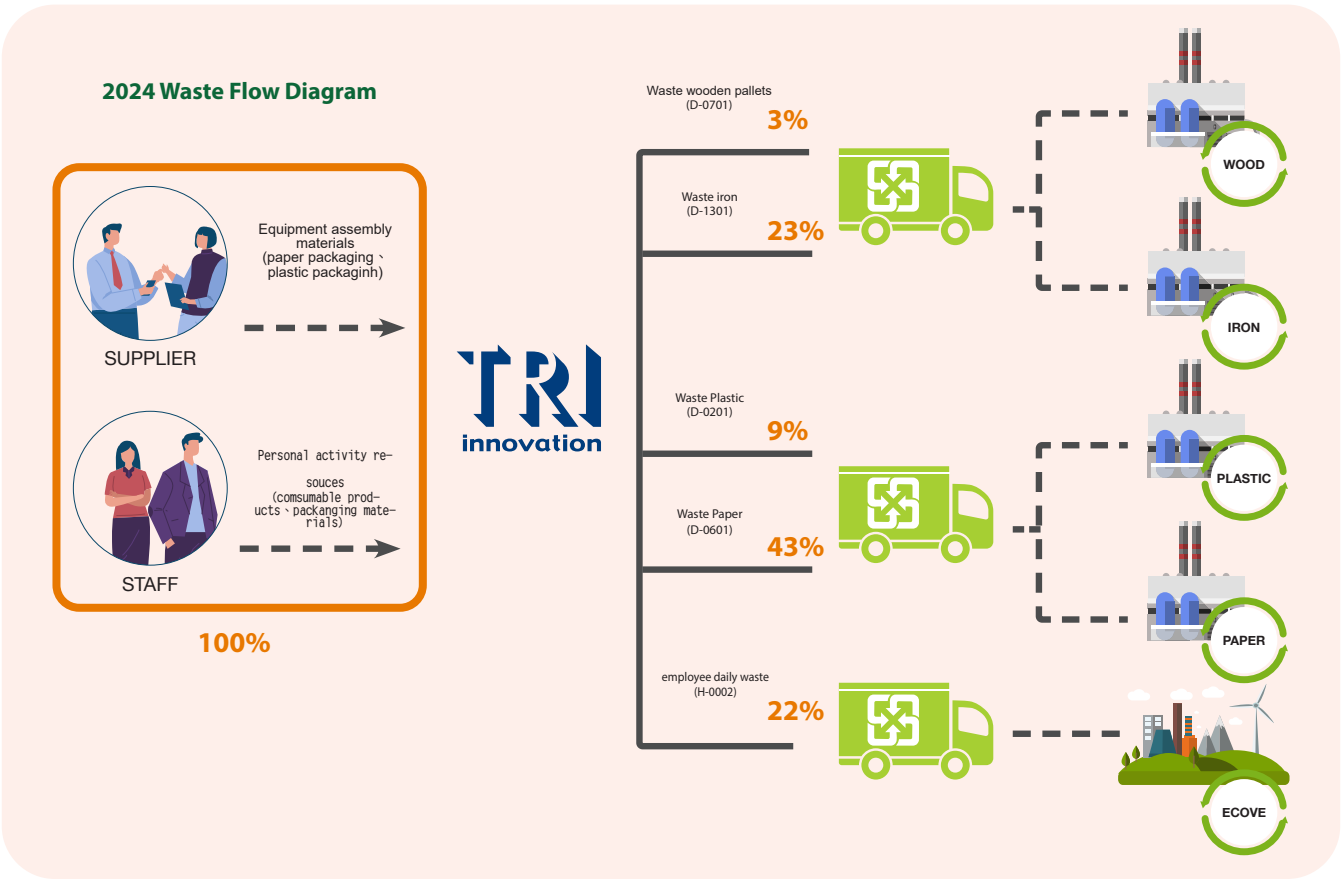


3.5 Waste Management

Waste Generation

TRI's waste generation currently consists solely of non-hazardous waste, including general office waste, discarded wooden pallets, scrap metal, waste plastics, and paper. In 2024, the total volume of non-hazardous waste processed was 91.14 metric tons, with a recycling rate of 78.1 percent.

TRI manages waste in accordance with the Waste Disposal Act and implements robust resource recycling practices. All waste is handled by qualified external waste management contractors for recycling and reuse. Contracts with approved waste collectors are renewed annually to ensure compliance with relevant regulations and operational requirements, and waste is removed regularly based on generation levels. In 2024, no violations or breaches of contract were reported among TRI's authorized waste disposal service providers.



Picture: TRI Waste Flow Chart

2024 Waste Disposal Volume Statistics

Types of Waste	Waste Details	Treatment Methods	Waste Disposal Volume (tons)
Non-Hazardous Waste	Waste Wooden Pallets (D0701)	Recycled Materials	2.9
	Employee Domestic Waste (H-0002)	Incineration (Non-Energy Recovery)	20
	Waste Plastic (D-0201)	Recycling	7.7
	Waste Paper (D-0601)	Recycling	39.54
	Scrap Metal (D1301)	Recycling	21
Total Waste Disposal Volume			91.14

Waste Volume Reduction

TRI plans to introduce resource waste compression equipment at the Linkou Plant. The system will compact paper, film, plastic bags, and other recyclable waste generated during production processes, helping to reduce overall waste volume. This will in turn reduce the number of waste collection trips required and lower carbon emissions from fuel-powered vehicles.




3.6 Greening Actions

TRI has incorporated a total of 4,453.68 square meters of green space in the design of the Linkou Plant Phase II site. This approach not only prevents the facility from becoming a visually dense concrete environment but also enhances the ecological quality of the Hwa-Ya Technology Park. The planned green area significantly exceeds the greening requirements stipulated in the Taoyuan City Greenery Autonomy Regulations (2,998.19 square meters) and the Hwa-Ya Technology Park standard (2,248.65 square meters).



Chapter 4: Product Innovation and Information Security Management

Sustainability Performance and Corresponding SDGs

Implementation of the United Nations Sustainable Development Goals (SDGs)	SDG	Sustainability Performance
SDG4		<ul style="list-style-type: none">In 2024, TRI invested approximately NT\$950,000 in industry–academia collaboration projects. Looking ahead, TRI hopes that, through continued joint efforts with academic and research institutions, more emerging technologies developed in academia can be successfully applied and integrated into the industry.
SDG9		<ul style="list-style-type: none">In October 2023, TRI participated in the Sustainable Supply Chain Transformation and Innovative Applications Forum organized by the Industrial Development Administration of the Ministry of Economic Affairs and the Institute for Information Industry, showcasing relevant application solutions.TRI continues to take part in technical seminars regularly held by organizations such as the Taiwan Electrical and Electronic Manufacturers' Association (TEEMA). In both 2023 and 2024, the company participated in one seminar related to digital technology each year.In 2024, TRI invested approximately NT\$570 million in research and development, representing about 9 percent of annual revenue, an increase of NT\$140 million compared with the previous year.
SDG12		<ul style="list-style-type: none">In 2024, TRI recorded no incidents of non-compliance with health and safety regulations related to its products and services.In 2024, TRI also reported zero information security breaches.

Management Policy

Key Topic	Product Quality and Safety
Impact Statement	<p>Product quality and safety directly influence customer perception of TRI and the safety of equipment operators. If inconsistent shipment quality leads to customer complaints, it may raise concerns regarding future purchases, reduce repeat orders, and potentially impact the company's annual revenue and profitability, while also causing delays in customers' production schedules.</p> <p>TRI's products are recognized for their durability and long service life within the industry. To safeguard product quality and safety, TRI implements rigorous quality control measures to prevent defects prior to shipment and is committed to complying with international hazardous substance management standards to ensure the safety of equipment users and downstream customers.</p>
Policy	To ensure the quality of every piece of equipment and deliver the highest level of products and after-sales service to customers, TRI has established a PDCA-based management system in accordance with the ISO 9001 international quality management standard. This system integrates early-stage product planning, operational production, performance evaluation, and continual review and improvement across all phases, enabling ongoing enhancement of the quality management system and ensuring that customers receive superior products and services.
Goal	<ol style="list-style-type: none"> 1. The customer complaint rate for each product line remained at least 10 percent lower than the previous year. 2. Sub-category scores in customer satisfaction increased by more than 5 percent compared with the previous year. 3. Overall customer satisfaction consistently remained above 80 percent in the long term.
Commitment	TRI is committed to delivering outstanding product quality and customer-focused services, with customer satisfaction as our top priority. We value every customer inquiry and are dedicated to providing comprehensive support, addressing concerns, and enhancing all aspects of our after-sales services.
Responsibility	The Project Management Office, Quality Assurance Department, and Audit Office jointly oversee internal and external audits as well as the follow-up of quality policy initiatives.
Resources	<ol style="list-style-type: none"> 1. Annual expenditures for internal audits and external certification audits. 2. Improvement progress on policy tracking items from engineering and quality meetings. 3. ISO 9001:2015 Quality Management International Standard certification costs.
Grievance Mechanism	Email: sales@tri.com.tw
Action Plan	<ol style="list-style-type: none"> 1. Invest in developing long-lifecycle products and providing after-sales services. By enabling parts replacement to extend equipment service life, TRI reduces waste generation, enhances environmental and energy-saving benefits, and strengthens customers' preference for TRI products, thereby supporting revenue and profit growth. 2. To prevent or address customer complaints arising from quality issues, TRI holds monthly quality meetings and conducts regular customer satisfaction surveys. During the annual strategic meeting, the company also reviews statistical reports on customer feedback related to quality and conducts corresponding evaluations and improvements.
Effectiveness Evaluation	<p>The company conducts annual management strategy meetings, internal and external audits, and customer satisfaction surveys. Audit findings and survey results are reviewed and used to drive corrective actions.</p> <p>2024 Performance</p> <p>Customer Complaint Rates:</p> <p>AOI/SPI/AXI: decreased by 25% compared to the previous year</p> <p>BT: increased by 2% compared to the previous year</p> <p>Customer Satisfaction:</p> <p>AOI/SPI: maintained the same level as the previous year</p> <p>AXI: increased by 8% compared to the previous year</p> <p>BT: increased by 5% compared to the previous year</p>

Key Topic	Information Security and Customer Privacy
Impact	<p>The disclosure of personal or business-sensitive information can directly impact the company's commercial partners and expose the company to regulatory risks arising from data breaches. Such incidents could also harm the company's long-term brand reputation and ethical standing, potentially leading to customer order transfers.</p> <p>TRI therefore places great emphasis on protecting the privacy and data security of every customer and supplier. The company reduces the risk of information security breaches through strengthened cybersecurity controls, enhanced employee training, regular risk assessments, and vulnerability detection activities, ensuring that stakeholders' rights and interests are not compromised due to data leaks.</p>
Policy	<ol style="list-style-type: none"> 1. Implement ISO 27001 Information Security Management System to strengthen cybersecurity controls and reduce the risk of data breaches. 2. Establish an Information Technology Department responsible for executing all information and communication security activities in accordance with the company's internal information security control procedures.
Goal	Annual number of information security breach incidents remained at zero.
Commitment	TRI is committed to regularly updating system vulnerabilities and strengthening endpoint protection, while continuously maintaining its ISO 27001 information security management certification. In accordance with the standard's requirements, TRI conducts periodic reviews of its information security management practices to reinforce internal cybersecurity systems and enhance employee awareness. These efforts aim to reduce the risk of any information security incidents.
Responsibility	The Information Security Management Committee follows the PDCA framework to continuously establish, implement, and improve the company's annual information security management system.
Resources	The company invests annually in information security education and protection drills, regularly renews its ISO 27001 certification to prevent expiration, establishes an Information Security Management Committee to oversee security governance, and implements various information security technologies.
Grievance Mechanism	<p>IT Department</p> <p>Email: mis@tri.com.tw</p> <p>phone : +886-2-2832-8918</p>
Action Plan	<ol style="list-style-type: none"> 1. Conduct routine information security training for all company employees annually. 2. In case of an information security breach, perform immediate analysis and reinforce vulnerabilities to prevent recurrence. 3. Under the Information Security Management Committee, establish three task forces: the "Information Security Operations and Incident Response Team," the "Information Security System Development and Implementation Team," and the "Information Security Audit Team," each fulfilling its responsibilities to collectively protect TRI's information security.
Effectiveness Evaluation	The Information Security Management Committee oversees all information security management matters. Each year, it reviews major information security breach incidents and conducts annual evaluations and improvement tracking.

4.1 Information Security and Customer Privacy

With the accelerating wave of digital transformation, many companies are strengthening production, sales, and workforce management through data-driven tools such as smart manufacturing, AIoT, and cloud computing. While these technologies significantly enhance operational efficiency and corporate performance, they also introduce cybersecurity challenges that are often overlooked. As large volumes of information become digitized, any leakage of customer or company-sensitive data can immediately compromise clients' trade secrets and expose corporate confidential information or employee personal data to misuse, creating risks that may infringe upon customer and employee rights.

To prevent the leakage of customer privacy and business secrets, TRI has established an Information Security Management Committee responsible for preventing and responding to various cybersecurity incidents. The company conducts annual information security training and hands-on drills for employees to enhance cybersecurity awareness and response capabilities across the organization, thereby supporting the goal of maintaining zero security breaches. In 2024, TRI recorded no cybersecurity incidents. Looking ahead, the company will continue strengthening its cybersecurity defenses and remain committed to the long-term goal of achieving zero security breaches.

4.1.1 Information Security Management Framework

The cross-departmental Information Security Management Committee serves as TRI's highest authority for cybersecurity governance. It is responsible for overseeing all information security matters and formulating company-wide cybersecurity policies. Under the committee, three functional teams have been established to carry out specific information security tasks in accordance with the company's Information Security Internal Control Guidelines:

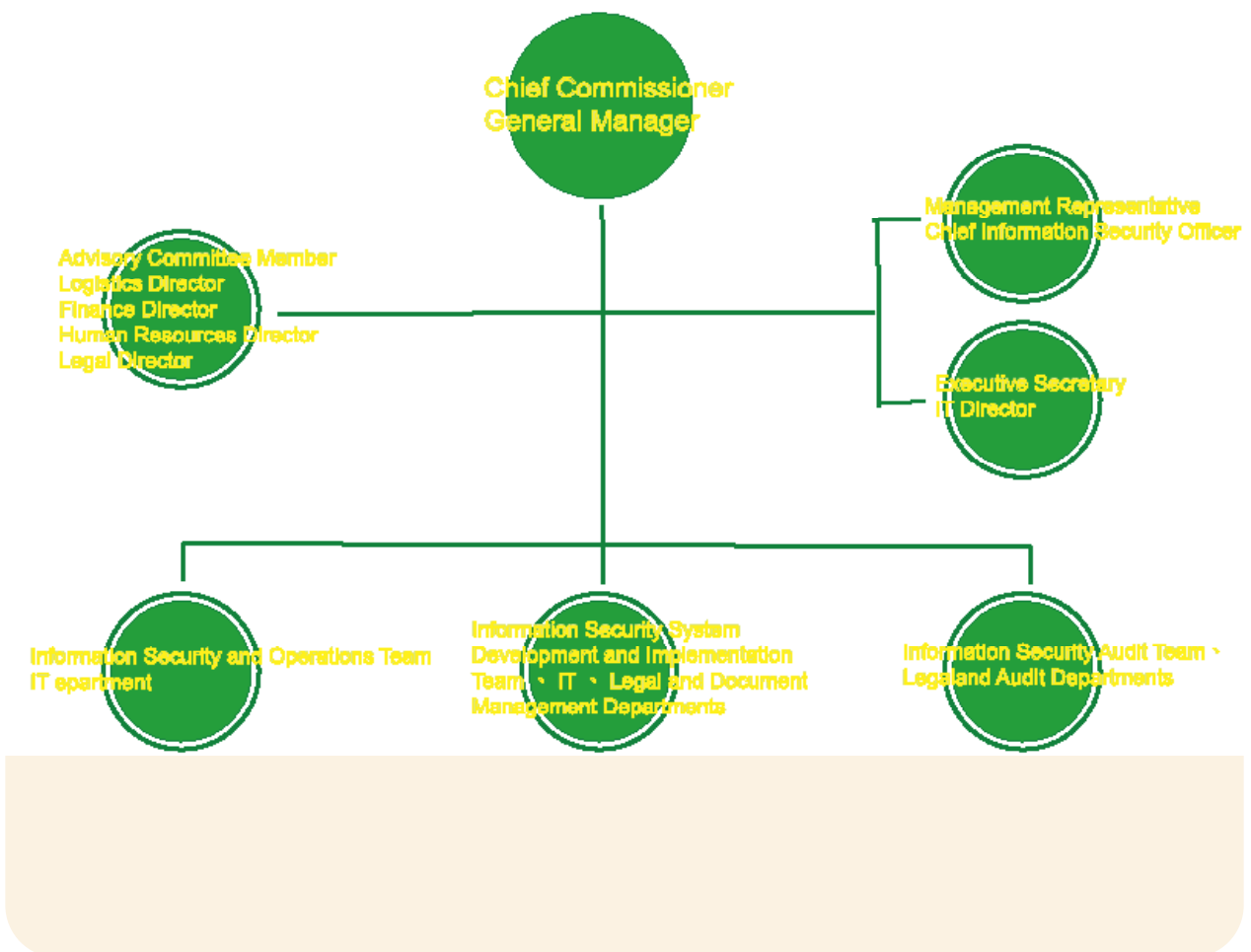
Information Security Operations and Incident Response Team: Handles emergency response and documentation of information security incidents.

Information Security Policy Development and Implementation Team: Establishes and promotes the company's overall cybersecurity policies and guidelines.

Information Security Audit Team: Plans annual information security training programs and conducts internal audits.

To review the company's annual information security performance, TRI convenes an annual Information Security Management Review Meeting to report on cybersecurity management results, discuss related issues, and determine future information security strategies. In 2024, TRI held one cybersecurity risk assessment meeting, one information security management review meeting, and one internal information security audit.

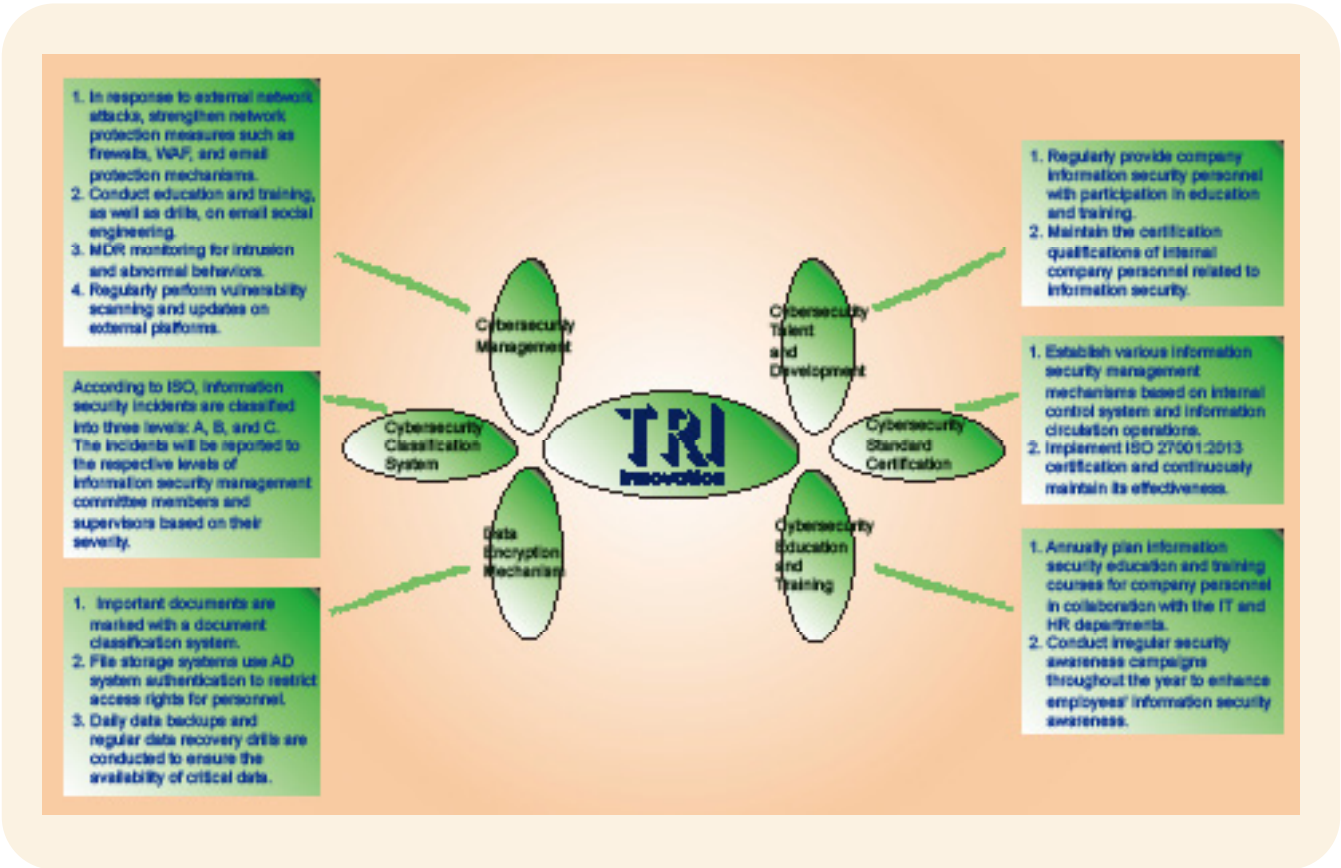
Information Security Management Committee



Information Security Management Policy

To ensure effective implementation of all corporate information and communication security policies and to safeguard the confidentiality of critical information systems, TRI has established a comprehensive Information Security Policy as the guiding principle for all employees' daily operations. In 2022, TRI implemented ISO 27001:2013 and obtained certification. Through this certification, the company aims to build an information security management system (ISMS) aligned with international standards, following ISO 27001:2013 requirements to oversee cybersecurity execution, audits, and the establishment of a structured security management framework.

TRI has further strengthened its internal protection mechanisms through six major management policies. In 2024, the company engaged external consultants to support the transition to the updated ISO 27001 version and is expected to obtain the new certification in 2025. These efforts ensure the security of customer data and protect the company's proprietary information, enabling TRI to maintain a robust and uncompromising cybersecurity defense.



4.1.2 Information Security Management Action Plan and Resource Investment

Network Security

- Strengthen firewall and network control to prevent network security threats.
- Implement various security technologies to proactively detect and scan system vulnerabilities.
- Enhance the security control mechanism for external connections.

Equipment Safety

- Implement asset equipment inventory tracking and access control for data center equipment.
- Regular patching and updating of main servers.
- Centralized management of enterprise computer antivirus systems.

Data Safety

- Establish backup and redundancy mechanisms for critical information systems, with regular restoration drills.
- Implement access control request and periodic review mechanisms.
- Set up security protection mechanisms for operational, R&D, and personal data, including the establishment of a dedicated and isolated operational environment.

Personnel Safety

- New employees are required to sign confidentiality agreements.
- Conduct internal information security training courses for employees.
- Regularly update staff account passwords.

Supplier Safety

- Require information technology suppliers to sign information security and confidentiality agreements.
- Control remote login access for outsourced suppliers.

Application Security

- Integrate the development process and conduct security checks.
- Manage special privileges and user permissions.

Training and Education

- Conduct irregular email phishing exercises to enhance employees' awareness of information security.
- Regularly promote the company's information security policies and safety guidelines.

Network Security

- Strengthen firewall and network control to prevent network security threats.
- Implement various security technologies to proactively detect and scan system vulnerabilities.
- Enhance the security control mechanism for external connections.

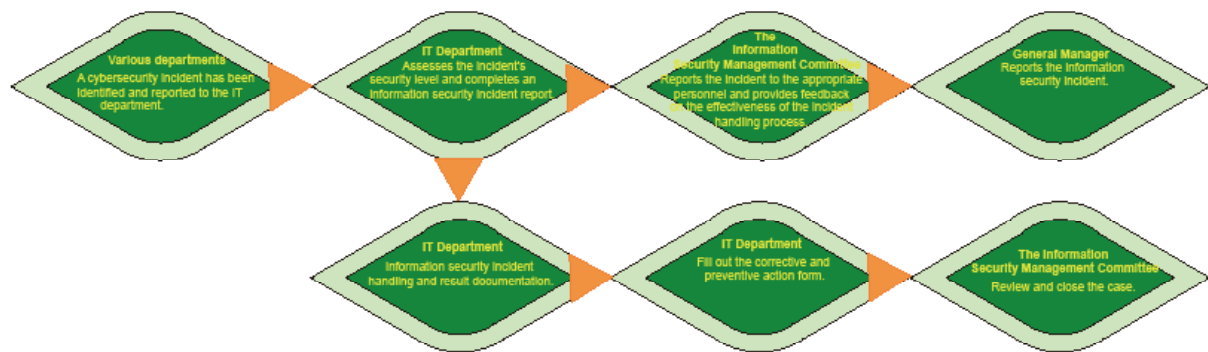
Legal Compliance

- Adjust internal company information security policies and measures in a timely manner to comply with relevant government regulations.

4.1.3 Information Security Incident Reporting and Handling

In the event of an information security incident, it is crucial for the company to minimize the impact within a manageable scope and timeframe. Therefore, TRI has established an internal emergency reporting and response process for information security incidents. Any employee who identifies a security vulnerability can report it directly to the Information Security Management Committee. The committee, in turn, escalates the issue to the General Manager. The Information Security Operations and Incident Response Team handles the remediation of the vulnerability and implements corrective and preventive actions. Once resolved, the final outcome is submitted to the Information Security Management Committee for closure. By fostering information security awareness among all employees, TRI aims to build a robust security defense network to reduce the impact of potential security incidents.

Cybersecurity Incident Reporting and Handling Procedure



4.1.4 Information Security Training

To strengthen the company's overall preparedness for information security incidents, TRI conducts annual cybersecurity training in accordance with internal management policies. Training is provided to both information-related personnel and general employees at varying levels of depth. Course topics include external account management, information security inspections, electronic document creation and maintenance, prevention of information security threats, and social engineering awareness. Additional training is assigned based on each employee's job responsibilities.

In 2024, a total of 1,793 participants attended cybersecurity-related training sessions, accumulating 1,374.15 training hours. By implementing comprehensive cybersecurity education for all employees, TRI aims to enhance collective awareness and effectively prevent potential information security incidents.



2022		2023		2024	
Course Title	Number of trainees	Course Title	Number of trainees	Course Title	Number of trainees
External Account Management Training	14	External Account Management Training	14	External Account Management Training	4
Information and Communication Security Inspection Training	97	Information and Communication Security Inspection Training	84	Information and Communication Security Inspection Training	117
Electronic Document Generation and Maintenance Management Training	96	Electronic Document Generation and Maintenance Management Training	82	Electronic Document Generation and Maintenance Management Training	121
Email Maintenance and Management Training	98	Email Maintenance and Management Training	85	Email Maintenance and Management Training	122
Laptop Management Training	102	Laptop Management Training	85	Laptop Management Training	125
Information Security Threats and Social Engineering Prevention Training	98	Information Security Threats and Social Engineering Prevention Training	85	資安稽核全面攻略	1
Information Security Threats and Social Engineering Prevention Training 2	239	ISO 27001:2022 Information Security International Standard Clause Analysis	8	資材行政作業介紹	80
Information Environment, Information Systems, and Security Policies	101	Information Environment, Information Systems, and Security Policies	174	Information Security Threats and Social Engineering Prevention Training	119
Information Security Training	6	Internal Control Amendments and New Cybersecurity Compliance	1	Information Security Regulations and Internal Control Practices	1
Instructions for Using a Network Proxy Server	191	Instructions for Using a Network Proxy Server	102	Information Security Training 2024	894
Total	1,042	Total	720	Information Governance, Internal Controls, and Internal Auditing (Personal Data Protection, Trade Secret Management, and Artificial Intelligence)	1
				Information Environment, Information Systems, and Security Policies	122
				Instructions for Using a Network Proxy Server	86
				Total	1,793


4.2 Product Quality and Safety


4.2.1 Product Portfolio


TRI has adhered to a spirit of independent research and innovation since its establishment. By attracting professional talent and fostering an internal culture of innovation, the company continuously strengthens its technological competitiveness. To meet diverse inspection requirements across various industries, TRI proactively invests in a wide range of innovative fields. These include analog and digital technologies, optical inspection, mechanical design, semiconductor applications, and system software development.


Such comprehensive R&D deployment enables TRI to deliver multifunctional products tailored to customer needs while maintaining industry-leading technological advantages and sustaining market competitiveness. The company's R&D achievements over the past five years are presented below.

Year	Equipment type	Product model	Product development characteristics	Photos
2019	Automated Optical Inspection (AOI)	TR7700Q SII AOI	Equipped with flexible inspection algorithms and measurement capabilities, it provides precise measurements and data transmission for smart factory applications. The TR7700Q SII is a high-performance 3D AOI solution that offers high inspection speed and accuracy.	
	Automated X-Ray Inspection (AXI)	TR7600F3D SII AXI	The next-generation 3D AXI platform achieves high-speed inspection of up to 10 FOV/s. It features high-precision inspection capabilities that can detect all types of defects, and it can be easily integrated with the MES connectivity of a smart factory.	
2020	Automated Optical Inspection (AOI)	TR7700QE-S AOI	On a high-resolution, high-precision platform, it can inspect defects in wire bonding, die attach, SMD, bumps, and solder joints. Additionally, the accuracy is enhanced through measurement capabilities and flexible inspection algorithms.	
	Automated Optical Inspection (AOI)	TR7700QM SII AOI	Featuring a high-resolution and highly scalable architecture, it can perform real-time inspections using TRI's intelligent inspection database.	
	3D Solder Paste Inspection (SPI)	TR7007Q Plus SPI	With up to four sets of digital fringe projection, an optimized motion control system, and enhanced 2D lighting modules, it ensures shadow-free inspection, accurate detection of low solder bridges, and board warp compensation to eliminate PCB process errors.	
		TR7007D Plus SPI	The TR7007D Plus 3D SPI platform is equipped with an improved motion controller (EtherCAT) and an enhanced 2D lighting module. The TR7007D/DI Plus can accurately inspect low solder bridges and compensate board warpage for eliminating local PCB deformation.	
	Board Tester(BT)	TR5001 SII LED Series ICT	With up to four independent testing cores, it supports multi-core parallel testing, significantly boosting testing capacity. It was awarded the 2020 EM Asia Innovation Award and the 2020 IPC APEX Innovation Award.	

2021	3D Solder Paste Inspection (SPI)	TR7007 SII Ultra SPI	The platform's inspection speed is industry-leading and is built on an enhanced mechanical platform, ensuring stability and accuracy throughout the inspection process.	
TR7007 SII Ultra SPI				

Year	Equipment type	Product model	Product development characteristics	Photos
2022	Automated Optical Inspection (AOI)	TR7500QE Plus AOI	The TR7500QE Plus is a next-generation multi-camera side-view 3D AOI. This platform can detect inner-layer bridging, hidden lifted leads, and other obscured defects. Equipped with an innovative AI-driven algorithm and enhanced mechanical capabilities, it provides high-precision, measurement-grade inspection.	
TR7500QE Plus AOI				

Automated Optical Inspection (AOI)	TR7700QB SII AOI	The TR7700QB SII is a 3D AOI solution equipped with a downward-facing camera, featuring 15 μm / 12 MP high-resolution imaging technology. It is specifically designed for through-hole technology components and dual in-line packages that require high coverage inspection, capable of providing metrology-grade inspection. Additionally, the TR7700QB SII's smart factory solution enables data exchange and simplifies MES integration operations.	
TR7700QB SII AOI			

Board Tester(BT)	TR8100H SII ICT	The TR8100H SII series is the latest advanced In-Circuit Tester (ICT) for circuit boards, featuring a digital MUX-free architecture with a 1:1 ratio between test pins and test points, capable of testing up to 11,088 pins. With its high programmability, it enables rapid program development and makes engineering changes faster and easier. Its compact footprint, high throughput, and high-precision testing capabilities allow it to efficiently test complex low-voltage circuit boards (PCBAs) with a large number of pins. This improves system stability, long-term testing reliability, and fault coverage, ultimately reducing costs while providing a complete presentation of test result data.	
TR8100H SII ICT			

2023 Automated Optical Inspection (AOI)

TR7700QH SII AOI

The TR7700QH SII is an ultra-high-speed 3D AOI that can inspect at speeds of up to 80 cm²/sec while maintaining excellent Gauge R&R (Repeatability and Reproducibility) values



TR7700QH SII AOI



Automated X-Ray Inspection (AXI)

TR7600LL SV AXI

The TR7600 SV series is a line-scan high-speed 3D AXI that offers up to a 20% increase in inspection speed compared to the award-winning TR7600 SIII series, making it suitable for high-volume inspections.



TR7600LL SV AXI

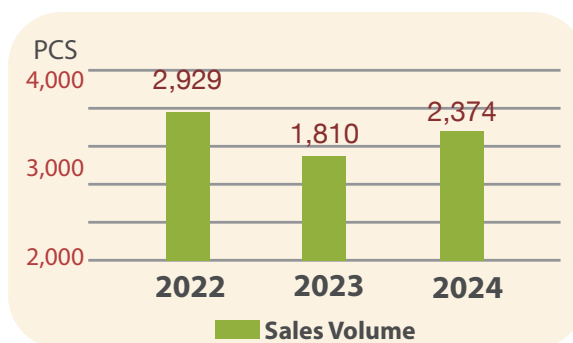
Year	Equipment type	Product model	Product development characteristics	Photos
2024	Automated Optical Inspection (AOI)	TR7700Q SII-S AOI	TR7700Q SII-S is a new-generation AI-driven inspection platform designed for the semiconductor and advanced packaging industries. This 3D SEMI AOI system integrates metrology capability with multiple imaging technologies, enabling comprehensive inspection coverage across various applications.	 TR7700Q SII-S AOI
	3D Solder Paste Inspection (SPI)	TR7007 SIII SPI	TR7007 SIII delivers an inspection speed of up to 170 cm ² per second. Built on an enhanced mechanical platform, the system ensures exceptional stability and accuracy throughout the inspection process.	 TR7007 SIII SPI

TRI is a leading manufacturer of printed circuit board (PCB) inspection equipment in Taiwan. Its products are primarily categorized into two main types: automated optical inspection (AOI) systems and in-circuit test (ICT) equipment, providing customers with a fully integrated end-to-end PCB assembly inspection solution.

In recent years, customers have faced increasing demands for higher production yields and improved manufacturing efficiency, leading to growing market demand and functional requirements for automated inspection systems. Among TRI's product portfolio, AOI machines account for more than half of total production output, while 3D solder paste inspection (SPI) systems, automated X-ray inspection (AXI) equipment, and ICT systems each represent roughly 15 percent.

Driven by rising demand for 3D AOI, TRI has set the goal of becoming the global leader in 3D AOI technology. Meanwhile, with the rapid growth of the automotive electronics and server industries, X-ray and ICT inspection systems have become indispensable in manufacturing processes. TRI will therefore continue to invest in the research and development of X-ray and ICT inspection technologies.

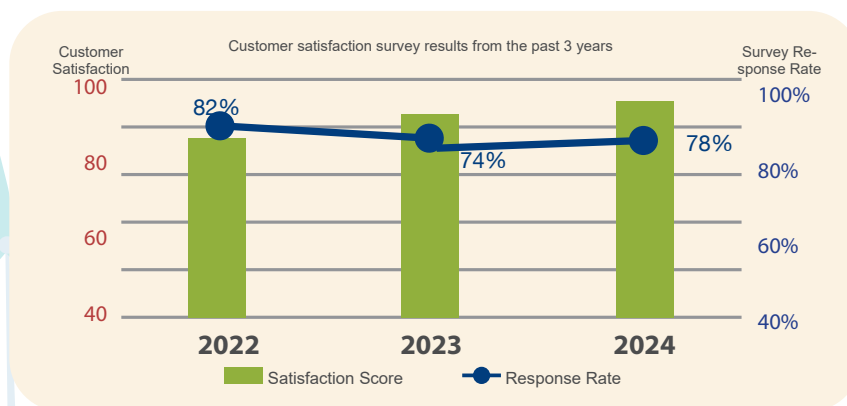
In addition, the widespread adoption of Mini LED in consumer electronics has increased the demand for AOI and SPI inspection equipment used in its manufacturing processes. TRI's AOI and SPI systems offer industry-leading precision, stability, and inspection speed, making them key development priorities for the company moving forward.



4.2.3 Quality Management and Customer Relations

TRI's three core quality policies are the development of advanced technologies, the pursuit of exceptional product quality, and the delivery of outstanding customer service. Precision inspection equipment requires a high level of stability and accuracy, leaving no room for negligence or oversight in quality management.

To strengthen TRI's product quality control processes and internal management policies, the company has established, implemented, maintained, and continuously improved its Quality Management System in accordance with the ISO 9001:2015 international standard. This ensures that TRI's products and services consistently meet customer requirements. In addition, annual customer satisfaction surveys are conducted to gather feedback, which serves as a basis for continuous improvement and future enhancement initiatives.



ISO 9001 : 2015 International Standard

With the rise in global environmental awareness, the importance of environmental protection has gained increasing attention. Additionally, recent years have seen numerous major incidents involving the leakage of hazardous chemicals, which have impacted both the environment and human health. These incidents have heightened global concerns over the management of harmful substances. Consequently, international brands have become more stringent in their requirements for controlling hazardous and restricted substances in products. Compliance with standards such as RoHS, halogen-free regulations, and EPEAT has become an essential aspect that companies cannot overlook.

TRI also places great importance on the potential risks its products may pose to downstream manufacturers. Therefore, TRI is committed to meeting the hazardous substance and restriction standards required by customers. TRI complies with the European Union's Restriction of Hazardous Substances (RoHS 2.0) directive. Except for specific cases where customers require the use of leaded bumps due to product characteristics, all other products are 100% compliant with RoHS standards. In 2023, there were no incidents involving violations of health and safety regulations related to products and services, and TRI aims to maintain this excellent record moving forward.

International Regulations / Customer Requirements	Required Compliance Items	Current Status of TRI Compliance
European Union Restriction of Hazardous Substances Directive (RoHS 2.0)	Products are restricted in terms of content for substances such as lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls (PBBs), polybrominated diphenyl ethers (PBDEs), di(2-ethylhexyl) phthalate (DEHP), benzyl butyl phthalate (BBP), dibutyl phthalate (DBP), and diisobutyl phthalate (DIBP).	Except for a very small number of customers who require leaded bumps due to specific product characteristics, all other TRI products are 100% compliant with RoHS standards.



4.3 Innovation and Research & Development (R&D)

TRI, as a leading provider of automated testing and inspection solutions in Taiwan, recognizes that continuous innovation is fundamental to maintaining long-term competitiveness. In the era of smart manufacturing driven by emerging technologies such as artificial intelligence (AI) and the Internet of Things (IoT), staying aligned with rapidly evolving technological trends is essential for advancing our products and services. TRI is therefore committed to enhancing its technical capabilities and product quality through innovation and collaboration, with the long-term goal of meeting customer needs and delivering greater value.

4.3.1 Awards and Achievements in Innovation and R&D

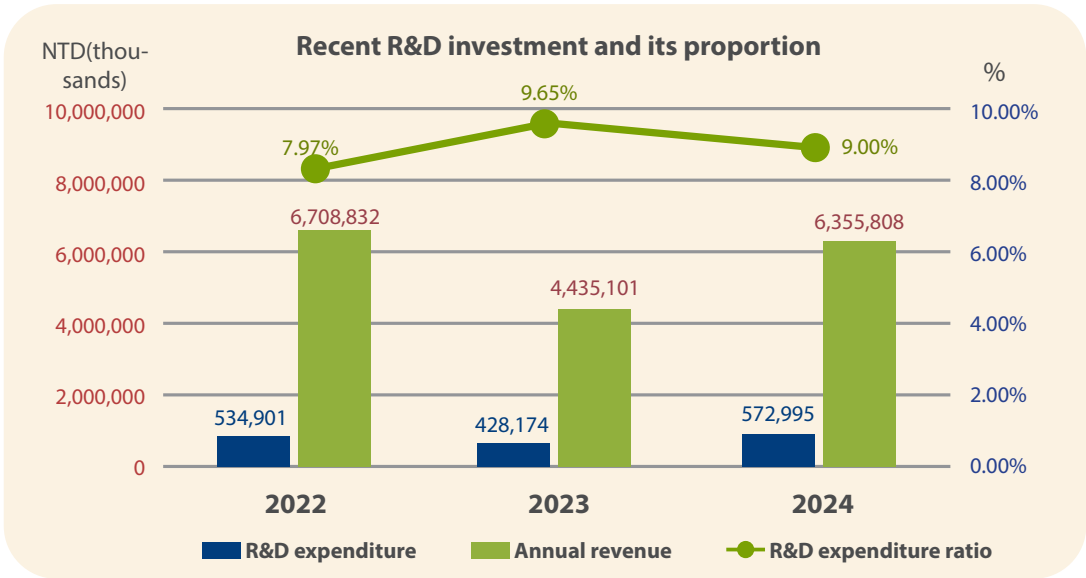
Since its establishment, TRI has upheld a commitment to innovation in order to address the diverse needs of customers across various industries. Through continuous research and development by our in-house engineering teams, as well as active collaboration with academic and industry partners, TRI has consistently delivered new technological breakthroughs. Our innovations have been recognized by international awards, and over the past decade, our superior product quality and advanced technologies have earned strong recognition from global clients.

Year	Recipient of Domestic and International Innovation Awards
2012	TR7600 SII and TR5001T respectively received the Test & Measurement World “Best in Test 2012 Award.” Received the 2012 EM Asia Innovation Awards “Best Supplier of the Year.”
2013	TR7007 SII and TR7680 respectively received the Test & Measurement World “Best in Test 2013 Award.” TR5001T received the 2013 EM Asia Innovation Awards.
2014	TR7007 SII received the EM Asia Innovation Award – Best 3D SPI. Selected for the EM Asia Award – Best Supplier Award. TR7600LL SII received the 2014 Global SMT Technology Award.
2015	TR7600M SII received EM Asia Innovation Award- Best 3D AXI ° TR7007Q 3D SPI received 2015 Global Technology Award °
2016	Received the 2016 EM Asia Innovation Award – Best Supplier. TR5001 SII received 2016 Global Technology Award °
2017	TR5001 SII received 2017 EM Asia Innovation Award 與 2017 Circuits Assembly NPI Award °
2018	TR7700Q 3D SPI received 2018 Circuits Assembly NPI Award ° TR7600F3D AXI received 2018 EM Asia Innovation Award ° Received EM Asia Award–Best Supplier Award °
2019	TR7700 SV 3D received 2019 Global Technology Award 、 Mexico Technology Award and the EM Asia Outstanding Product of the Year Award.
2020	TR5001 SII LED ICT received the 2020 EM Asia Innovation Award and the 2020 IPC APEX Innovation Award. TR7700Q SII AOI received the 2020 EM Asia Innovation Award. TR7600F3D SII AXI received the Global Technology Award.
2021	TR7700QE-S AOI and TR7600F3D SII AXI received the 2021 EM Asia Innovation Award. TR7007QI Plus 3D SPI received the 2021 Global Technology Award.
2022	TR7007Q Plus 3D SPI and TR8100H SII ICT received the 2022 EM Asia Innovation Award.
2023	TR7007 SII Ultra SPI and TR7500QE Plus AOI received the 2023 EM Asia Innovation Award.
2024	TR7700QH SII AOI and TR7600LL SV AXI received the 2024 EM Asia Innovation Award.

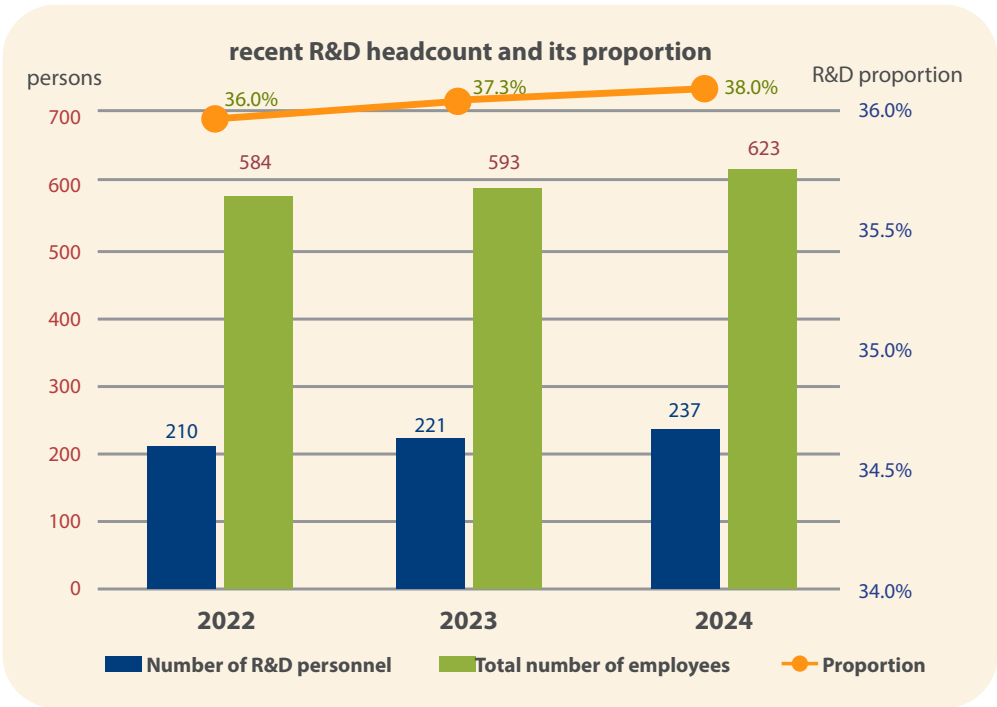


4.3.2R&D Personnel and Investment

To maintain TRI's competitive edge in inspection technology and meet the diverse and constantly evolving needs of customers, TRI values every R&D team member, recognizing that every innovative idea holds the potential to bring future value to the company. As such, TRI has gradually increased the proportion of R&D personnel each year. In 2023, R&D staff accounted for 37.3% of the total workforce. By recruiting specialized talent from the industry, TRI aims to foster more internal innovation and continue to create greater value for its customers.



To enhance the R&D environment and resources for its team, TRI has increased its annual investment in R&D. In 2023, TRI invested approximately 430 million NTD in R&D, representing 9% of total revenue, an increase of 1% compared to the previous year. This demonstrates TRI's commitment to R&D innovation, using sustained investment to support its R&D team's creative efforts. TRI aims to expand the applications of its inspection instruments in the future, providing customers with more versatile and highly efficient inspection services and equipment.



TRI's long-term goal has been to provide customers with comprehensive solutions for automated inspection equipment, continuously enhancing and improving the functionality and quality of its current commercialized products. Consequently, TRI's investment in research funding and personnel has increased year by year. Looking forward, TRI plans to allocate R&D resources

towards the development of high-performance automated inspection equipment, focusing on improving testing speed, providing comprehensive functional testing, enhancing product quality, and reducing labor and testing costs.

Intelligent Test Software Solutions are also a key focus for future development. By integrating AOI (Automated Optical Inspection), AXI (Automated X-Ray Inspection), ICT (In-Circuit Tester), ATE (Automated Test Equipment), and Functional Test ATE systems, TRI aims to utilize intelligent software to improve process yield and product quality. This approach will enhance test coverage and reduce testing time, ultimately providing a comprehensive solution for product inspection on the production line.

Future Key R&D Project Investment

Unit: NTD Million

Planned Product Development Items	Estimated Annual Investment
<ul style="list-style-type: none">multi-core high-speed, high-pin-count assembled PCB test systemfully automated large-format in-line assembled PCB testing system	100/Year
<ul style="list-style-type: none">AI deep-learning-based defect recognition core software development and application (3D AOI) <div>(3D AOI)</div> <ul style="list-style-type: none">high-speed in-line single/multi-camera 3D inspection system for assembled PCBs using large-area array camerasmulti-sensor high-precision 3D inspection system for semiconductor back-end advanced packaginghigh-resolution multi-sensor high-precision 3D inspection system for wafer-level mid/end-stage advanced packaging (3D AOI)) <div>(3D SPI)</div> <ul style="list-style-type: none">high-speed, high-precision in-line 3D solder paste inspection system for assembled PCBshigh-resolution in-line 3D solder paste inspection system for semiconductor applications <div>(3D AXI)</div> <ul style="list-style-type: none">high-speed, high-precision in-line line-scan X-ray automated inspection systemhigh-speed, high-precision in-line flat-panel X-ray automated inspection systemhigh-power X-ray automated inspection system for automotive electronic modulehigh-resolution X-ray automated inspection system for semiconductor advanced packaging applications	350/Year



4.3.3 Industry-Academia Collaboration and Technical Seminars

Outcomes of Industry-Academia Collaboration Projects

Academic research has always been a key driver in the early stages of industrial technology development. By leveraging the latest technological advancements from academic and research institutions, TRI is able to stay at the forefront of technology trends. Additionally, industry-academia collaboration helps students put their knowledge into practice, accelerating technology transfer from academia to industry and driving industrial upgrades. This collaboration not only fosters a deeper pool of professional talent for the industry but also creates opportunities for TRI to attract outstanding students and researchers to join the company.

In recent years, TRI has actively engaged with universities through industry-academia collaboration to explore new technological possibilities. Since 2020, TRI has partnered with National Yang Ming Chiao Tung University, National Central University, and National Pingtung University of Science and Technology to jointly develop AI, automated optical inspection, and algorithm technologies. By combining the strengths of industry and academia, TRI aims to solidify the foundation of industrial technological innovation. In 2023, TRI invested approximately 1.61 million NTD in industry-academia collaboration. In the future, TRI hopes that, through continued joint efforts with academic and research institutions, more emerging technologies will be successfully applied to the industry, attracting more talent and driving innovation forward.

Partnered Universities	Project Name	Application of R&D Outcomes	Year of Collaboration
National Pingtung University of Science and Technology	2024 Automated Optical Inspection Technology Development	High-precision Measurement and Calibration Technology Applied to Optical Inspection Equipment	2024/08/01~

Industry-Academia Collaboration Investment Over the Last 3 Years Unit: NTD Million

Year	2022	2023	2024
National Central University AI Technology Collaboration Project	132	66	-
Development of CT Reconstruction Algorithm	56.8	-	-
NPUST Automated Optical Inspection Technology R&D		95	95
Total	188.8	161	95

4.3.4 Technical Exchange Seminar

In recent years, with the rise of AI applications and smart manufacturing, many industries have been exploring how to leverage big data to optimize equipment performance. As a leading supplier of automated testing and inspection solutions, TRI recognizes its responsibility to promote industry-wide innovation. To enhance domestic peers' awareness and willingness to adopt smart manufacturing, TRI continues to participate in technical seminars organized regularly by the Taiwan Electrical and Electronic Manufacturers' Association (TEEMA), joining one digital-technology-related seminar each in 2023 and 2024.

In October 2023, TRI participated in the “Sustainable Supply Chain Transformation and Innovative Applications Forum” organized by the Industrial Development Administration and the Institute for Information Industry. The forum focused on topics including low-carbon transformation initiatives for the ICT industry, digital innovation programs for the information sector, and smart manufacturing service system development projects.

In 2024, TRI also showcased its advanced semiconductor packaging inspection technologies and smart factory applications through major industry exhibitions such as SEMICON Taiwan. At international exhibitions such as Electronica Germany, TRI presented newly developed systems—including the TR7700QB SII Automated Optical Inspection system and the TR7600LL SV Automated X-ray Inspection system—with support from the Ministry of Economic Affairs' international market development funding. TRI further collaborated with its European subsidiary and distributors to develop market opportunities and engage with customers across the region.

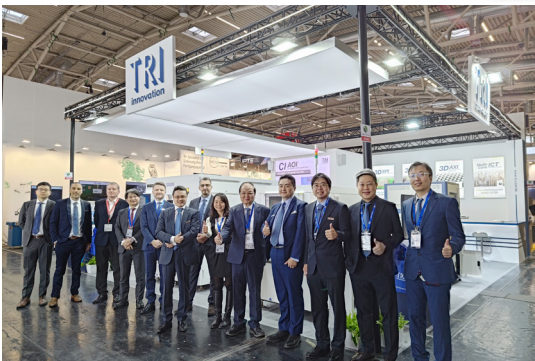
Date of attendance	Seminar topic
2023/10/24	Sustainable Supply Chain Transformation and Innovative Applications Forum
2024/09/04-06	SEMICON Taiwan
2024/11/12-15	Electronica Germany



Sustainable Supply Chain Transformation and



SEMICON Taiwan



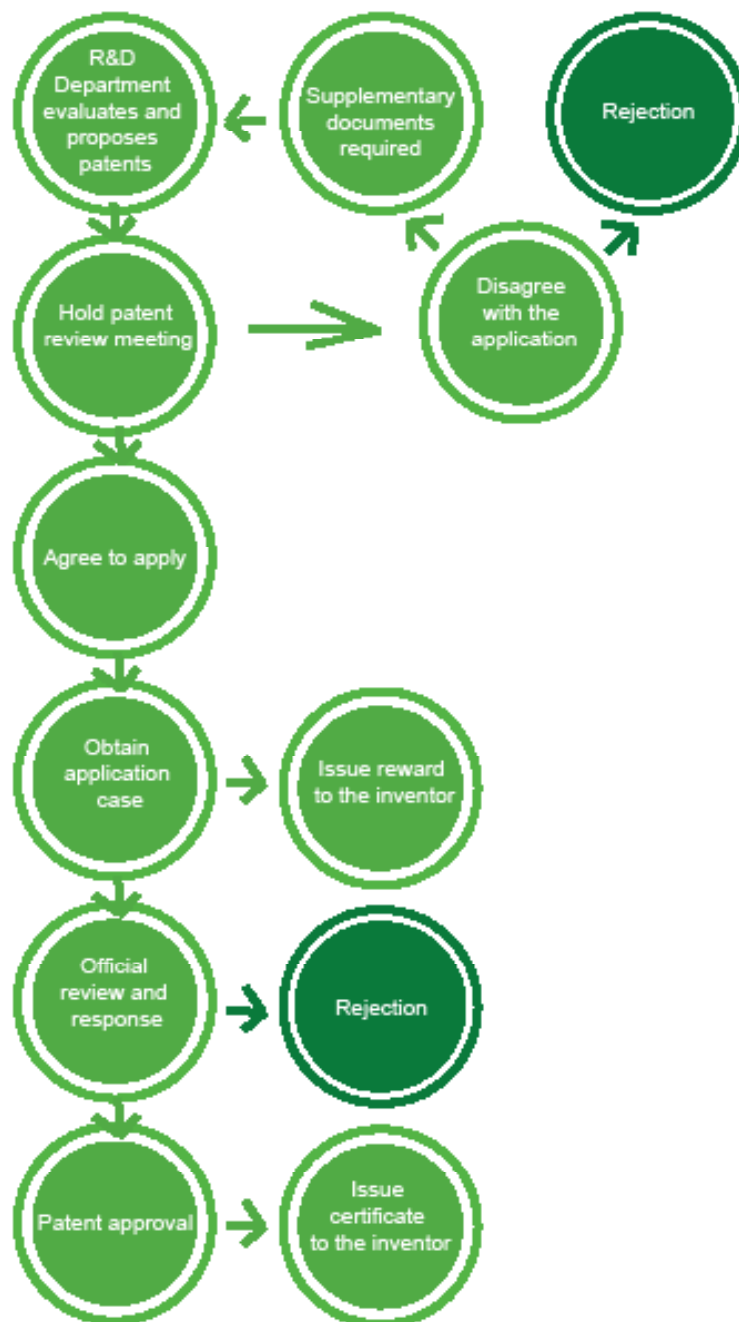
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4.3.5 Global Patent Portfolio

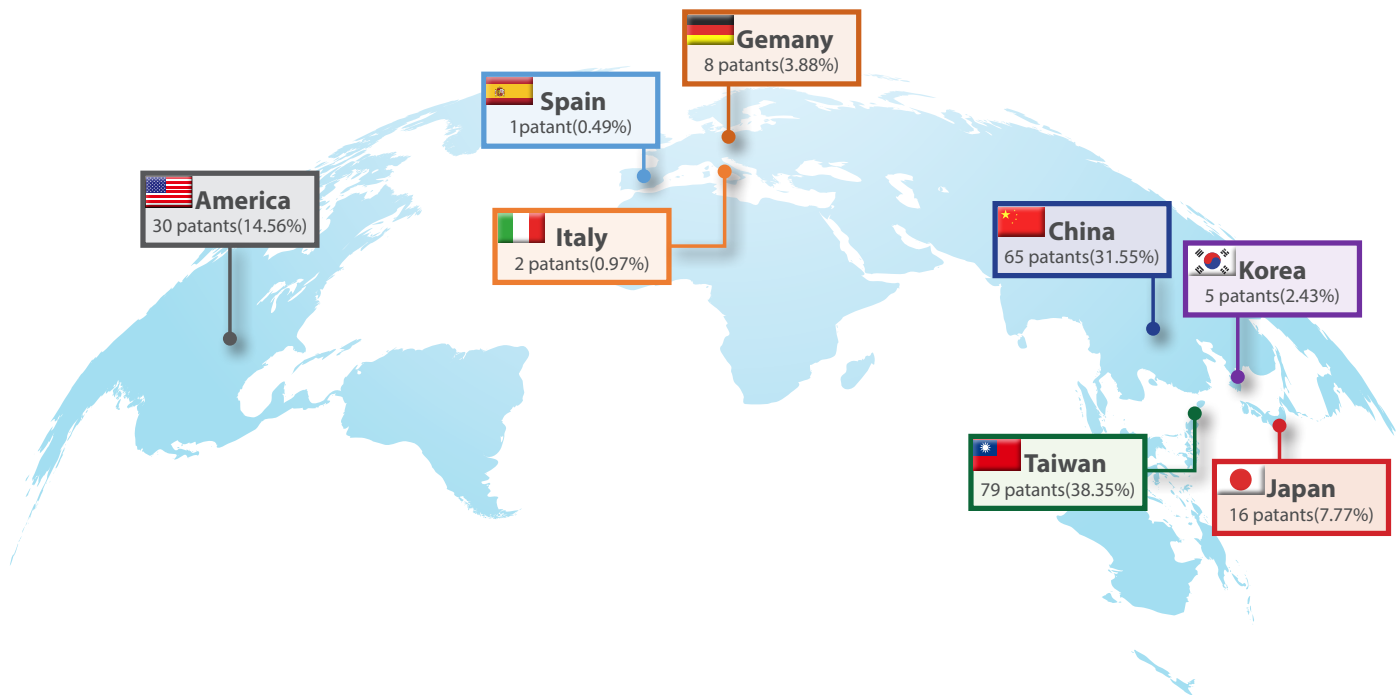
Patent review is crucial for ensuring the proper protection of R&D outcomes. With patent protection mechanisms in place, companies can safeguard their innovations from being stolen by competitors while ensuring that patent applications meet the requirements of patent law. This helps manage intellectual property, promote internal knowledge sharing, and protect proprietary information.

To encourage internal R&D staff to dedicate more time and resources to innovation and to convert R&D achievements into patents that strengthen the company's overall technical portfolio, TRI has established a patent application process. R&D personnel can submit their research outcomes for patent review, and upon approval in the patent review meetings, they receive an "Inventor Bonus." The company also awards the "Innovation R&D Award" to the R&D team. In the future, TRI will continue to incentivize R&D staff to file patents for their innovations, thereby improving the company's technical portfolio and enhancing its industry competitiveness.

Patent Application and Approval Process



In 2024, TRI obtained a total of four new patents. As of the end of 2024, the company had accumulated 206 patents across eight countries worldwide, with Taiwan holding the largest number at 79 patents, followed by 65 patents in China. Moving forward, TRI will continue to encourage internal R&D innovation and expand its global patent portfolio to safeguard the research achievements and intellectual property generated by its engineering teams.



4.3.6 Key Innovation and R&D Projects Highlights

TRI has developed a series of AI solutions and continues to pursue ongoing innovation. These intelligent solutions have significantly enhanced the inspection capability and accuracy of Automated Optical Inspection (AOI) systems, while reducing operational costs and improving production efficiency. In addition, TRI's AI inspection technologies include AI smart programming, AI algorithms, AI defect review stations, and AI training tools. By adopting TRI's AI algorithms, manufacturers can detect PCB appearance defects, foreign materials, and wire bonding defects, as well as apply intelligent image recognition technologies such as Optical Character Recognition (OCR). These capabilities have made TRI's systems essential tools for reliable and accurate inspection among major global electronics manufacturers.

Recently, TRI has also collaborated with NVIDIA, a globally renowned technology leader, and Taiwan's leading electronics manufacturers to accelerate the deployment of smart factory and AI technologies. Through comprehensive AI functionalities, enhanced automation, and advanced defect detection, TRI aims to optimize manufacturing processes and further improve performance and output. By integrating TRI's expertise in testing and inspection with NVIDIA's AI software and computing power, TRI is committed to providing intelligent solutions that enhance operational efficiency and unlock new levels of productivity for the electronics manufacturing industry.



In the field of new inspection technologies for semiconductor advanced packaging and electronics manufacturing, the newly launched 3D SEMI AOI model TR7700Q SII-S is designed specifically for high-reliability industries. The system is equipped with a 25-megapixel camera, 2.5-micron high resolution, AI-driven inspection algorithms, and precise metrology measurement capabilities—setting a new standard for accuracy and efficiency.

In addition, TRI's newly developed product lineup includes the ultra-high-speed 3D AOI system TR7700QH SII, which is capable of achieving inspection speeds of up to 80 cm² per second without compromising measurement accuracy.

AI Verify Host

The AI Verify Host is a Smart Repair Station that reduces the need for manual re-inspection and lowers operational costs. The AI-powered repair station can continuously operate while lowering the false calls, and providing real-time data analytics of the inspection status.



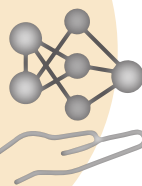
AI Station

Inspection Programming is limited to the operator's knowledge; The AI Station fills this gap by performing AI-powered inspection with existing AI Models. Thus, optimizing the inspection increases efficiency and lowers the operational cost for the experienced workforce.



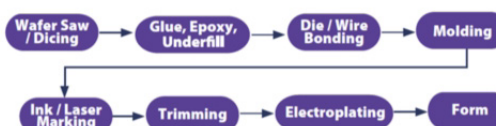
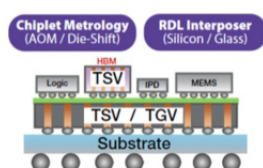
AI Training Tool

Generates AI Models with existing and reviewed Inspection Data. The AI Models recognize certain patterns from the collected data for analytical and decision-making tasks. The AI Model generated by TRI's Training Tool can be deployed on TRI's Verify Host and AI Station.



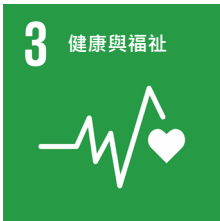

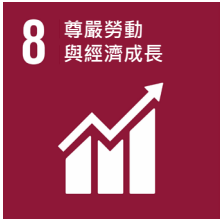

▶ 先進封裝WLP/PLP

▶ 後段製程



Chapter 5: Happy Workplace and Social Prosperity

Sustainability Performance and Corresponding SDGs

Implementation of the United Nations Sustainable Development Goals (SDGs)	SDG	Sustainability Performance
SDG3	 <p>3 健康與福祉</p> <p>Good Health and Well-being</p>	<ul style="list-style-type: none"> • TRI engages contracted nurses and specialist physicians to provide on-site services, offering employees health education, as well as consultations on physical and psychological concerns. • The company provides annual routine health examinations for all employees and administers special health checks for personnel engaged in designated operations, such as those exposed to ionizing radiation.
SDG4	 <p>4 優質教育</p> <p>Quality Education</p>	<ul style="list-style-type: none"> • TRI collaborated with Tatung University to support one student enrolled in a newly established special program to pursue advanced studies in Taiwan. The company also provided 3–4 year industry–academia cooperative internships for two students from National Taipei University of Technology and three students from Ming Chi University of Technology. In addition, TRI offered one-year industry–academia internship opportunities to 10 students from Ming Chi University of Technology, nine students from Oriental Institute of Technology, and four students from Lunghwa University of Science and Technology. TRI also provided summer internship positions for six students from National Taipei University of Technology.
SDG5	 <p>5 性別平等</p> <p>Gender Equality</p>	<ul style="list-style-type: none"> • The company has established the “Sexual Harassment Complaint and Handling Procedures,” which strictly prohibit any form of sexual harassment in the workplace. Relevant regulations are clearly specified in the Employee Work Rules and internal control procedures. TRI also conducts training sessions on anti-discrimination and sexual harassment prevention on an irregular basis and provides multiple reporting channels, including a dedicated hotline and email address. All cases are handled by an investigation team and processed by the Sexual Harassment Complaint Review Committee to ensure a fair and safe working environment for all employees.
SDG8	 <p>8 尊嚴勞動 與經濟成長</p> <p>Dignified Labor and Economic Growth</p>	<ul style="list-style-type: none"> • TRI has established a “Human Rights Policy Code” to respect and support internationally recognized human rights norms and principles, including the Universal Declaration of Human Rights, the UN Global Compact, and the core conventions of the International Labor Organization (ILO). • We regularly review workplace safety and have obtained ISO 45001:2018 Occupational Health and Safety System certification to ensure workplace safety.
SDG17	 <p>17 永續發展 夥伴關係</p> <p>Partnerships for the Goals</p>	<ul style="list-style-type: none"> • We give back to society through charitable donations, donations of goods, and purchases of charity gift boxes. • We support the education of children in remote areas.

Key Topic	Talent Attraction and Retention
Impact Statement	<p>The inspection equipment industry in which TRI operates is highly dependent on research and development talent, as visual inspection systems are jointly developed through collaboration among R&D professionals specializing in mechanics, optics, software, and electrical control. In addition, equipment-related sales services and training require the combined expertise of technical sales personnel and field application engineers (FAEs) with science and engineering backgrounds.</p> <p>In recent years, geopolitical trade tensions, Taiwanese enterprises reshoring manufacturing operations, and the rapid growth of the semiconductor industry have driven strong demand for R&D and customer service professionals with technical backgrounds. At the same time, the expansion of domestic manufacturing facilities—combined with the impacts of declining birth rates—has also affected the recruitment of manufacturing talent.</p> <p>These factors have intensified competition for talent within the market. If TRI is unable to effectively attract and retain key personnel, it may impact the company's R&D capacity, product quality, and the delivery of after-sales training and services.</p>
Policy	<p>TRI is committed to recruiting individuals who align with the company's values. To attract the right talent, we strive to achieve the following objectives</p> <ol style="list-style-type: none"> 1. Provide competitive compensation and benefits. 2. Establish a positive and supportive working environment. 3. Offer opportunities for professional development and training. 4. Strengthen the company's brand and core values.
Goal	<ol style="list-style-type: none"> 1. Retain key talent to keep the employee turnover rate below 15%. 2. Attract talent to maintain a manpower readiness level of over 90% across departments, including R&D, sales, manufacturing, and administrative support.
Commitment	<p>We are committed to providing a diverse and equitable workplace and prohibit any form of discrimination based on race, social status, language, ideology, religion, political affiliation, place of origin, birthplace, gender, sexual orientation, age, marital status, appearance, physical features, disability, zodiac sign, or blood type.</p> <p>We are also committed to offering comprehensive employee benefits, including entry-level wages that exceed the statutory minimum wage, ten days of fully paid sick leave, and group insurance coverage for employees, their spouses, and their children at employee rates.</p>
Responsibility	Human Resource Department
Resources	Conducting compensation surveys, organizing monthly employee welfare activities through the Employee Welfare Committee, holding regular labor-management meetings, and maintaining certification under the ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System.
Grievance Mechanism	<ol style="list-style-type: none"> 1. Employee suggestion box on the EIP (Employee Internal Portal). 2. VOE(Voice of Employee Survey) ° 3. Phone:+886-2-28328918 ext:2119 ° 4. Email: hr@tri.com.tw °
Action Plan	<ol style="list-style-type: none"> 1. Participate in compensation surveys in the technology industry every 2–3 years, with results reflected in the annual salary adjustment each April to maintain market competitiveness. 2. Comply with regulatory requirements by conducting various inspections related to fire safety, electrical safety, and environmental monitoring to ensure a safe workplace and environmental protection. 3. Conduct annual training assessments and plan on-the-job and off-the-job training programs. The company sponsors employees to attend external and internal training during work hours and has implemented the TRI Knowledge+ learning platform to support continual skill enhancement anytime and anywhere. 4. Participate in university campus recruitment events to introduce the company's working environment, resources, and job openings, attracting new talent to join the organization.
Effectiveness Evaluation	<ol style="list-style-type: none"> 1. Maintain an annual employee turnover rate below 15%. 2. Maintain an annual manpower readiness level above 90%. 3. Achieve annual certification under the ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System.

Management Policy

Key Topic	Talent Development and Education
Impact Statement	<p>Since its establishment in 1989, TRI has remained committed to steady and sustainable growth. The company's performance has continued to rise almost every year, supported by efforts to expand into diverse product lines and provide comprehensive, end-to-end services.</p> <p>Talent development is regarded as one of the company's most valuable assets. A well-structured learning system, supported by the right tools and resources, enables the creation of a diverse, autonomous, and high-quality learning culture. This environment allows high-potential employees to continuously develop their capabilities and drives collective organizational growth. Strengthening the company's overall talent foundation is therefore a critical responsibility.</p>
Policy	<p>Since 2003, TRI has taken a leading role in the industry by introducing the Balanced Scorecard, a forward-looking strategic management system that serves as the foundation for the company's strategy development, execution, and performance management framework. Through this system, TRI enhances employees' learning and growth, builds a high-quality workforce, and fosters a proactive learning and development culture—allowing the company to establish a strong and stable foundation, much like the solid roots of a growing tree.</p> <p>At the same time, TRI has developed the "TRI Learning and Development System," enabling every employee to complete required training in sequence according to their competencies and job functions.</p>
Goal	<ol style="list-style-type: none"> 1. Conduct quarterly reports on the implementation status of the Balanced Scorecard. 2. Complete the review of performance management and the Personal Development Plan (PDP) every six months. 3. Require employees to complete all mandatory "TRI Knowledge+" courses within three months of onboarding. 4. Ensure mandatory courses are completed within the required timeframe, with at least 80% attendance, passing of tests or post-course assignments, and completion of post-course surveys.
Commitment	All employees are required to comply.
Responsibility	Human Resources Department
Resources	<p>The company allocates approximately NT\$2–4 million annually (or a percentage of annual revenue) to employee education and training.</p> <p>In 2024, classroom training totaled approximately 3,500 participant-hours and online training reached about 15,000 participant-hours, with total training expenditures amounting to approximately NT\$820,000.</p>
Grievance Mechanism	<ol style="list-style-type: none"> 1. Employee suggestion box on the EIP (Employee Internal Portal) 2. VOE(Voice of Employee Survey) ° 3. Phone:+886-2-28328918 ext:2119 ° 4. Email: hr@tri.com.tw °
Action Plan	<ol style="list-style-type: none"> 1. Training Planning:At the beginning of each year, the company conducts a training needs assessment, collecting input from employees and department managers. The results are then reviewed alongside the year-end Balanced Scorecard (BSC) outcomes and relevant regulatory requirements to formulate the annual training plan. 2. Onboarding Training:New employee training is automatically assigned based on job grade, job function, product line, responsibilities, and applicable regulatory requirements.
Effectiveness Evaluation	<ol style="list-style-type: none"> 1. Training for Current Employees:Based on job requirements, employees are assigned internal or external training on an as-needed basis. This includes professional training, managerial competency development, general education courses, and legally required training programs. 2. After each course, a post-course satisfaction survey, post-course test, or post-course assignment is conducted. 3. Post-course satisfaction score > 4.5 points (out of a total of 5 points). 4. The passing standard for post-course tests is usually 80, 90, or 100 points (out of 100 points). Those who do not pass the test must retake the course and retake the test until they pass, ensuring that every mandatory course is fully learned.

Key Topic	Occupational Health and Safety
Impact Statement	<p>TRI's equipment brand adheres to safe production and safe design, and incorporates the concept of occupational safety and health into equipment design elements, designing and developing with the simplest and most user-friendly mode for operators, in order to reduce the risk of occupational hazards caused by repetitive operations and long-duration operations.</p> <p>TRI practices safe production by establishing an occupational safety and health organization, appointing occupational safety and health management personnel, identifying potential hazard factors in the working environment, and guiding and training production unit personnel on safety knowledge and awareness. Hazard prevention and correction are implemented through PDCA to achieve safe production.</p>
Policy	TRI has currently obtained ISO 45001:2018 certification, and all occupational operation activities, equipment, and facilities within the company are regulated in accordance with legal requirements and systems, with regular reviews of the company's internal safety and health performance.
Goal	<ul style="list-style-type: none"> • Short-term: Maintain the number of non-conformances identified in the annual audit of the Occupational Health and Safety Management System to less than 10 in 2023. • Mid-term: Achieve a 100% rate of less than 10 non-conformances in the Occupational Health and Safety Management System for five consecutive years. • Long-term: Achieve 6,935 days or more of Lost Time Injury (LTI) free operation at the Linkou plant by June 2nd, 2028 (equivalent to a 95% LTI-free rate over 20 years from June 2nd, 2008 to June 2nd, 2028).
Commitment	Committed to reducing the incidence and severity of occupational accidents in the workplace.
Responsibility	Occupational Health and Safety Committee
Resources	Regularly conduct ISO 45001 certification for the occupational safety management system and ensure compliance with local regulations.
Grievance Mechanism	<ol style="list-style-type: none"> 1. Employee suggestion box on the EIP (Employee Internal Portal) 2. VOE(Voice of Employee Survey) ° 3. Phone:+886-2-28328918 ext:2119 ° 4. Email: hr@tri.com.tw °
Action Plan	<ul style="list-style-type: none"> • TRI implements occupational safety and health management, identifies potential hazards, and regularly conducts hazard identification and risk assessment, compiling them into reports for correction and prevention. • Regular occupational safety and health committee meetings are held to review various indicators related to occupational safety and health management activities within the company and to ensure continuous improvement.
Effectiveness Evaluation	<ul style="list-style-type: none"> • TRI applies the objectives and program management methods of the ISO 45001 management system to track various action plans in order to maintain the operation of the system, and continues to commission third-party certification bodies to conduct annual audits to obtain verification. • In 2024, within the existing contractor management procedures, a contractor safety and health evaluation system was added to further strengthen the quality supervision of contractor safety and health, and to reduce safety and health hazard risks by selecting outstanding contractors through the evaluation mechanism. • Resources for the internal safety and health education and training system continue to be provided, and the quality of training and the number of obtained certifications are regularly reviewed to enhance the safety and health management capabilities of internal personnel. • The achievement rate of the annual occupational safety and health management plan is reviewed monthly.

5.1 Employee Diversity and Inclusion

Employee Structure

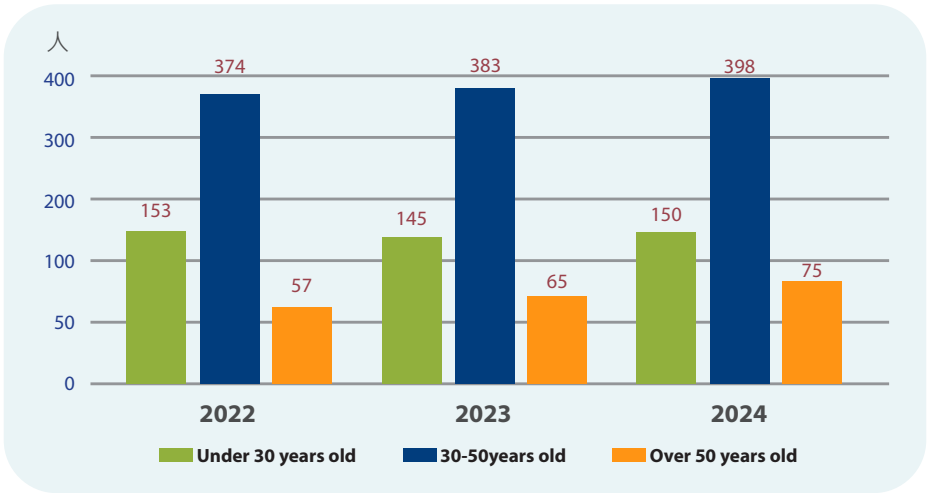
TRI regards employees as its most important assets and human capital, respects the dignity of every employee, emphasizes human-centered management, and maintains positive labor–management interactions to create a dynamic organization and a friendly workplace, jointly pursuing a sustainable future. As of the end of 2024, the total number of TRI employees in Taiwan was 648. Due to industry characteristics and labor market factors, technical R&D and production personnel constitute the majority, and these roles are predominantly held by men, resulting in a larger gender gap. Male employees accounted for 85.3% of total employees, while female employees accounted for 14.7%, representing a slight decrease of 0.6% compared with 2023. All of the above employees are full-time employees.

TRI respects and supports internationally recognized human rights standards and principles, adopting a diverse, inclusive, and equal-opportunity employment policy without discrimination based on gender, race, or disability. In Taiwan, the company currently employs seven foreign employees (from countries such as Malaysia, Spain, India, and Vietnam), four employees with disabilities, and three employees from minority groups, and will continue progressing toward a more diverse and friendly employment environment. In addition, there are a total of 14 non-directly employed workers, including 3 onsite security personnel, 6 outsourced cleaning personnel, and 6 consultants.

Employee Composition by Contract Type

year/ Category and Gender		2022		2023		2024		
Total number of employees	Male	507	84.8%	510	84.72%	553	85.34%	
	Female	91	15.2%	92	15.28%	95	14.66%	
	Total	598	100.0%	602	100.00%	648	100.00%	
Contract type	Regular	Male	494	84.6%	501	84.49%	530	85.07%
		Female	90	15.4%	92	15.51%	93	100.00%
		Total	584	100.0%	593	100.00%	623	100.00%
	Contractor	Male	13	92.9%	9	100.00%	23	92.00%
		Female	1	7.1%	0	0.00%	2	8.00%
		Total	14	100.0%	9	100.00%	25	100.00%

Employee Composition by Age Type



Note: Excluding contractors

Distribution by gender and age

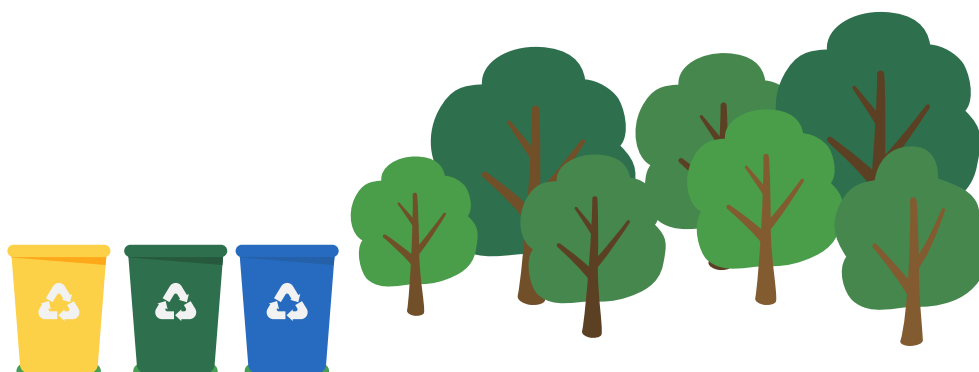
Year		2022		2023		2024	
Category and Gender		Male	Female	Male	Female	Male	Female
Number of employees ^(note)		494	90	501	92	530	93
Age distribution	Under 30	131	22	125	20	131	19
	30-50	317	57	322	61	334	64
	Over 50	46	11	54	11	65	10
Disadvantaged groups (number of people with disabilities)		3	1	3	1	3	1

Note: Excluding contractors

Distribution according to employee rank

Item	Category	Gender	2022		2023		2024	
Position type	Senior executive	Male	7	87.5%	8	88.89%	8	88.89%
		Female	1	12.5%	1	11.11%	1	11.11%
		Total	8	100.0%	9	100.00%	9	100.00%
	Mid-level executive	Male	56	94.9%	58	95.08%	60	95.24%
		Female	3	5.1%	3	4.92%	3	4.76%
		Total	59	100.0%	61	100.00%	63	100.00%
	Junior supervisor	Male	29	87.9%	27	90.00%	29	93.55%
		Female	4	12.1%	3	10.00%	2	6.45%
		Total	33	100.0%	30	100.00%	31	100.00%
	Employee	Male	402	83.1%	408	82.76%	433	83.27%
		Female	82	16.9%	85	17.24%	87	16.73%
		Total	484	100.0%	493	100.00%	520	100.00%
Total ^(note)			584		593		623	

Note: Excluding contractors



Compensation Policy

TRI measures market salary levels and economic indicators through compensation surveys, providing employees with competitive compensation. According to data published by the Taiwan Stock Exchange, TRI ranked 9th (out of 87 companies) in median salary for non-managerial employees in the “Other Electronics” category among listed and OTC companies, and ranked 7th (out of 41 companies) among listed companies in the same category. The compensation for general employees is determined in accordance with the “Salary Calculation and Payment Procedures,” taking into account academic background, professional knowledge and capacity, years of professional experience, and individual performance.

In addition to monthly fixed salaries, the company provides various bonuses—such as holiday bonuses, patent bonuses, proposal bonuses, profit-sharing bonuses, and sales bonuses—to encourage employees to expand their responsibilities, exceed performance expectations, and enhance the company’s operational performance. Depending on job requirements, the company also issues travel allowances, overtime allowances, and other relevant payments.

Because revenue in 2024 increased by 43.3% compared with 2023, profitability rose accordingly, and various bonus payments were adjusted correspondingly. Looking ahead, we believe that as the company’s operational performance continues to improve, this will be reflected in employees’ total compensation.

Unit: thousand dollar

Item	2023	2024	Increase percentage
Median annual total compensation for full-time employees not holding supervisory positions	1,001	1,168	16.7%

Furthermore, TRI does not allow gender, race, political affiliation, ideology, religion, sexual orientation, or marital status to influence compensation. However, due to the nature of the industry, research and technical roles are predominantly held by male employees, while female employees are more often engaged in administrative roles. As a result, even at the same job level, differences in salary composition exist, which accounts for the slight discrepancy in the female-to-male salary ratio.

Gender-based Statistics on the Average Annual Compensation Difference Ratio by Job Category and Department

Classified by Job Level ^(Note 1)	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Logistics Department ^(Note 2)	1	1.36	1	1.37	1	1.35
R&D Department ^(Note 3)	1	1.39	1	1.36	1	1.33
Manufacturing Department	1	0.96	1	1.03	1	1.02
Sales Department ^(Note 4)	1	1.55	1	1.55	1	1.45

Note 1: Employee count excludes contract-based personnel.

Note 2: The Logistics Department includes operations, finance, HR, and auditing services.

Note 3: The R&D Department includes R&D assistants.

Note 4: The Sales Department includes sales, FAE, and marketing.

5.2Talent Attraction and Retention

Statistics on New Hires and Employee Turnover

TRL is committed to recruiting “talent who aligns with the company’s values,” bringing them into the organization. Through various channels— including industry–academia cooperation with universities and colleges, offering internship opportunities to students, and campus recruitment— TRL seeks to recruit outstanding talent based on professional 能力 and personal suitability, without any discrimination based on race, gender, or age. Based on data from the past three years, both the new hire rate and the turnover rate have not shown significant changes.

New Employee Analysis

Item	Category	2021		2022		2023	
		Amount	Proportion	Amount	Proportion	Amount	Proportion
Gender	Male	82	86.3%	50	80.65%	54	80.60%
	Female	13	13.7%	12	19.35%	13	19.40%
Age	Under 30	74	77.9%	42	67.74%	52	77.61%
(Year)	30-50	21	22.1%	20	32.26%	15	22.39%
	over 50	-	-	-	-	-	-
Total		95		62		67	

Note 1: New employees exclude contract-based personnel and those who returned after a leave of absence.

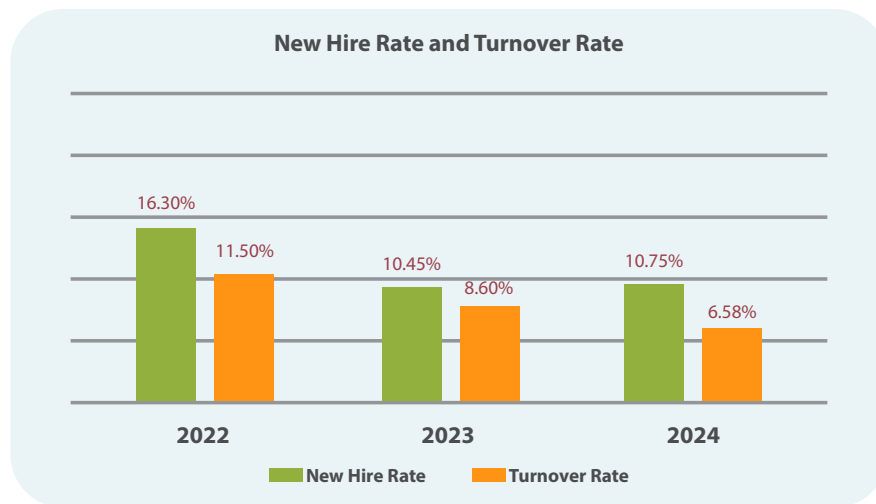
Note 2: New Hire Rate = Total number of new hires in the category during the year / Total number of employees in that category at the end of the year.

Employee Turnover Analysis

Item	Category	2021		2022		2023	
		Amount	Proportion	Amount	Proportion	Amount	Proportion
Gender	Male	60	89.6%	43	84.31%	29	56.86%
	Female	7	10.4%	8	15.69%	12	23.53%
Age	Under 30	41	61.2%	30	58.82%	22	43.14%
(Year)	30-50	24	35.8%	15	29.41%	18	35.29%
	over 50	2	3.0%	6	11.76%	1	1.96%
Total		67		51		41	

Note 1: Departing employees exclude contract-based personnel and those on unpaid leave.

Note 2: Employee Turnover Rate = Total number of employees who left in the category during the year / Total number of employees in that category at the end of the year.



Note 1: New Hire Rate = Total number of new hires during the year / Total number of employees at the end of the year.

Note 2: Turnover Rate = Total number of employees who left during the year / Total number of employees at the end of the year.

Comprehensive Employee Benefits

TRI provides employee benefits superior to regulatory requirements. In addition to mandatory labor and health insurance, the company also offers additional group insurance to enhance employees' medical protection. The coverage includes accident insurance, cancer insurance, accident medical insurance, and hospitalization medical insurance. Employees, their spouses, and their children are all covered free of charge, while employees' parents may enroll at a preferential rate, providing employees with comprehensive family medical protection planning.

To promote camaraderie and physical and mental well-being among employees, and to encourage recreational and leisure activities outside of work, TRI has established an Employee Welfare Committee (hereinafter referred to as the Welfare Committee) in accordance with the Employee Welfare Fund Act. Each month, 0.13% of total operating revenue is allocated for handling employee welfare matters. The Welfare Committee members are appointed or voluntarily joined by representatives from each department. Representatives are selected or elected based on the proportion of employees in each department. Regular meetings are held periodically, and ad hoc meetings may be convened when necessary to plan various employee activities and welfare measures.

TRI complies with the government's "Labor Standards Act" and the "Labor Pension Act" regarding retirement applications and benefit standards. Each year, the company commissions an actuary to issue a Labor Pension Reserve actuarial report, and contributes 4% of the total monthly salary of employees into a dedicated account at the Bank of Taiwan (formerly the Central Trust of China) under the company's name. For employees covered under the new pension system, 6% is contributed to their individual accounts at the Bureau of Labor Insurance based on their insured salary tier. In 2024, retirement fund contributions made to the dedicated account at the Bank of Taiwan and to the Bureau of Labor Insurance amounted to NT\$68,559 thousand and NT\$31,062 thousand, respectively. Employees who meet the statutory retirement requirements may apply for retirement.

Benefit Categories	Content
Compensation and Rewards	<ul style="list-style-type: none"> • Dragon Boat Festival and Mid-Autumn Festival bonuses • Competitive salary maintained through compensation surveys • Employee profit-sharing bonuses from company earnings • Patent bonuses • Quarterly recognition awards for outstanding employees • Wellness benefit fund (usable for external courses, clubs, or private gyms) • Labor Day vouchers
Comprehensive Protection	<ul style="list-style-type: none"> • National Health Insurance, Labor Insurance, and Labor Pension contributions • Free high-coverage group insurance for employees, spouses, and children, including accidental injury, medical care for injuries, hospitalization, and cancer (parents eligible for discounted coverage) • Overseas travel insurance for business trips, including high daily benefits • Allowances for marriage, childbirth, and funerals • Hospitalization condolence payments
Training and Development	<ul style="list-style-type: none"> • Structured internal and external training or online courses, covering core, professional, and management curricula • Forward-thinking training plans, including programs for new hires, newly assigned staff, current employees, managers, and courses mandated by government regulations • Fully company-sponsored training opportunities • Learning organization initiatives: at least one intra-departmental experience-sharing session per employee annually • Domestic and international job rotation opportunities • Clear promotion pathways
Physical and Mental Well-Being	<ul style="list-style-type: none"> • Regular on-site services by professional factory doctors and nurses • Annual family day events • Free annual health check-ups • Annual health promotion activities • Subsidies for domestic and international employee travel • Diverse club activities (e.g., Aesthetic Living Workshop, Pilates Club, Badminton Club, Cold Beverage Mixing Club, Aerobic Dance Club) • Welfare Committee events (e.g., camping, movie screenings, charity group buying) • Parent-child concerts and theatrical performances • Sports activities (e.g., basketball, badminton, table tennis) • Free access to the company gym • Social events for singles • quarterly afternoon tea
Ultimate Happiness	<ul style="list-style-type: none"> • Free car parking spaces (Linkou Plant) • Free motorcycle parking spaces (Taipei Headquarters, Linkou Plant, and Zhubei Branch) • Monthly birthday celebrations with vouchers • Discounts at a variety of partner stores • Complimentary movie tickets and private movie screenings • On-site group insurance consultations • Round-trip airport transportation for overseas business trips • All types of statutory leave • 80 hours of paid sick leave annually • Paid vaccination leave (introduced in 2022) and paid compensatory leave for public service (introduced in 2023) • Advance use of next year's annual leave • Employee Assistance Programs (EAPs)

Employee-Friendly Workplace

TRI values employees' health and well-being and is committed to creating an open and equitable working environment. To promote employees' health and work-life balance, the company provides amenities such as a coffee bar, a fitness center, occasional afternoon tea, and regular birthday celebrations. Multiple employee clubs have also been established, including a lifestyle aesthetics club, Pilates club, badminton club, cold beverage crafting club, aerobic dance club, and various sports groups, allowing employees to strengthen their bodies, continue developing personal interests, meet like-minded friends, and broaden their social circles.

In addition, various outdoor recreational activities are provided for employees, such as domestic and overseas travel, movie appreciation, music appreciation, stage performances, team-building events, and family days, helping employees relieve stress, encouraging attention to physical and mental health, and inviting employees and their families to participate together to foster stronger relationships and enhance employees' sense of belonging to the company.

To respect employees and maintain good communication, TRI holds Jason's Tea Time each year, allowing employees to understand the company's current operating status and the market challenges it faces, thereby building consensus on future directions. Through the annual year-end banquet, the company expresses appreciation for employees' hard work with lively and interactive programs. Departments are also provided with social gathering funds, enabling supervisors to arrange regular meals or afternoon tea events to increase interaction and allow for informal communication.

TRI places great importance on employees' job satisfaction, conducting regular satisfaction surveys for all employees and providing the results to supervisors at all levels for reference and improvement planning, ensuring the availability of communication channels between supervisors and employees.

Welfare Committee events for 2024



Afternoon Tea



Escape Room



Afternoon Tea



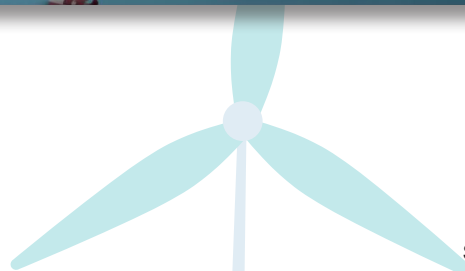
Dajia Mazu Pilgrimage



Arts and Cultural Activities



Sport Day



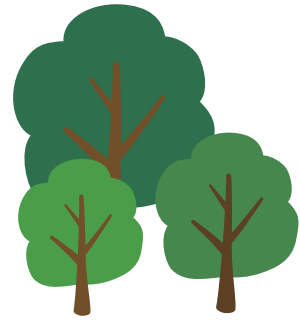
Sport Day



Employee Trip



Pingxi one-day trip



Year-End Banquet



Year-End Banquet



Birthday Activities



Women's Day gift

Happy Workplace

TRI places great importance on “work–family harmony,” and therefore regularly organizes corporate family days and sports events, provides free group insurance for employees, dependents, and children, and offers employees birthday gifts, wedding gifts, childbirth gifts, funeral condolence payments, and hospitalization consolation payments. Each year, there are also employee travel subsidies and Healthy Life welfare funds, enabling employees to spend time with their families outside of work and achieve a balance between work and life.

We implement the Gender Equality in Employment Act and provide practical care and support for employees with childcare needs. Regardless of gender, employees may apply for parental leave without pay in accordance with regulations. We also provide benefits such as family care leave, menstrual leave, maternity leave, and paternity leave. In addition, a secure lactation room is available, equipped with access control, a sterilizer, a refrigerator dedicated for breast milk, independent air conditioning, and warm water washing facilities, allowing employees who need it to use the space freely and with peace of mind.

Item	Gender	2022	2023	2024
Total number of employees entitled to parental leave (A) ^(Note)	Male	69	64	54
	Female	16	14	11
Total number of employees who actually took parental leave (B)	Male	0	1	2
	Female	1	1	3
Total number of employees who should return to work after taking parental leave(C)	Male	0	0	2
	Female	0	0	2
Total number of employees who actually returned to work during the reporting period(D)	Male	0	0	2
	Female	0	0	2
Total number of employees who returned to work in the previous year(E)	Male	0	0	0
	Female	1	0	0
Total number of employees who remained employed 12 months after returning to work (F)	Male	0	0	0
	Female	1	0	0

Note: Employees entitled to parental leave are those who have been employed for at least six months and may apply for unpaid parental leave before their child reaches the age of three. The leave period lasts until the child turns three, but cannot exceed two years. For employees raising two or more children, the parental leave period will be combined, with a maximum of two years for the youngest child.

Item	Unit	2022	2023	2024
Return-to-work rate % = D/C	%	-	-	100
Retention rate % = F/E	%	100	-	-



5.3 Talent Development and Education

Talent Training and Development

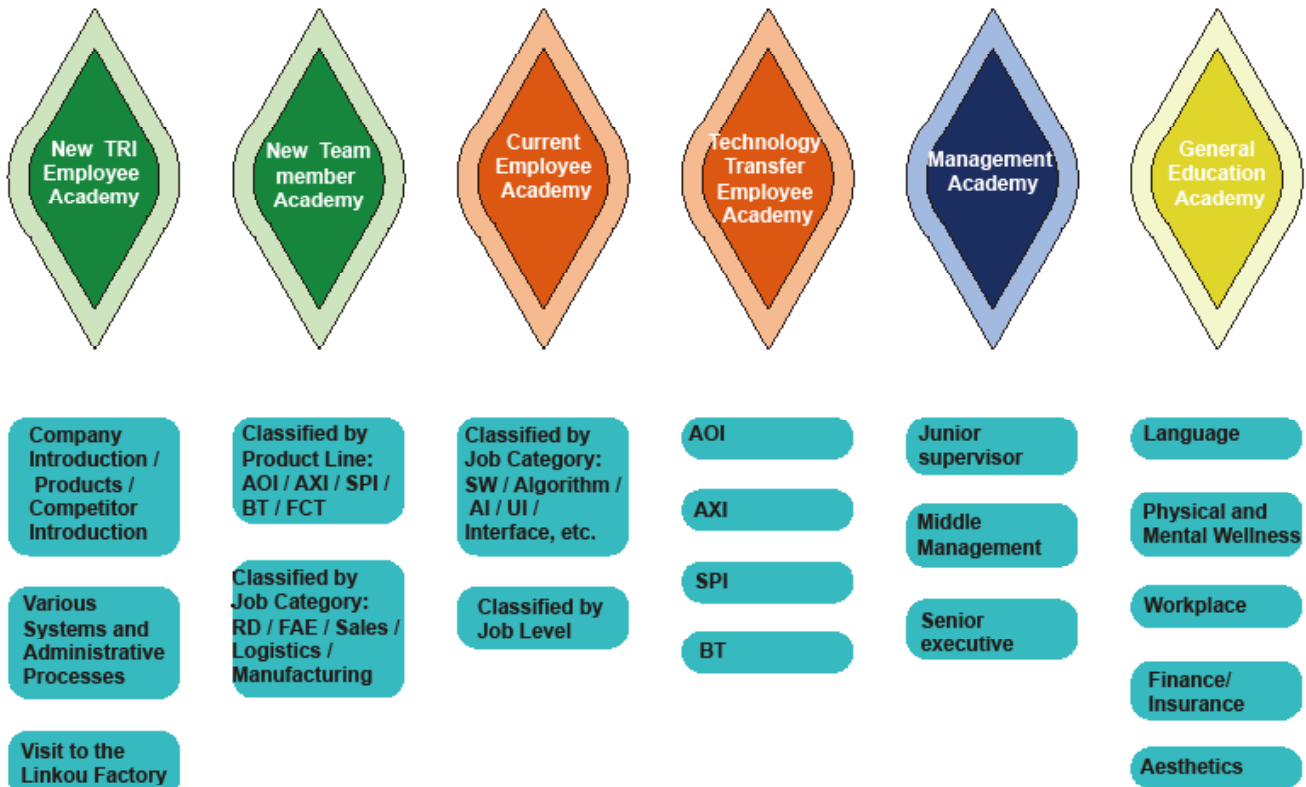
TRI is committed to supporting talent development and enabling employees and the company to grow together. In addition to having professional training classrooms and arranging various training courses, the company also emphasizes enhancing employees' capabilities through supervisor-arranged On Job Training, various Off Job Training programs, and employees' Self development, achieving comprehensive personal skill growth. For professional and general management courses, as well as personal work effectiveness courses, high-quality internal and external instructors are invited to teach. E-learning and video-based instructional methods are also appropriately introduced to increase diverse learning options for employees. Even for training courses that cannot be taken directly within the company, employees may receive subsidies through the Healthy Life welfare program to support self learning.

Training System and Policy

TRI uses a system to set requirements based on course content and participant qualifications, ensuring that every employee who is required to attend a course does not miss it. At the same time, all employees can view their own training roadmap in the system, as well as those of other departments, job categories, and levels, allowing them to prepare in advance for job transitions or promotions.

Training Types	Content
In-house Training Courses	<ul style="list-style-type: none">Professional courses (including technology transfer) are always recorded as online materials. Employees who are unable to attend classroom sessions (due to business trips, leave, etc.) can make up the course online within a specified period. Both classroom and online courses require passing a post-course test.Core courses, management courses, and general courses are supported with assignments, group competitions, and team reports to ensure the quality of instruction.
External Training Courses	<ul style="list-style-type: none">After completing a professional course, employees must conduct a knowledge transfer (experience sharing) at department meetings within a specified period. This allows colleagues who did not attend the external training to benefit, while the employee conducting the knowledge transfer further strengthens their new knowledge through preparation.Post-course reports are required after completing management courses.Certificates are required after completing occupational health and safety courses.
Knowledge Management Center	<p>Materials are stored in the Knowledge Management Center and made available to different employees for self-study based on their roles. Content includes:</p> <ul style="list-style-type: none">Post-training reports from external courses.Post-course reports for management courses.Technology transfer courses for various product lines

TRI Knowledge +



Course Type	Course Content
Foundation Courses	<p>These courses provide new employees with essential knowledge and training to facilitate a smooth transition into their roles and foster a strong sense of belonging within the company. Topics covered include:</p> <ul style="list-style-type: none"> • Corporate culture and management philosophy. • Company policies, benefits, goals, and future vision. • Product introduction and future development trends. • Legal concepts for technology professionals (e.g., patents and intellectual property rights). • Utilization of internal information systems and management tools.
Professional Courses	<p>These courses aim to enhance professional knowledge and skills, improve work performance, and increase the competitiveness of employees, departments, and the company as a whole. Topics covered include:</p> <ul style="list-style-type: none"> • Basic professional training: FPGA, C++, C#, etc. • Advanced professional training: Job-specific training within respective departments, special topic seminars, and overseas training opportunities.
External Courses	<p>In addition to on-the-job training, employees are encouraged to participate in domestic and international seminars and professional training courses to enhance their expertise and technical skills.</p>
Self-Improvement	<ul style="list-style-type: none"> • Employees are encouraged to develop a second area of expertise and explore their potential for personal growth. • A dedicated library is available with regular updates to its collection of professional books, providing employees with the latest information and resources. • Personal development courses: These courses offer employees opportunities for self-discovery, self-improvement, and personal growth, promoting a healthy work-life balance. • Wellness programs: Through courses and activities, employees gain a better understanding of their health and well-being, enabling them to approach work and life with greater vitality. Examples include nutrition workshops and walking competitions.
Leadership Development	<p>A series of management and leadership training programs covering areas such as management, finance, law, and human resources are offered to cultivate exceptional leaders and establish a common management language within the company.</p>

To ensure the effectiveness of employee training, TRI regularly issues training satisfaction surveys, measuring overall effectiveness across eight dimensions: activity duration arrangements, activity method planning, time schedule control, instructor teaching skills, activity venue facilities, alignment with personal learning styles, interaction among participants, and the degree to which the content meets practical needs. The feedback from the training satisfaction surveys is provided not only to the instructors and the company's senior supervisors for reference but is also used by the Human Resources Department as a reference for improvement in planning subsequent courses.



In addition to providing employee training, TRI also offers support for employees transitioning between roles.

Target Employees	Assistance Program
New TRI Employees	Provide foundational knowledge training, including information about the company, industry trends, product introductions, and competitor analysis, coupled with dedicated mentors for immediate support.
New Team Members (including new hires and employees transferring between departments)	Offer specialized training for the new department, including technology transfer for specific product lines, enhanced software and hardware development training, and guidance on obtaining relevant job certifications.
Employees Relocating to a Different Work Area	Provide an orientation to the new environment, including instructions on operating machinery and equipment and using everyday items.
Employees Considering Career Changes	Offer career planning consultations to reduce external turnover and encourage internal job transitions.
Employees with Potential for Future Management Roles	Provide management-related training in advance to minimize challenges during the initial transition to a leadership position.
Underperforming Employees	If, for various reasons, employees exhibit decreased commitment to the company or display emotional reactions, the Human Resources department will provide counseling and communication to reduce turnover intentions.
Exit Management	If an employee is deemed unsuitable for their role, the Human Resources department will conduct thorough assessments and the supervisor will hold an exit interview. If internal placement is not feasible, Teltronic will proceed according to labor laws and, whenever possible, provide assistance with external job placement, applications for job-seeking subsidies, and vocational retraining opportunities.

Average Training Hours per Employee per Year

By Job Level

Unit: Hour

Category	2022			2023			2024		
	participants	Total Training Hours	Average Training Hours	participants	Total Training Hours	Average Training Hours	participants	Total Training Hours	Average Training Hours
Senior executive	8	81	10.1	9	141.8	15.8	9	105.4	11.7
Mid-level executive	59	790	13.4	61	927.8	15.2	63	533.9	8.5
Junior supervisor	33	603	18.3	30	456.3	15.2	31	326.8	10.5
Employee	484	13,071	27.0	493	13346.5	27.1	520	12,725.1	24.5
Total	584	14,545	24.9	593	14872.4	25.1	623	13,691.2	22.0

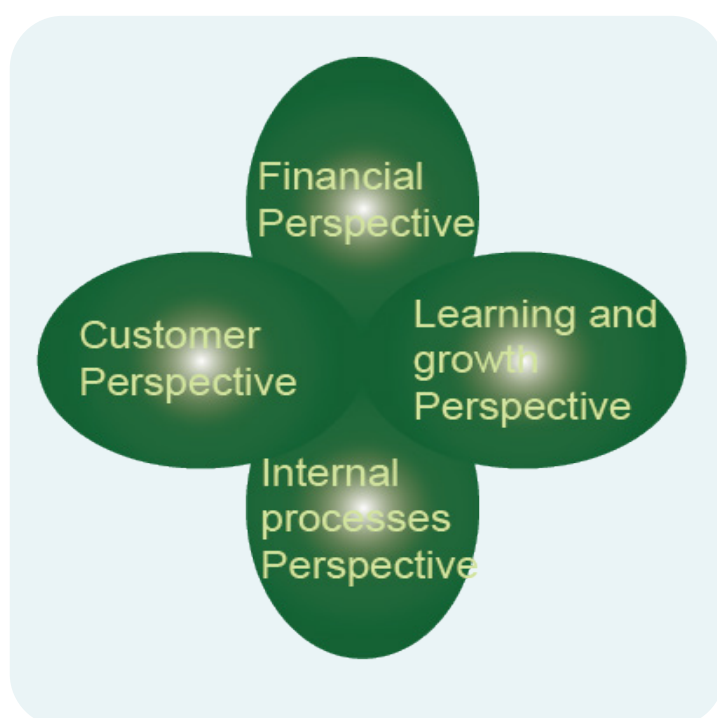
Category	2022			2023			2024		
	participants	Total Training Hours	Average Training Hours	participants	Total Training Hours	Average Training Hours	participants	Total Training Hours	Average Training Hours
Male	494	12,266	24.8	501	12739.9	25.4	530	12,064.2	22.8
Female	90	2,279	25.3	92	2131.6	23.2	93	1,627.0	17.5
Total	584	14,545	24.9	593	14871.5	25.1	623	13,691.2	22.0

Performance Management System

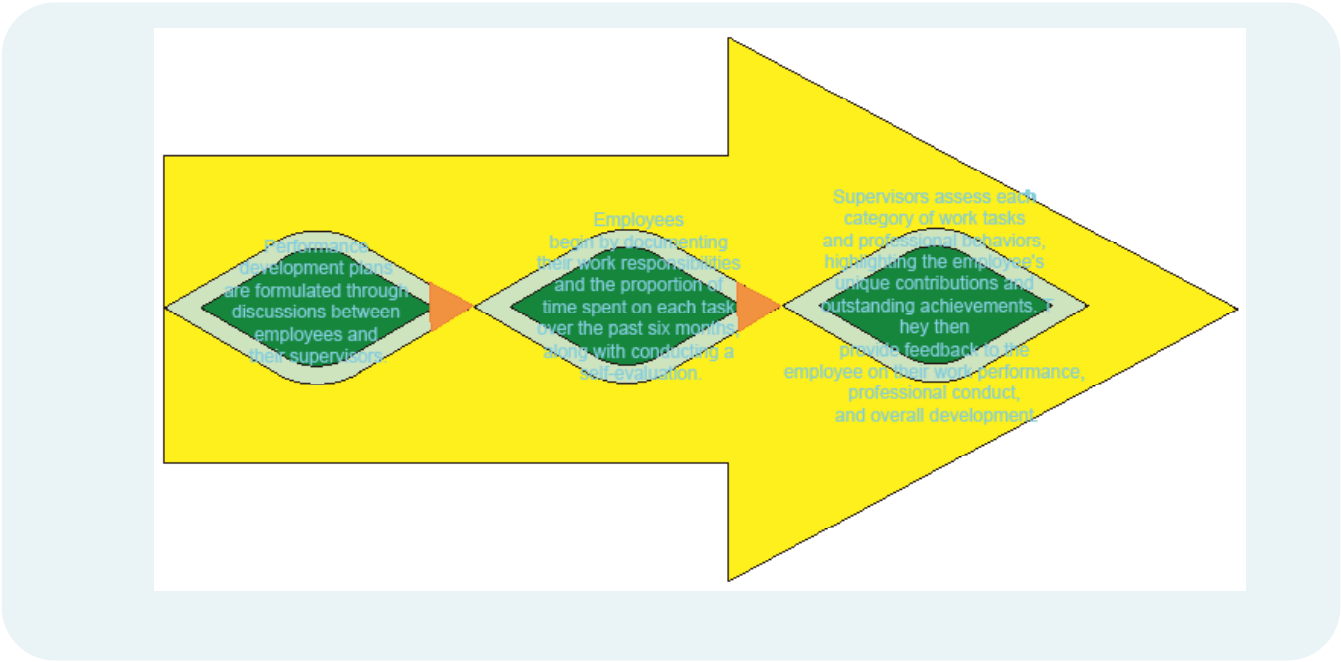
The performance appraisal system is the core of the company's talent management. To ensure that the appraisal system is objective and credible, TRI implements performance appraisal procedures for all employees, including staff, supervisors, managers, and new employees. Appraisals are conducted twice a year, in July and December, enabling department supervisors to review work content and performance with employees in a timely manner, immediately provide substantive rewards to employees with outstanding performance, and allow areas requiring improvement to be corrected as soon as possible in the following half year and move toward the right direction. The performance evaluation results also serve as the basis for promotion, performance bonuses, year-end bonuses, and salary adjustments.

TRI has introduced the Balanced Scorecard strategic management system as the foundation for the company's strategy development, execution, and performance management framework.

Under the four major perspectives of the Balanced Scorecard—financial, customer, internal processes, and learning and growth—we understand that only by enhancing “employees’ learning and growth” can we build a high-quality workforce. Only by cultivating a proactive learning and growth corporate culture can the company's operations gain a solid foundation, like the strong roots of a large tree.



Performance Evaluation Process

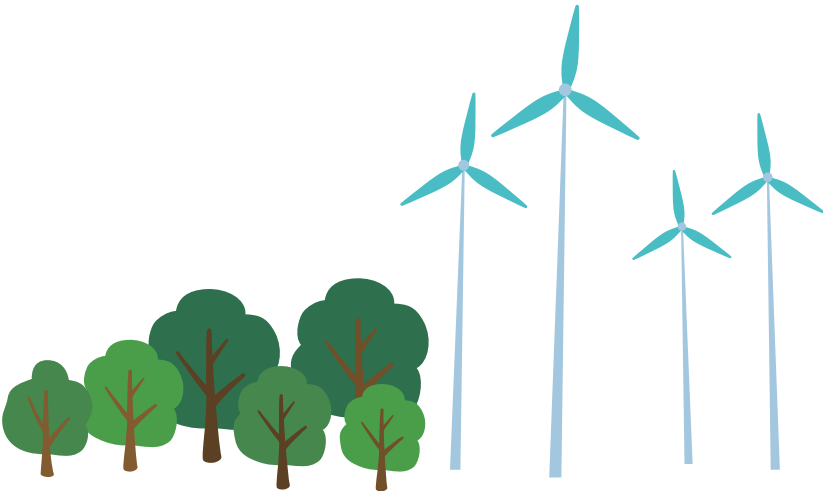


Performance Evaluation Process

Incentive Measure	Description
Performance Bonus	After the performance evaluations in July and December each year, performance bonuses are granted based on contribution and performance results.
Salary Increase Opportunity	April each year is the time for the company's salary adjustment. The salary adjustment rate is determined based on contribution and performance results.
Promotion Opportunity	April each year is also the time for promotions. Employees with good performance have the opportunity to be promoted in job grade and may even assume supervisory positions.

Employee Performance Appraisal Completion Rate

All employees of TRI, except for contract-based personnel, are required to undergo performance evaluations each year. From 2022 to 2024, the numbers of employees evaluated were 584, 593, and 623 respectively, with an evaluation rate of 100%.



5.4 Occupational Health and Safety

Occupational Health and Safety Management

Providing employees with a safe working environment is TRI's fundamental commitment to its employees. TRI has introduced the ISO 45001:2018 Occupational Health and Safety Management System certification and follows the ISO 45001 management system requirements. In accordance with the spirit of the Occupational Health and Safety Management System P-D-C-A (Plan-Do-Check-Act) cycle, TRI has established a preventive-oriented occupational safety and health management system to implement occupational safety and health practices. At the same time, TRI has also obtained certification under the ISO 14001 Environmental Management international standard for environmental management, which helps reduce environmental impact and promote company growth. The occupational safety and health system covers employees and contractors (including onsite security and cleaning personnel).

The factory employs occupational safety and health personnel who are responsible for planning and promoting occupational safety and health management programs and conducting inspections; an Occupational Safety and Health Office is also established as the dedicated department.

The occupational safety and health management unit forms an "Occupational Safety and Health Committee," composed of department supervisors, labor representatives, and engineering and technical personnel, and holds meetings once every quarter. Participants include professional occupational safety personnel, first-aid personnel, technical personnel, supervisors of each workplace area, and labor representatives elected by all employees, who take part in formulating and discussing the occupational safety and health management system. Labor representatives account for more than one-third of all committee members. The committee handles the following matters:

1. Provide suggestions on the occupational safety and health policies proposed by the employer.
2. Coordinate and propose occupational safety and health management plans.
3. Review safety and health education and training implementation plans.
4. Review workplace environment monitoring plans, monitoring results, and the measures adopted.
5. Review health management, occupational disease prevention, and health promotion matters.
6. Review various safety and health proposals.
7. Review autonomous inspections and occupational safety and health audits conducted by the business unit.
8. Review preventive measures for hazards related to machinery, equipment, raw materials, or substances.
9. Review occupational accident investigation reports.
10. Evaluate on-site safety and health management performance.
11. Review contractor safety and health management matters.
12. Review other matters related to occupational safety and health management.

Occupational safety and health personnel conduct routine walk-around management on a daily basis, frequently communicating with employees and compiling their opinions into the above twelve discussion topics to be reviewed in the Occupational Safety and Health Committee, enabling more focused improvements on issues arising in the work areas.

Occupational Accident Prevention Management

To effectively prevent occupational accidents, TRI has established a set of “Environmental Consideration and Hazard Identification Risk Assessment Management Procedures.” Trained professional personnel conduct comprehensive hazard identification and risk assessments of the company’s operational activities every year, and control methods are formulated for risks identified as low, medium, or unacceptable, ensuring that risks are kept within an acceptable range.

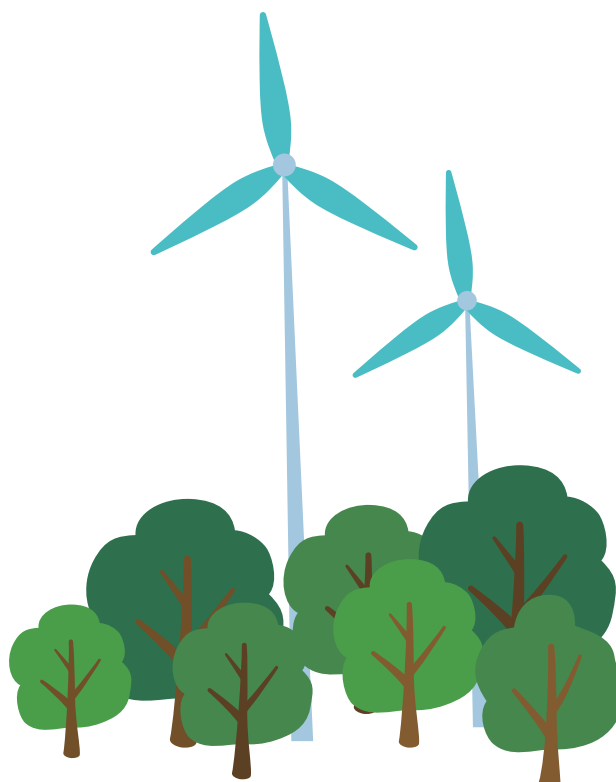
Risk Level	Risk Significance	Risk Category	Mitigation Measures
5	Very High Risk	Unacceptable Risk	Immediately review the integrity of existing protective measures. Expedite engineering and management improvement plans, implement operational controls, and enhance emergency response capabilities.
4	High Risk	Unacceptable Risk	Immediately review the integrity of existing protective measures. Implement engineering and management improvement plans, implement operational controls, and enhance emergency response capabilities within a reasonable timeframe.
3	Medium-High Risk	Temporarily Acceptable Risk	Following a risk assessment meeting, identify areas for improvement. Review the integrity of existing protective measures and implement engineering and management improvement plans, operational controls, or enhanced emergency response capabilities within a reasonable timeframe.
2	Medium Risk	Temporarily Acceptable Risk	Implement or strengthen existing mechanisms for maintenance, supervision, inspection, and training of protective measures.
1	Low Risk	Acceptable Risk	

In addition to the risk identification listed in the table above, TRI conducts environmental monitoring of various workplace environments in the factory every six months, such as: concentrations of airborne lead hazardous substances, concentrations of regulated organic solvents, carbon dioxide concentrations, and measurements of workplace illumination. Control and improvement measures are then carried out based on any unsatisfactory monitoring results.

The company also strengthens the timely identification of hazard risks. An occupational safety and health inspection team is additionally organized and trained to regularly inspect each department for potential workplace hazard factors, and the responsible person of each workplace is notified to propose improvement measures based on the identified potential hazards.

In the Occupational Safety and Health Committee meetings, unacceptable risks identified in the hazard identification and risk assessment, as well as conditions discovered during inspections, are included in the agenda for discussion. Improvement methods and deadlines are established, requiring department supervisors to complete corrective actions within the specified timeframe. After improvements are completed, they must be reported back to the Occupational Safety and Health unit for review.

For occupational accident prevention education, occupational safety and health management personnel promote relevant protective education and training based on the content of identified risks, in order to strengthen disaster prevention awareness among personnel in each operation area.



Projects to prevent or mitigate occupational safety and health hazards	Company Strategy
Occupational Disease Prevention	<ol style="list-style-type: none"> 1. Establish an "Occupational Disease Prevention and Control Management System." 2. Implement hazard identification and risk management processes, conduct workplace environment testing, develop management plans for high-risk areas, and identify unacceptable risks. 3. Conduct annual employee health checkups.
Occupational Safety for Special Operations Personnel	<ol style="list-style-type: none"> 1. Conduct annual health checkups for employees engaged in hazardous operations, such as those involving ionizing radiation. 2. Implement regular inspection and management of equipment and instruments. 3. Enforce safety management in the work environment.
Provision of Protective Equipment	Provide protective equipment such as earmuffs, safety shoes with steel toe caps, protective footwear, and insulating wrist straps
Supervision and Training	<ol style="list-style-type: none"> 1. Conduct irregular daily safety and health inspections of the factory area. 2. Conduct regular quarterly cross-inspections for safety and health. 3. Develop training materials based on potential hazards and regulatory requirements, and arrange regular training for personnel. 4. Arrange in-service education and training for personnel regularly in accordance with regulatory requirements. 5. Conduct fire evacuation drills and firefighting training by simulating fire scenarios through the self-defense firefighting organization.

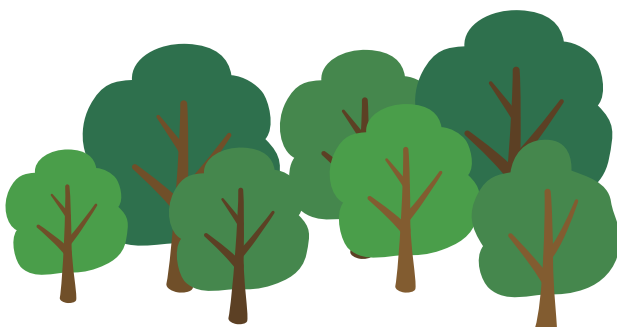
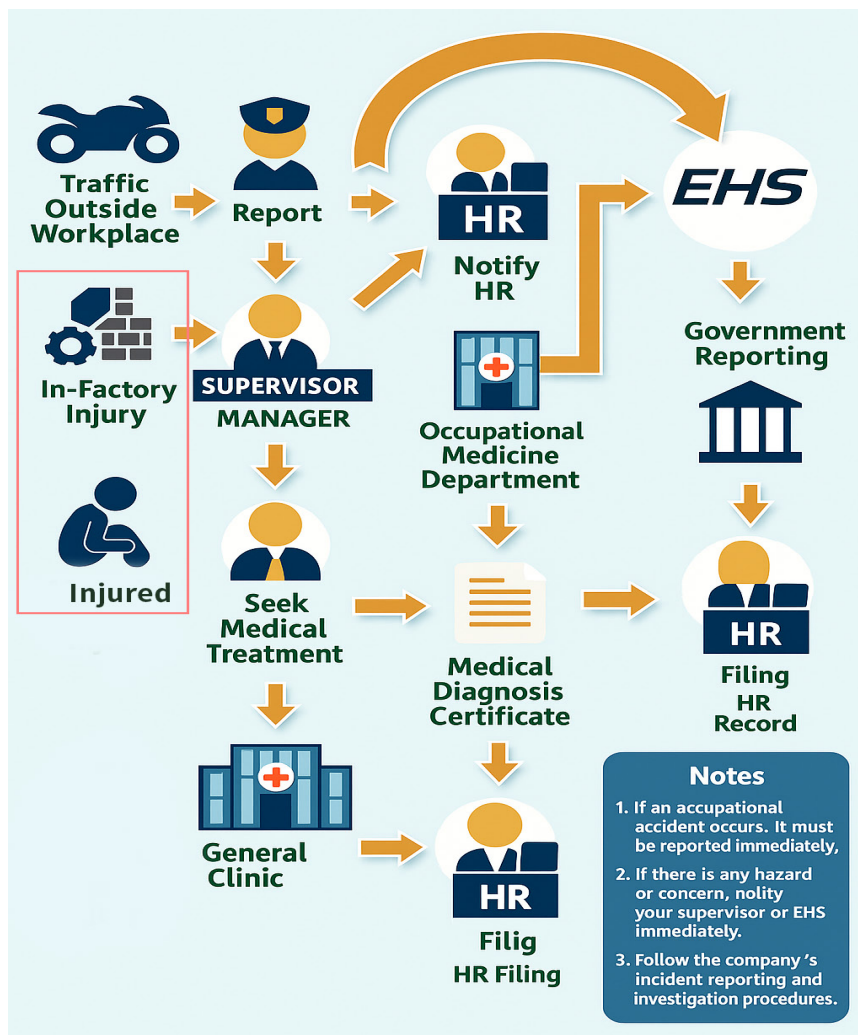
Machinery and Equipment Safety Management

The company has established the "Machinery and Equipment or Tools Protection Management Procedures" and the "H-111 Autonomous Inspection Control Procedures" for internal machinery and equipment to carry out regular maintenance and periodic inspection management. The management is divided into regular inspections, key inspections, and operation check items. The user department drafts the inspection plans and submits them to the Occupational Safety and Health unit for review, after which they are included in the autonomous inspection plan for implementation and control.

Description of Risk Content	Response Measures
building safety management	Use compliant fire-resistant building materials and conduct regular public safety inspections of the building.
fire protection equipment management	Manage fire protection equipment such as fire extinguishers, automatic fire detection and alarm systems, manual alarm devices, emergency broadcasting equipment, signage equipment, evacuation devices, and emergency lighting equipment, and submit regular inspection reports for firefighting equipment.
electrical equipment management	In addition to regular high- and low-voltage electrical inspections, promote electrical safety and electrical equipment control regulations to employees.
management of hazardous machinery and equipment or tools	Conduct annual surveys of all tools and equipment in the factory area to identify hazardous machinery and strengthen management.
pre-operation checklist for hazardous materials operations	Establish pre-operation inspection procedures at hazardous material work areas to ensure that personnel and protective facilities are in proper and safe condition before operations can proceed.

First-aid, Emergency Response, and Reporting Management

If an occupational accident unfortunately occurs during the work process, the company has established the "Accident and Disaster Management Procedures." When personnel in any department sustain any injury in the workplace within the factory area, they must immediately notify first-aid personnel to carry out emergency rescue, and, depending on circumstances, arrange emergency outsourced medical treatment. During the accident handling process, the procedures stipulate that the disaster situation must be reported immediately to the department supervisor in accordance with the workflow. If the disaster does not fall under the category of legally required reporting to local authorities, the supervisor must report the case to the Occupational Safety and Health unit within twenty-four hours for immediate hazard identification, subsequent disaster investigation, and follow-up. If a legally defined major disaster occurs, the Occupational Safety and Health management unit must be notified immediately. After compiling the disaster situation, the Occupational Safety and Health management unit must file a report with the local labor inspection authority within eight hours. The procedures also stipulate that in the event of a fatal accident, the site must be preserved intact and must not be moved or disturbed without authorization to allow judicial authorities to conduct an investigation.



Occupational accident statistics of the company over the past three years

Item/Year	2022	2023	2024
a. Total Hours Worked (hours) ^(Note 1)	1,192,040	1,179,136	1,212,184
b. Number of General Occupational Injuries (cases) (Note 2)	4	2	2
c. Number of Serious Occupational Injuries (cases) (Note 3)	0	0	0
d. Number of Fatalities (cases)	0	0	0
Total Recordable Occupational Injuries (b+c+d) (cases)	4	2	2
Fatality Rate (%) ^(Note 4)	0	0	0
severe occupational injury rate(%) ^(Note 5)	0	0	0
Total Recordable Injury Rate(%) ^(註 6)	3.4	1.7	1.6

Note 1: Total hours worked refer to the total actual working hours accumulated by all employees and workers as of December 31.

Note 2: General occupational injury: cases with lost workdays of 180 days or fewer.

Note 3: Severe occupational injury: cases with lost workdays of more than 180 days.

Note 4: Occupational injury fatality rate = number of fatal cases * 1,000,000 / total hours worked.

Note 5: Severe occupational injury rate = number of severe occupational injury cases * 1,000,000 / total hours worked.

Note 6: Total recordable occupational injury cases * 1,000,000 / total hours worked, which corresponds to the "Disabling Injury Frequency Rate (FR)" as defined by the Ministry of Labor.

In accordance with occupational safety and health regulations, if there is an immediate danger in the employee's workplace, the company shall immediately order work to stop and have the workers retreat to a safe location. If an employee discovers an immediate danger while performing their duties, they may, without endangering other workers, stop work on their own and retreat to a safe location, and immediately report to their direct supervisor. Employees will not be treated improperly or subjected to adverse disciplinary action for exercising their right to withdraw; however, employees may not exercise or misuse this right arbitrarily.

Occupational Health Services

TRI values employees' rights and workplace safety and actively cares about employees' health issues in the workplace. Based on four major aspects—health care, occupational health nursing, disease prevention, and lifestyle—TRI implements health management measures and promotes various programs to prevent workplace hazards, detect work-related illnesses at an early stage, promote individual health, enhance employees' quality of life and work, and create a healthy and safe working environment.

To create a healthy workplace environment and safeguard employees' physical and mental well-being, TRI hires contracted nurses and specialist physicians to provide on-site services. In 2024, a total of 156 sessions were held with 111 participants, offering employees health education guidance and consultations on physical and psychological issues. In addition to providing health examinations that exceed legal requirements, all new employees must complete a physical examination before reporting to work.

The 2024 health examination items included general health and sensory testing, bone and skeletal health, blood and anemia testing, liver and kidney function tests, lung function tests, cardiovascular health checks, metabolic and diabetes screening, cancer screening and tumor markers, and various ultrasound examinations. Through early detection and early treatment, these health management measures aim to prevent issues before they occur. Appropriate evaluation questionnaires are also used to assess ergonomic hazards, unlawful infringement risks, and work overload, allowing the company to monitor employees' health conditions. The goal is to enhance employees' health awareness and guide them to care for their own and their families' health. TRI also protects the confidentiality of personal health information; except for medical personnel, no other individuals are permitted to access employees' health examination records.

TRI provides subsidies for routine health examinations each year, and in 2024, a total of 520 employees participated. An additional 95 employees engaged in special operations were provided with special health examinations for ionizing radiation and lead exposure, accounting for 18% of all employees. For employees involved in high-risk operations, the company provides annual health examinations for those who have been employed for more than one year. On-site medical personnel classify the examination reports and provide health care and guidance according to the risk levels.

Based on statistical analysis of examinations and questionnaire results, the main abnormalities were hypertension, hyperlipidemia, hyperglycemia, waist circumference issues, and metabolic syndrome. Health management is classified accordingly, and professional physicians are arranged to provide one-on-one post-examination consultations. In 2024, two such sessions were held with 36 participants, providing employees with proper health-care knowledge and continuous follow-up and care. Health promotion programs are also planned focusing on physical, mental, and dietary well-being, encouraging employees to participate in activities such as walking challenges, weight-loss programs, blood pressure measurements, and health seminars. Through healthy lifestyle habits, employees can achieve improved personal health.

Occupational Health Services

TRI promotes activities with a healthy mindset, not limited to those with existing conditions. These are activities open to all employees, and participation is voluntary. Goals are set, and rewards are provided upon achievement as encouragement.

Specific Health Risks	Response Strategy
Maternal Health Protection	Measures implemented include hazard assessment and control, physician consultations, risk-level management, and suitable work arrangements. Physicians are engaged to identify and evaluate workplace environments and operational hazards. Based on the evaluation results, risks are categorized, and tiered management is implemented. In 2023, there were no reported cases requiring maternal health protection. Employees who underwent consultations received appropriate work adjustments and health management to ensure the physical and mental well-being of pregnant, postpartum, and breastfeeding employees.
Ergonomic Risk Management	To assess ergonomic health risks among employees, a musculoskeletal discomfort questionnaire is used. Employees identified with higher exposure to repetitive tasks or cumulative muscle discomfort are further evaluated by nurses, physicians, and occupational safety personnel. Using checklists and on-site work observations, risk levels for musculoskeletal injuries are classified, followed by improvement measures and tracking. In 2023, 26 employees were identified as potentially at risk. These individuals participated in health education sessions and one-on-one consultations to enhance their understanding of ergonomic risk factors and reduce the likelihood of musculoskeletal discomfort.
Abnormal Workload Management	To identify high-risk groups, TRI uses tools such as overwork scales, workload assessment questionnaires, and annual health examination reports. Employee health conditions are also monitored through self-initiated assistance requests or referrals from others. Health consultation services are provided to address identified concerns. In 2023, 7 cases were recorded. These employees received health guidance to help them develop appropriate stress management techniques, enabling them to cope effectively with various work and life pressures.
Middle-aged and Elderly Workers (New Initiative)	TRI utilizes physical and health examination reports and references annual health check results to identify high-risk individuals under the Abnormal Workload-Induced Disease Prevention Plan and the Ergonomic Hazard Prevention Plan. Middle-aged and elderly workers are required to complete a Work Ability Questionnaire for self-assessment. In 2023, 5 cases were identified. These individuals received health guidance and educational resources, focusing on strengthening health management measures to prevent occupational injuries. This initiative aims to foster a safe and supportive work environment for middle-aged and elderly workers.
Walking Program	Walking is one of the easiest and most recommended physical activities to practice. Employees are encouraged to integrate walking into their daily lives, starting with this activity to improve their health and fitness while reducing the risk of chronic diseases. In 2023, the program set a target of 50,000 steps per week. A total of 78 employees participated, with 49 achieving the goal, accumulating an impressive 64.723 million steps (equivalent to a carbon reduction of 9,190.7 kg). This is roughly equivalent to walking around Taiwan 46.97 times, with a success rate of 62.8%.
Blood Pressure Monitoring	Since most individuals with hypertension experience no noticeable symptoms, regular blood pressure measurements are essential to accurately monitor blood pressure levels. Blood pressure monitoring plays a critical role in the prevention and management of hypertension. To facilitate this, blood pressure monitors are installed at all facilities, providing employees with easy access for regular measurements.

Health Promotion Program

In 2024, TRI collaborated with Taiwan Life Insurance's Teamwork program and, in line with the once-every-five-years sports event, organized the "Gather Up! Athlete Warm-Up Challenge" health promotion activity. The activity period ran from April to June (a total of 13 weeks), with a weekly target of 50,000 steps. Participants who achieved the target for ten weeks could receive up to NT\$1,000, and those who met the target for the entire period were eligible to enter a drawing for an iPad. Teamwork also provided monthly "Dragon Ball" rewards for activity participation, with team-based achievements rewarded with 1,000, 100, or 10 Dragon Balls. A total of 187 employees registered for the event, with 93 participants (49.7%) meeting the ten-week target, and among them, 67 achieved the full-period target. The total accumulated steps reached 12,831,000 steps, equivalent to walking around Taiwan 93 times and reducing 18,220 kilograms of carbon emissions. In September, TRI continued participating in the "Taiwan Life Corporate Health Awards," with 42 teams registering. The accumulated steps for the month reached 1,469,000 steps, averaging 154,710 steps per person for the month. TRI received the Corporate Team Health Award and the Team Appreciation Award. We continue to build a healthy workplace environment, providing employees with comprehensive health management and well-being measures to help maintain physical and mental balance and sustain work vitality.



An employee won an iPad in the drawing



Taiwan Life Corporate Health Awards



Gained a little prize

Public Service Leave



Corporate Team

In 2023, TRI launched for the first time the Happy Workplace "Public Welfare Compensatory Leave" program. To encourage and support employees' participation in social services, promote corporate social responsibility and the spirit of sustainable operations, and enhance employee cohesion, the company introduced a public welfare (volunteer) leave policy, allowing each employee to take one compensatory day off per year. Employees may apply for leave after participating in public welfare activities organized by charitable groups—such as volunteer services, blood donation, and so on—by uploading the relevant proof afterward. Through this program, we discovered that many employees are very enthusiastic about blood donation, with several colleagues consistently and quietly contributing to Taiwan's blood banks. Some employees also participated in beach-cleaning activities or volunteered with animal associations organized by external groups. We are very pleased to support employees in continuing to give back to society. In 2024, a total of 112 applications were submitted, with blood donation being the majority, and the total amount of donated blood reached 31,500 cc.

Employee Assistance Programs (EAPs)

In 2023, TRI responded to the Ministry of Labor's promotion of the "Employee Assistance Programs (EAPs)," which serve as guidance tools to help employees address issues related to work, personal life, or health. Through collaboration with external professional institutions, psychological methods and techniques are utilized to support issues including health, psychological concerns, interpersonal relationships, or family problems. Employees may use Line, email, or telephone to make appointments with the partnered psychological clinic for video or in-person consultations. The program jointly maintains employees' workplace mental health, with full protection of personal privacy, and the company does not intervene.

After implementation, a total of six employees applied to use the service. It is hoped that this program can help employees better cope with stress and challenges in work and life, allowing them to enjoy healthier and happier lives and work experiences. A total of twelve employees used the program during this project period. In April, the company also invited the institution to conduct an EAP seminar—"Viewing Stress Management from the Heart: Stress and Health from a Psychosomatic Medicine Perspective"—to help employees better understand the program and gain awareness of stress, thereby enhancing their psychological resilience.

Occupational Safety and Health Training and Management

TRI conducts ISO 45001 audits, routine safety and health inspections, and communicates occupational safety management matters through emails and bulletin board announcements each year. In 2024, TRI held 38 occupational safety and health training sessions, with a total of 786 participants.

TRI has an annual occupational safety and health management plan and provides periodic retraining for personnel holding regulated certificates in accordance with legal requirements. For all occupational safety and health-related courses, TRI fully subsidizes the training expenses and has fully digitalized the training materials, enabling employees to access new knowledge anytime and anywhere.

Program	Sessions	Participants
Radiation Protection	17	50
Lifting Operations	2	2
Disaster Prevention	0	0
Electrical Hazard Prevention	1	1
Fall and Rolling Hazard Prevention	1	1
Process Environment and Machine Operation	1	5
First Aid Personnel Training	8	9
General Safety and Health Education Training	8	718

After each training session, TRI conducts assessments and surveys with participants to evaluate the effectiveness of the training. This ensures that the programs meet their objectives and provide valuable knowledge and skills to employees.



5.5 Human Rights Management

TRI provides multiple open channels for employees to express their opinions, including labor–management meetings, communication management procedures, and a complaint mailbox (hr@tri.com.tw), in order to maintain good labor–management relations. Environmental, safety, and health issues may also be raised through the Occupational Safety and Health Committee and the ESH communication management procedures; please refer to Section 5.4 Occupational Health and Safety — Occupational Health and Safety Management for details. In the current year, four labor–management meetings and four Occupational Safety and Health Committee meetings were held.

Before implementing any major operational changes that may significantly affect employee rights, the company complies with the Labor Standards Act and all relevant labor regulations by notifying employees in advance and communicating with them (the minimum number of days for prior notice to employees and their representatives is shown below), ensuring that all operational processes are conducted in accordance with legal requirements. TRI currently does not have a labor union; therefore, no collective agreements have been signed.

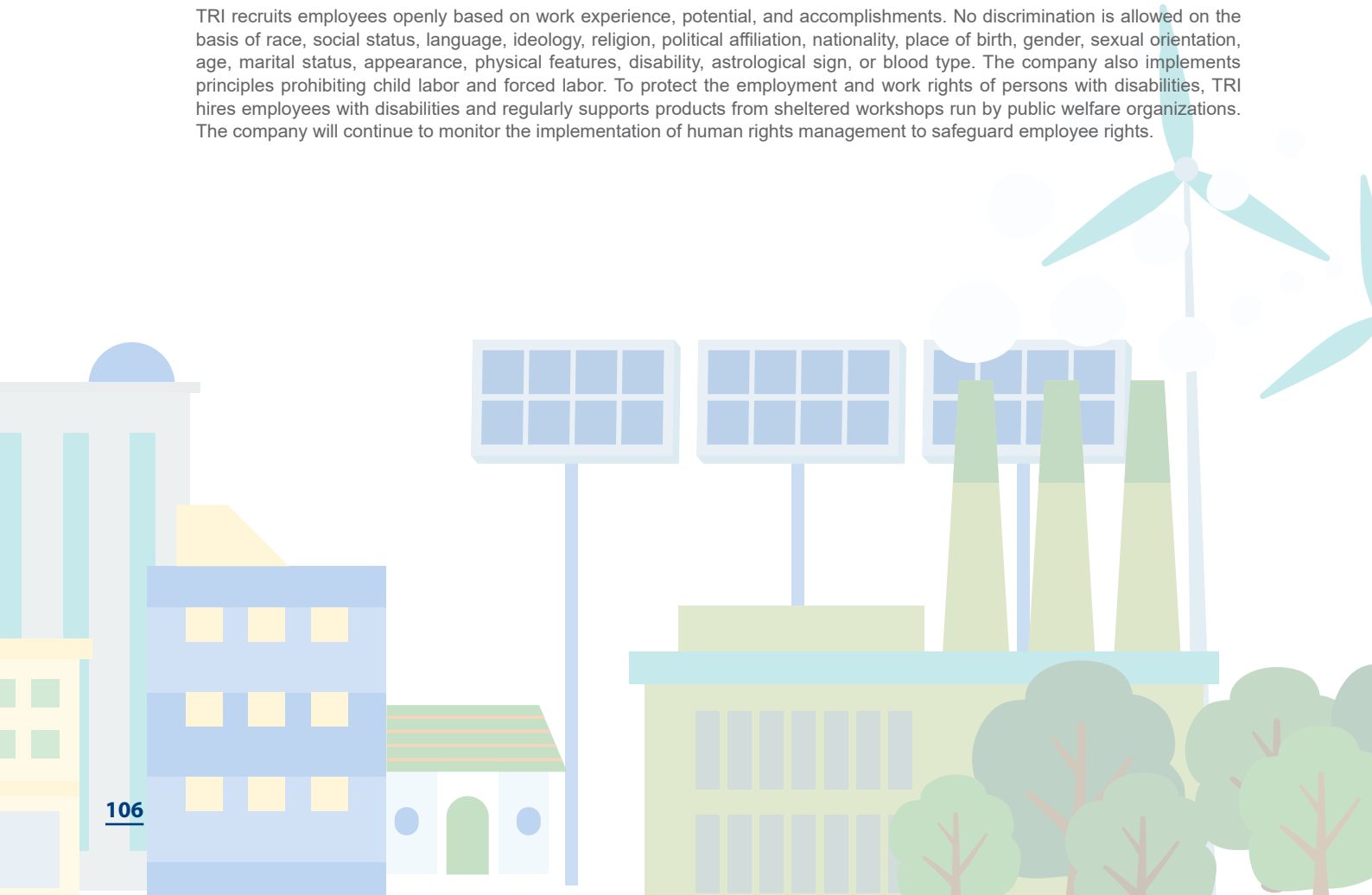
Minimum Advance Notice Period for Operational Changes

Minimum Advance Notice Period for Operational Changes	10 days
Employees with service duration of 1 year to less than 3 years	20 days
Employees with service duration of 3 years or more	30 days

Human Rights Policy

TRI respects and supports internationally recognized human rights norms and principles, including the spirit and fundamental principles of human rights protection as set forth in the Universal Declaration of Human Rights, the UN Global Compact, and the core conventions of the International Labour Organization (ILO), as well as relevant labor laws and regulations of the locations where the company operates. TRI continuously works to improve the overall working environment for employees and is committed to integrating human rights principles and values into the company's culture as part of its pledge to uphold human rights. We have established internal guidelines, the Human Rights Policy Code, which covers labor rights, health and safety, environment, ethical standards, and management systems.

TRI recruits employees openly based on work experience, potential, and accomplishments. No discrimination is allowed on the basis of race, social status, language, ideology, religion, political affiliation, nationality, place of birth, gender, sexual orientation, age, marital status, appearance, physical features, disability, astrological sign, or blood type. The company also implements principles prohibiting child labor and forced labor. To protect the employment and work rights of persons with disabilities, TRI hires employees with disabilities and regularly supports products from sheltered workshops run by public welfare organizations. The company will continue to monitor the implementation of human rights management to safeguard employee rights.



Focus Issues	Management Measures
Prohibition of Child Labor	The company strictly prohibits the employment of individuals under the age of 15. During recruitment, applicants are required to provide a basic information form, including their date of birth. Identity documents must be presented upon onboarding and verified by the HR department to ensure accuracy.
Labor Conditions Assurance	To protect employees from risks such as excessive working hours, TRI has clearly defined regulations on work hours and overtime limits. Employee attendance is regularly monitored and managed to ensure compliance.
Prohibition of Forced Labor	TRI strictly prohibits any form of forced labor, servitude, or human trafficking. The company also forbids unreasonable restrictions on employees' entry and exit from the workplace and ensures their freedom of movement within the workplace.
Prevention of Discrimination and Sexual Harassment	TRI strictly forbids sexual harassment in the workplace. Relevant policies are outlined in the employee work rules and internal control guidelines. Regular awareness training on non-discrimination and sexual harassment prevention is conducted. Employees have access to complaint channels such as a hotline and email, and a dedicated investigation team, overseen by the Sexual Harassment Complaint Handling Committee, handles cases to ensure a fair and safe work environment.

Human Rights Assessment and Training

TRI completed its human rights review and assessment in 2022 and conducts regular human rights-related education and training. New employees are required to complete various human rights and compliance courses upon onboarding. In 2024, a total of 387 employees completed training related to human rights policies.

Advocacy Topic	Communication Format	Course Hours (hrs)	Participants (people)
Prevention of Discrimination and Sexual Harassment	Education and Training	30.7	91
Whistleblowing and Complaints		32	124
Occupational Health and Safety		21	85
Personal Data Protection Act		103	87

Note: The company also utilizes internal communication channels, such as the intranet and bulletin boards, to promote awareness of prevention of discrimination and sexual harassment.

5.6 Community Engagement and Public Welfare

TRI actively engages in social care and continues to pay attention to local community development. Upholding the belief of “taking from society and giving back to society,” TRI gives back through industry–academia cooperation, charitable donations, material contributions, and the purchase of charity gift sets. In 2024, TRI continued its previous participation in the year-end warming event organized by the Taipei Children’s Welfare Foundation by donating one booth and fifteen warm-hearted gift bags to support low-income families in Taipei City. TRI also ordered more than 2,500 charity gift boxes from sheltered workshops such as those operated by Hsinlu, both to express year-end appreciation to employees and to support the self-sufficiency of charitable organizations.

In 2024, TRI again collaborated with the Taiwan Public Welfare Alliance. By integrating social resources, the company donated used but functional computers and purchased several sets of 3C products according to school needs for students in remote junior high and elementary schools. The students were very sweet and wrote thank-you cards by hand, which deeply moved us during this interaction.

To encourage employees to participate more in social welfare activities, TRI began offering public welfare leave in 2023, encouraging colleagues to contribute their efforts to society. In addition to beach cleanups and volunteering with animal associations, in 2024 a total of 112 employees participated in blood donation activities across different locations, donating a total of 31,500 cc to support Taiwan’s medical blood supply through concrete action.

In October, TRI organized the “Coastal Cleanup, Mountain Cleanup, and Mindfulness” event, inviting 102 employees and their family members to Keelung Badoutzi Pinglang Bridge Coast for a beach cleanup. The event also included local guided tours, family-oriented environmental education, and activities at the National Museum of Marine Science and Technology, enabling employees and their families to practice environmental protection.

In 2024, TRI collaborated for the first time with World Vision Taiwan on the “Love Through Red Envelopes” campaign. Through voluntary small-amount donations from employees, four types of red envelopes—education, health, safety, and hope—were used to support domestic disadvantaged children in areas such as education, nutrition, emergency relief, and family and youth empowerment, helping children learn steadily and grow healthily. At the beginning of 2024, approximately 61 employees donated NT\$100,000, and the company matched the contribution with an additional NT\$100,000, totaling NT\$200,000. By early 2025, employee participation increased to 78 people, and we hope to continue accompanying economically disadvantaged children and families in overcoming life challenges, helping children grow into better adults and create a better future. During Christmas, TRI also launched the “Be Santa Claus: Christmas Wish Gift” event, sponsoring fifty Christmas gifts for disadvantaged families in Northern Taiwan (primarily Taoyuan). Children filled out wish cards and thank-you letters, and employees volunteered as Santa Claus to prepare gifts and cards themselves, allowing the children to experience the warmth of Christmas.



Taipei Child Welfare Foundation Year-end



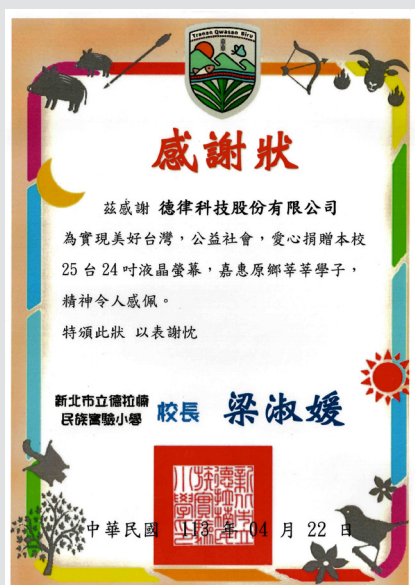
Support public welfare gift boxes.



Support rural education.



Support rural education.



Support rural education.



Employees participated in blood donation





World Vision – Santa Claus Activity



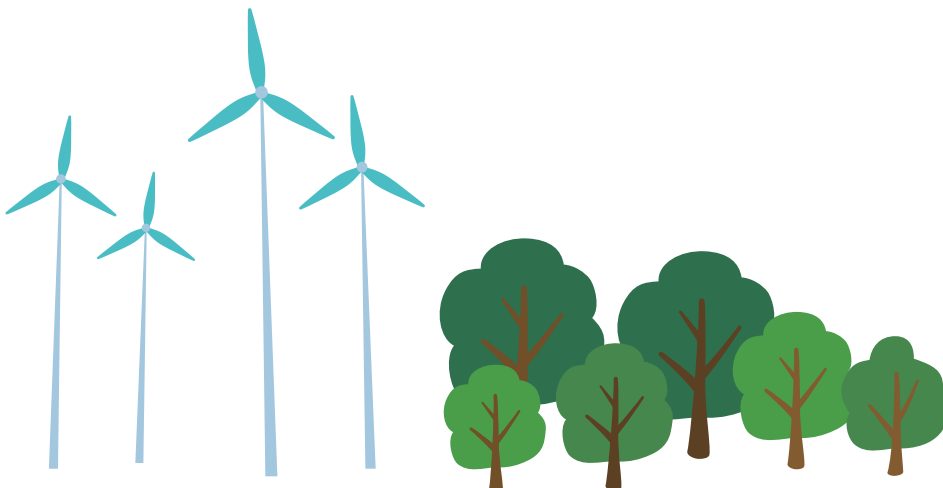
Red Envelope of Love Activity.



Employees' beach cleaning activity.

Educational Empowerment

TRI collaborated with Tatung University to support one student from a newly established special program to study in Taiwan. TRI also provided 3–4 year internship cooperation for two students from National Taipei University of Technology and three students from Ming Chi University of Technology. In addition, TRI offered one-year industry–academia internship opportunities to ten students from Ming Chi University of Technology, nine students from Orient University of Science and Technology, and four students from Lunghwa University of Science and Technology, as well as summer internship opportunities to six students from National Taipei University of Technology.

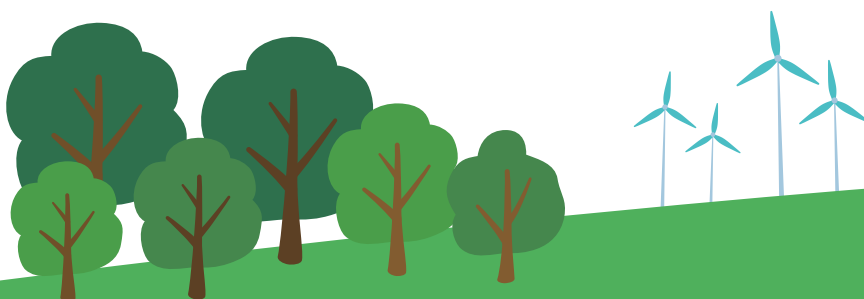


Appendix I: SASB Sustainability Accounting Standards Content Index

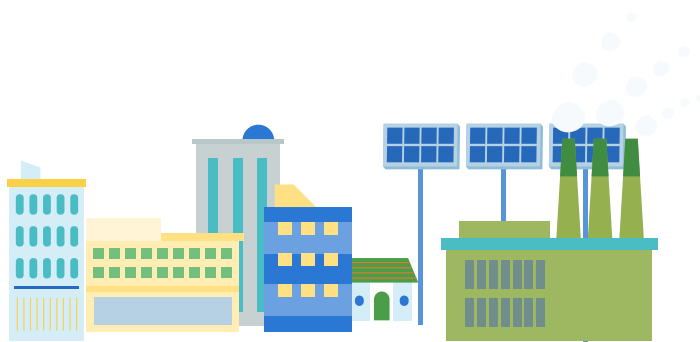
Indicator	ID	Description	Section	Notes
Product Safety	TC-HW-230a.1	Description of methods to identify and address product data security risks	4.1 Information Security and Customer Privacy	In 2022, TRI implemented and completed certification for ISO 27001:2013. Through this cybersecurity certification, the company aims to build a system that meets the international standards for Information Security Management Systems (ISMS), following ISO 27001:2013 to oversee cybersecurity implementation and auditing. This establishes a cybersecurity management framework and enhances TRI's internal security mechanisms through six major management policies to ensure the safety of all customer data and company trade secrets. For the company's policies and procedures to address cybersecurity risks and vulnerabilities, please refer to the section 4.1 "Information Security and Customer Privacy" for detailed disclosures.
Employee Diversity and Inclusion	TC-HW-330a.1	Percentage of management, technical staff, and all other employees by gender and racial/ethnic group	5.1 Employee Diversity and Inclusion	TRI respects and supports internationally recognized human rights standards and principles and upholds the principles of diversity, inclusion, and equal employment opportunity without discrimination based on gender, race, or disability. In Taiwan, the Company currently employs seven foreign workers (1.2%), four employees with disabilities (0.7%), and three minority employees (0.5%). TRI will continue to promote diversified employment and a friendly working environment. Details of management, technical staff, and all other employees can be found in Section 5.1 Employee Diversity and Inclusion.
Product Lifecycle	TC-HW-410a.1	Percentage of product sales that are covered by materials in the electronics industry standard IEC 62474	4.2.3 Quality Management and Customer	TRI complies with the EU RoHS 2.0 Directive on the restriction of hazardous substances in electrical and electronic products. Except for specific customer requirements necessitating the use of lead-containing solder bumps, all other products are 100% compliant with RoHS standards.
	TC-HW-410a.2	Percentage of revenue from products that meet EPEAT registration or equivalent requirements	Not	The EPEAT certification applies to product categories such as computers, imaging equipment, televisions, mobile phones, and servers. TRI's main products are automatic inspection equipment; therefore, EPEAT classification is not applicable.
	TC-HW-410a.3	The percentage of revenue from products that meet energy efficiency certification.	Not applicable	The ENERGY STAR certification applies to categories including household appliances, building products, commercial food equipment, electronics, water heaters, heating and cooling systems, lighting, and office supplies. TRI's main products are automatic inspection equipment and thus are not applicable to ENERGY STAR classification.
	TC-HW-410a.4	The weight of discarded products and electronic waste collected, along with the recycling percentage.	3.5 Waste Management	Weight of end-of-life products and electronic waste collected: 0 kg Percentage of end-of-life products and electronic waste recycled: 0%
Sourcing	TC-HW-430a.1	RBA VAP or Equivalent Audit Pass Rate for Tier 1 Suppliers, categorized by: • (a) All Tier 1 supplier facilities • (b) High-risk Tier 1 supplier facilities	2.6 Sustainable Supply Chain Management	TRI has not yet implemented the RBA (Responsible Business Alliance) standards but plans to evaluate feasibility in the mid-term. TRI's supplier management key actions are as follows. For detailed disclosure, please refer to Section 2.6 Sustainable Supply Chain Management. 1. Supply Chain Sustainability: o Obtained ISO 14001 & ISO 45001 management system certifications in 2022. o Conducted irregular on-site audits of suppliers each year.
	TC-HW-430a.2	Tier 1 Suppliers (1) Percentage of non-compliance with RBA VAP (or equivalent audit) (2) Breakdown of Corrective Action Implementation, by: (a) Priority Non-Conformances (b) Non-Priority Non-Conformances	2.6 Sustainable Supply Chain Management	2. Supplier audit status in 2024: o A total of 28 suppliers were audited, with main deficiencies including missing or incomplete procedures, incomplete record-keeping, and unclear control methods. o All audited suppliers completed corrective actions within the deadline and achieved a 100% closure rate. o No suppliers were terminated due to noncompliance.

Indicator	ID	Description	Section	Notes
Material Procurement	TC-HW-440a.1	Describe the risk management of key material usage	2.6 Sustainable Supply Chain Management	<p>TRI's risk management strategies for key material usage are mainly as follows. For detailed disclosure, please refer to Section 2.6 Sustainable Supply Chain Management:</p> <ol style="list-style-type: none"> 1. Diversified suppliers: TRI's main products are automated inspection equipment. Its suppliers include major domestic and international manufacturers with good quality, technology, and reputation, and have maintained long-term and stable cooperative relationships with the company. 2. Stable raw material supply: The company's major raw materials are supplied in sufficient quantities. In procurement, more than two suppliers are maintained to ensure stable supply sources and prevent shortages in production materials. 3. Risk assessment and management: <ul style="list-style-type: none"> • Quarterly evaluations: Suppliers and contractors are evaluated each quarter to review operational safety and environmental impact. • On-site assessments: On-site evaluations are conducted every three years for specific vendors (such as PCB manufacturers, machining factories, and wire-processing plants). • Irregular reviews: Irregular reviews and discussions with suppliers are conducted regarding issues such as delivery quality, in order to implement improvements and prevent occupational hazards and environmental impacts.
Industry activities	TC-HW-000.A	Production volume by product category	A total of 2,687 units of automatic inspection equipment were produced in 2024.	
	TC-HW-000.B	Factory area	Linkou Plant P1 : 27,161.49 m2 Linkou Plant P2 : 34,767.30 m2 (Commissioned on January 31, 2024))	
	TC-HW-000.C	Percentage of production from owned facilities 4o mini	Production from owned facilities is 100%.	

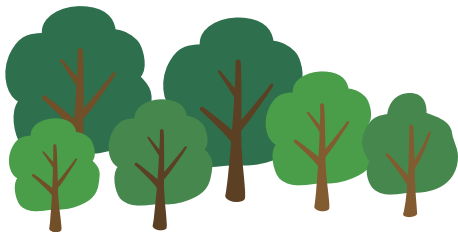
Note: The SASB indicators used are for the Technology and Communication sector, specifically the Hardware standards, version 2018-10



Appendix II: GRI Index Table



Declaration of Use	TRI follows the GRI Standards to prepare the sustainability report, with the data scope covering the period from January 1, 2024, to December 31, 2024.		
GRI 1 Version Used	GRI 1: Foundation 2021		
GRI Industry Standards Applied	None		
GRI Standards	Disclosure Items	Page Numbers	Supplementary Notes
GRI 2 : 一般揭露 (2021)			
GRI 2 : General Disclosures (2021)	2-1 Organizational details	1	
	2-2 Entities included in the sustainability reporting	1	
	2-3 Reporting period, frequency, and contact point	1	
	2-4 Restatements of information	-	No reprogramming
	2-5 External assurance/confirmation	-	This report has no external guarantee/certainty
	2-6 Activities, value chain, and other business relationships	6	
	2-7 Employees	80 、 81	
	2-8 Non-employee workers	80	
	2-9 Governance structure and composition	21 、 22	
	2-10 Nomination and selection of the highest governance body	23	
	2-11 Chair of the highest governance body	24	
	2-12 Role of the highest governance body in overseeing impact management	10 、 27	
	2-13 Responsible individuals for impact management	27	
	2-14 Role of the highest governance body in sustainability reporting	10 、 27	
	2-15 Conflicts of interest	23	
	2-16 Communication of critical concerns	10	
	2-17 Collective knowledge of the highest governance body	25	



GRI Standards	Disclosure Items	Page	Supplementary Notes
GRI 2 : Disclosures (2021)			
	2-18 Performance evaluation of the highest governance body	26	
	2-19 Remuneration policies	27	
	2-20 Remuneration decision-making process	-	Reason for omission: Confidentiality restrictions Necessary explanation: The company considers this information sensitive and has therefore decided not to disclose it.
	2-21 Total remuneration ratio	-	Reason for omission: Confidentiality restrictions Necessary explanation: The company considers this information sensitive and has therefore decided not to disclose it.
	2-22 Statement on sustainability strategy	2 、 3	
	2-23 Policy commitments	2 、 3	
	2-24 Incorporation of policy commitments	17 、 18 、	Management Policies for Major Topics
	2-25 Procedures for remedying negative impacts	19 、 20 、 41 、 55 、 56 、 77 、 78 、 79	
	2-26 Mechanism for seeking advice and raising concerns	31	
	2-27 Regulatory compliance	35	
	2-28 Membership in associations	6	
	2-29 Stakeholder engagement policy	9 、 14 、 15	
	2-30 Collective bargaining agreements	-	There is currently no collective agreement.



GRI Standards	Disclosure Items	Page	Supplementary Notes
GRI 3 : Major Topics (2021)			
GRI 3 : Major Topics (2021)	3-1 Process for Determining Major Topics	10 、 11	
	3-2 List of Major Topics	12 、 13 、 14	
Corporate Governance			
3-3 Major Topic Management		18	
GRI 2 (2021) : General Disclosures	2-9Governance Structure and Composition	21 、 22	
	2-10Nomination and Selection of the Highest Governance Body	23	
	2-11Chair of the Highest Governance Body	24	
	2-12Role of the Highest Governance Body in Supervising Impact Management	10 、 27	
	2-13Responsible for Impact Management	27	
	2-14Role of the Highest Governance Body in Sustainability Reporting	10 、 21	
	2-15Conflicts of Interest	23	
	2-17Group Knowledge of the Highest Governance Body	25	
	2-18Performance Evaluation of the Highest Governance Body	26	
	2-19Remuneration Policy	27	
	2-20Remuneration Decision-Making Process	-	Reason for omission: Confidentiality restrictions Necessary explanation: The company considers this information sensitive and has therefore decided not to disclose it.
	2-21Total Annual Compensation Ratio	-	Reason for omission: Confidentiality restrictions Necessary explanation: The company considers this information sensitive and has therefore decided not to disclose it.
Regulatory Compliance			
3-3 Major Topic Management		20	
GRI 2 (2021) : General Disclosures	2-27 Regulatory Compliance	35	

GRI Standards	Disclosure Items	Page	Supplementary Notes
GRI 3 : Major Topics (2021)			
Economic Performance			
3-3 Major Topic Management		17	
GRI 201 (2016) : Economic Performance	201-1 Direct Economic Value Generated and Distributed by the Organization	32	
	201-3 Defined Benefit Plan Obligations and Other Retirement Plans	84	
	201-4 Financial Assistance Received from the Government	32	
Integrity Management			
3-3 Major Topic Management		19	
GRI 205 (2016) : Anti-Corruption	205-1 Operations in Which Corruption Risks Have Been Assessed	29	
	205-2 Communication and Training on Anti-Corruption Policies and Procedures	30	
	205-3 Confirmed Corruption Incidents and Actions Taken	29	No significant corruption events were identified at TRI's operations in 2023.
GRI 206 (2016) : Anti-Competitive Behavior	206-1 Legal Actions for Anti-Competitive Behavior, Anti-Trust, and Monopoly Practices	35	No violations of anti-competitive practices, anti-trust, or monopoly regulations occurred in 2023
Climate Change Response			
3-3 Major Topic Management		41	
GRI 201 (2016) : Economic Performance	201-2 Financial impacts and other risks and opportunities arising from climate change	44 、 45	
Attracting and Retaining Talent			
3-3 Major Topic Management		77	
GRI 401 (2016) : Economic Performance	401-1 New employee and employee turnover	83	
	401-2 Benefits provided to full-time employees	84 、 85	
	401-3 Parental leave	89	
GRI 402 (2016) : Labor/Management Relations	402-1 Minimum notice period regarding operational changes	106	





GRI Standards	Disclosure Items	Page	Supplementary Notes
GRI 3 : Major Topics (2021)			
Talent Development and Training			
3-3 Major Topic Management		78	
GRI 404 (2016) : Training and Education	404-1Average hours of training per employee per year	93 、 94	
	404-2Programs for upgrading employee skills and transition assistance	93	
	404-3Percentage of employees who receive regular performance and career development reviews	94 、 95	
Occupational Health and Safety			
3-3 Major Topic Management		79	
GRI 403 (2018) : Occupational Health and Safety	403-1Occupational health and safety management systems	96	
	403-2Hazard identification, risk assessment, and accident investigation	97 、 98 、 99	
	403-3Occupational health services	102	
	403-4Worker participation, consultation, and communication on occupational health and safety	96	
	403-5Worker training on occupational health and safety	105	
	403-6Worker health promotion	103	
	403-7Prevention and mitigation of occupational health and safety impacts directly related to business relationships	99	
	403-8Workers covered by occupational health and safety management systems	96	
	403-9Occupational injuries	101	
	403-10Occupational diseases	99	No occupational diseases
Information Security and Customer Privacy			
3-3 Major Topic Management		56	
GRI 418 (2016) : Customer Privacy	418-1Complaints regarding confirmed violations of customer privacy or loss of customer data: 57	57	In the current year, TRI had no confirmed complaints regarding violations of customer privacy or loss of customer data.

GRI Standards	Disclosure Items	Page	Supplementary Notes
GRI 3 : Major Topics (2021)			
Product Quality and Safety			
3-3 Major Topic Management		55	
GRI 416 (2016) : Customer Health and Safety	416-1 Assessment of the health and safety impacts of product and service categories	67	
	416-2 Incidents of non-compliance with regulations on health and safety of products and services	67	In the current year, TRI had no incidents of violations related to health and safety regulations concerning its products and services.
Other Topics			
Supply Chain Management			
GRI 204 (2016) Procurement Practices	204-1 Proportion of procurement expenditure from local suppliers	36	
GRI 308 (2016) Supplier Environmental Assessment	308-2 Negative environmental impacts of the supply chain and actions taken	38	
GRI 414 (2016) Supplier Social Assessment	414-2 Negative social impacts in the supply chain and actions taken	38	
Greenhouse Gas Management			
GRI 305 (2016) Emissions	305-1 Direct (Scope 1) greenhouse gas emissions	47	
	305-2 Energy indirect (Scope 2) greenhouse gas emissions	47	
	305-4 Greenhouse gas emissions intensity	47	
	305-5 Reduction of greenhouse gas emissions	48	
Energy Management			
GRI 302 (2016) Energy	302-1 Energy consumption within the organization	46	
	302-3 Energy intensity	46	
	302-4 Reduction of energy consumption	48	
Water Management			
GRI 303 (2018) : Water and Effluents	303-1 Shared water resources and their interdependencies	50	
	303-2 Management of impacts related to discharges	49	
	303-3 Water withdrawal	49	
	303-4 Water discharge	49	
	303-5 Water consumption	49	



GRI Standards	Disclosure Items	Page	Supplementary Notes
GRI 3 : Major Topics (2021)			
Waste Management			
GRI 306 (2020) : Waste	306-1Generation of waste and significant impacts related to waste	51	
	306-2Management of significant impacts related to waste	52 、 53	
	306-3Waste generation	52	
	306-4Waste disposal and transfer	52	
	306-5Direct disposal of waste	52	
Employee Diversity and Inclusion			
GRI 405 (2016) : Diversity and Equal Opportunity	405-1Diversity in governance bodies and employees	23 、 24	
	405-2Ratio of basic salary and remuneration of women to men	82	
Community Engagement and Public Welfare			
GRI 413 (2016) : Local Communities	413-1Operations with local community engagement, impact assessments, and development programs	108	
Human Rights Management Custom Topic			
Custom Topic	No corresponding GRI indicators	106	
Innovation and R&D			
Custom Topic	No corresponding GRI indicators	68-75	



Appendix III: Sustainability Disclosure Indicators – Other Electronics Industry

No.	Indicator		Annual Disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, and renewable energy usage rate	Quantitative	Total energy consumption: 14,236.21 gigajoules (GJ) Percentage of purchased electricity: 100% Renewable energy usage rate: 0%	Gigajoules (GJ), Percentage (%)
2	Total water withdrawal and total water consumption ^(Note1)	Quantitative	Total water withdrawal: 16.86 thousand cubic meters (m³) Total water consumption: 13.13 thousand cubic meters (m³)	Thousand cubic meters (m³)
3	Weight of hazardous waste generated and recycling rate	Quantitative	Weight of hazardous waste: 0 metric tons (t) Hazardous waste recycling rate: 0%	Metric tons (t), Percentage (%)
4	Description of occupational injury types, number of cases, and rate	Quantitative	Occupational injury type: General occupational injuries Number of occupational injuries: 2 persons Lost workdays due to disabling injuries: 65.75 days Total injury index: 0.67	Percentage (%), Quantity
5	Disclosure of product life cycle management: weight of scrapped products and electronic waste and recycling percentage ^(Note2)	Quantitative	Weight of scrapped products and electronic waste: 0 metric tons (t) Recycling percentage: 0%	Metric tons (t), Percentage (%)
6	Description of risk management related to the use of critical materials		Please refer to Chapter 2, Corporate Governance — Conflict Minerals Management	Not applicable
7	Total monetary loss resulting from legal actions related to anti-competitive behavior	Quantitative	In 2024, TRI incurred no monetary losses due to legal actions related to anti-competitive behavior Unit: Reporting currency	Reporting currency
8	Main product output by product category	Quantitative	Total production machines: 2,687 units	Varies by product category

Note 1: As only the Linkou site has wastewater discharge data, the total water consumption is calculated as total water withdrawal minus the discharge volume from the Linkou site.

Note 2: This includes scrap sold or other forms of recycling or recovery. Relevant explanations should be provided.

