TEKCORE LIGHTING THE WAY

TEKCORE 3339 TW

2025

Environmental Social Governance

Sustainability Report

ESG Report



Lighting Technology
Sustainable Tomorrow

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1 General Information

1.1 About This Report

1.1.1 Reporting Period

The report is a document for TEKCORE Co., Ltd. (abbreviated as TEKCORE, our company or us) for the year 2025, which covers the company's management policies, execution procedures and performance in economic, environmental, social and corporate governance areas (January 1, 2025 to December 31, 2025) and the results of its work.

To strengthen stakeholder understanding of the context of the company's sustainable development, the company will continue to reveal information such as operational management, risk governance, environmental protection, employee care, supply chain cooperation and corporate governance through its Sustainability Report as an important channel for communication with shareholders, customers, employees, suppliers, government agencies and other stakeholders.
The company will publish a persistent report on the future, once a year, and publish it on its website.

- Publication date of this report: August 2026
- Expected publication date of the next report: August 2027

1.1.2 Reporting Standards and Frameworks

The report is designed to improve the completeness, comparability and transparency of sustainable disclosure by referring to the following international standards, architectures and regulatory bodies:

- The Global Reporting Initiative (GRI) has published the GRI Sustainability Reporting Standards.
- The Task Force on Climate-Related Financial Disclosures (TCFD) is a global financial advisory body that provides financial advice to the global financial community.
- The Taipei Exchange (TPEx) has published a "Methods of working for the preparation and filing of Sustainability Report by shelf companies" and related regulations.

The company will continue to focus on sustainable disclosure trends at home and abroad and on regulatory requirements, and will roll out a coordinated report to reveal content and information quality to enhance ESG's information governance capabilities.

1.1.3 Reporting Boundary and Scope

The report mainly reveals the model of TEKCORE Co., Ltd.'s operations, covering economic, environmental, social and governance information about its Southwest operations. If the scope of disclosure of a particular chapter differs from the scope of the above, it will be noted in each chapter or in the relevant form.

▼ The basis for calculating the statistics of this report is as follows:

Financial Data	The report was based on the data from the consolidated financial statements of KPMG Taiwan's KPMG verification visa. The financial data is all in the new currency unit.
Environmental Data	The report also shows that the GHG emissions are based on data from the ISO 14064-1:2018 inspection, which has not yet been verified by external third parties. Environmental data such as water resources, energy use and waste management, mainly based on internal statistics and a set of data for legal filings.
Social and Governance Data	Information on employee, human rights, occupational safety and health, education, training, supplier management, corporate governance and risk management is provided by the relevant authorities in accordance with the actual implementation of the situation and is provided through internal comprehension and review.

1.1.4 Restatement of Information

The report, which reveals the sustainability of information for 2025, and includes historical data such as adjustments to calculations, changes in data scope or optimizations in disclosures, will be cited in relevant chapters or tables as a reason for and impact. The report also states that the report does not reveal any other adjustment of the differences in the year, unless there is a comparison of data or a reorganization of significant information in the previous year.

In the future, the company will continue to improve data collection, statistics and over-the-counter processes as its sustainability management system matures, to improve the consistency and comparability of each year's data.

1.1.5 Internal Control

The company has established a Sustainability Report and assurance process, which is managed by the company's governance unit, which manages the overall planning, data collection, cross-sectoral communication and content collection of the report. The government has the responsibility to provide the relevant information, including corporate governance, environmental management, supply chains and products, employee care, occupational safety and health and social engagement, in a sustainable manner.

The process of preparing the Sustainability Report is primarily carried out by the Corporate Governance Unit, Environmental Protection Group, Supply Chain and Product Group, and the Social and Employee Group, which is responsible for the information and reporting of the report's contents, which is prepared after the completion of the annual Sustainability Report, is submitted to the Corporate Governance Unit for initial review, and is audited internally by the Audit Office, and finally approved by the Board of Directors.

In addition to the ongoing reporting, the company also established an internal control system, and through internal audits, management systems and various working methods, strengthened operational management and risk control, in accordance with the "Standard for the Processing of Internal Control Systems for Public Publishers" and the relevant legal regulations. The company's internal management system mainly consists of the following three elements:

- **The system of internal control**

The company's internal control system covers the main business cycles of sales, production, procurement, wage labour, fixed assets, computer information, investment, financing and R&D, and is implemented through the institutionalisation of processes and the division of responsibilities, to improve operational efficiency, information reliability and compliance with the law.

- **The ISO management system**

The company has established a management system focused on issues such as quality, environment and occupational safety and health, and continues to strengthen product quality, environmental protection and occupational safety management through internal and external audits and improvements. The company has been certified to ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Safety and Health Management System.

- **How to manage**

The company has established management practices related to personnel management, licensing management, procurement payments, cost verification, security management and other important operational issues, reducing operational risks through institutional management and implementing daily management and internal controls as a basis for the various departments.

The above-mentioned internal control systems, ISO management systems and management methods are based on the principles of legal compliance, integrity, ethics and corporate culture. The company will continue to achieve its business sustainability goals through systemic operation, internal communication and improvement of mechanisms, sustainability information quality and operational management efficiency.

ISO 14001 Environmental Management System	ISO 45001 Occupational Health and Safety Management System	ISO 9001 Quality Management System	Automotive industry quality management system
			

1.1.6 Contact Information

If you have any suggestions or questions about the content of this report, please contact us through the following:

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1.1.7 External Assurance

The report was prepared in response to the GRI standards and the relevant sustainability disclosure architecture, which revealed the content provided by the relevant authorities in the context of the actual implementation, and was completed after internal analysis and review. The report, however, has not yet commissioned third-party bodies to conduct external verification or verification.

In the future, the company will look at regulatory requirements, operational scale, stakeholder focus and the maturity of sustainability information management, and assess the feasibility of introducing third-party verification or external assurance to gradually increase the credibility and transparency of sustainability information.

1.2 Sustainability Strategy and Performance

1.2.1 Message from Management

Faced with external challenges such as global climate change, geopolitical uncertainty, inflation, supply chain restructuring and increased industry competition, Tekcore recognizes that the sustainability of a company's operations depends not only on short-term financial results, but also on whether it can achieve a long-term balance between technological innovation, environmental management, talent development, risk management and corporate governance. As a professional LED manufacturer, the company has long been committed to "lighting up a green future", continuously investing in energy-saving, efficient and innovative light source technologies, and combining product development and sustainable transformation to drive the company towards a more resilient and competitive development stage.

In 2025, the global market will still be affected by cost fluctuations, changing end-demand and increased industrial competition, and the operating environment will be challenging. In the wake of the recent financial crisis, the company has continued to expand its operating revenues, strengthen cost controls and adjust its operational quality. The combined operating income for 2025 was 818,791 NT$ thousands, a year-on-year increase. The results of the survey showed that the company's profitability was still under pressure due to factors such as product syndication, initial investment in new businesses, cost pressure and scale changes. In the face of this challenge, the company will continue to push for product upgrades, process improvements, inventory management, efficiency improvements and organizational efficiency optimizations to improve the gross profit structure and increase operational flexibility.

In terms of product and technology development, R&D and innovation are key to TEKCORE's drive for sustainable transformation and competitiveness. In 2025, the company will continue to invest in the development of ultra-high-light 4G LEDs, ultra-high-power infrared products, high-light blue-chrome LEDs, wearable devices with green light products, and optical communications products such as CWDM LDs. The company is also actively deploying optical communications and silicon photonics applications, planning to introduce long-wave radiation-related products, expecting to respond to customers' demands for energy savings, efficiency and application diversification through high-efficiency, high-quality and high-cost products, and build the company's next stage of growth potential.

In terms of environment, the company continues to strengthen energy and resource management, reducing the impact of its operations on the environment through process improvement, equipment replacement, energy consumption management and environmental management systems. In addition to following environmental regulations and customer requirements, the company also follows ISO management system and continuous improvement of spirituality, promoting environmental protection, pollution prevention, chemical substances management, waste management and occupational safety and health. In the future, the company will continue to focus on greenhouse gas testing, energy saving, carbon reduction, climate risk management and green manufacturing, and will gradually upgrade environmental regulations to become a competitive business model.

In terms of society, employees are Tekcore's most important asset. The company focuses on equal employment, talent development, career development and safe health working environment, helping employees improve their professional skills and reduce workplace risks through training newcomers, professional skills training, management training and occupational safety and health management measures. The company also continues to strengthen its employee care, communication mechanisms and welfare systems, hoping to build a culture of respect, diversity, health and safety at work that will allow employees and businesses to grow together.

In terms of governance, the company continues to strengthen the functions of the board, internal control systems, risk management mechanisms, information security management and stakeholder communication, following the principles of integrity, transparency and stability of operations. In the face of increasing ESG disclosure requirements, the company is being led by its corporate governance to coordinate sustainable development and improve the quality and management maturity of sustainability information through cross-sectoral collaboration that integrates economic, environmental, social and governance information.

Looking ahead, Tekcore will continue to invest in new business developments such as optical communications, silicon photonics and semiconductor testing, and enhance inventory management, operational efficiency, supply chain cooperation and customer service while deepening its technological advantages in LEDs as a core strategy with "stable operations, technological upgrades, sustainable transformation". The company believes that ESG is not only a corporate responsibility, but also a key ability to improve long-term competitiveness and risk resilience. TEKCORE will continue to be a core business, committed to integrity, deep technological innovation, environmental protection and social responsibility, and create long-term value with its shareholders, employees, customers, suppliers and society.

1.2.2 Sustainability Performance

➢ The vision for sustainable development

TEKCORE, with its "Resilient Operations, Technological Innovation, Good Environment, Talent Sharing" as its sustainable development direction, and following the Corporate Governance Practices Code, the Sustainable Development Practices Code and the relevant legal regulations, has gradually established a sustainable governance framework and management mechanism. The company is aware that sustainability requires long-term and sustained investment, so it monitors the company's execution in economic, environmental, social and corporate governance, through stakeholder communication, critical issues, risk management, internal control and management systems.

The company will continue to focus on the following sustainability directions:

◆ Maintain stable operations and financial resilience to strengthen the company’ s long-term competitiveness.
◆ Promote technological R&D and product upgrades to enhance the portfolio of high value-added products.
◆ Implement environmental management and energy conservation to reduce the impact of business operations on the environment.
◆ Build a safe, healthy, and diverse and inclusive workplace to support talent development.
◆ Strengthen corporate governance, integrity in business, risk management, and information transparency.
◆ Continue addressing stakeholder concerns and creating shared value for both the company and society.

➢ Sustainable business group

To achieve the Sustainable Development Goals, effectively manage sustainability information and strengthen cross-sectoral cooperation, the company has set up an ESG Task Force, which is led by the company's governance director, who is responsible for the call for sustainable development initiatives, coordinating the development of Sustainability Reports, the management of key issues, stakeholder communication and the sustainability information portfolio.

ESG has set up working groups on corporate governance, environmental protection, supply chain and product, employee care and social engagement, with the task of bringing forward the issues and overall implementation outcomes of the work, according to the task force. The group collects and reviews relevant data on the annual sustainability work focus and submits a sustainability report, which is prepared by the company's management and submitted to the company.

The company will continue to strengthen the operating mechanism of the ESG Drive Group, gradually establish a system of sustainable agenda tracking, performance indicator management and regular communication, and bring important sustainability issues and executive situations into the communication scope of management and board to improve transparency and executive effectiveness in sustainable governance.

➢ The results of the project are presented in the following table:

DIMENSION	SUSTAINABLE DEVELOPMENT POLICIES	ALIGNMENT WITH THE SDGs	ACHIEVEMENTS
ECONOMIC DIMENSION	1. Enhance corporate competitiveness through sound management and innovative R&D, creating sustainable long-term value. 2. Strengthen product quality and customer service to address market needs, improve customer satisfaction, and foster stronger partnerships. 3. Uphold ethical business practices, regulatory compliance, and information transparency to protect the rights and interests of investors and stakeholders. 4. Promote responsible supply chain management and collaboration with business partners to strengthen supply stability and operational resilience. 5. Establish robust risk management and internal control mechanisms while balancing profitability and sustainable development. 6. Continuously optimize manufacturing processes and improve resource efficiency to enhance operational performance.	 SDG 8 — Decent Work and Economic Growth  SDG 9 — Industry, Innovation and Infrastructure  SDG 12 — Responsible Consumption and Production  SDG 16 — Peace, Justice and Strong Institutions	1. Continuously optimize the product portfolio and operational efficiency to strengthen market competitiveness and the foundation for profitability. 2. Conduct regular customer satisfaction surveys and follow up on areas for improvement to enhance service quality. 3. Improve internal control systems and risk management processes to strengthen operational effectiveness and corporate resilience. 4. Establish stable partnerships with key suppliers and implement effective management of quality, delivery schedules, and supplier responsibility. 5. Disclose financial and sustainability-related information in accordance with applicable laws and regulations to enhance transparency and market trust. 6. Continue creating corporate value through investment in R&D, process improvements, and cross-functional collaboration.

Dimension	Sustainability Policy	Aligned SDGs	Achievements
Social (S)	• Provide employees with a safe working environment, fulfill safety management responsibilities, and strengthen safety awareness and behavior across the workforce to prevent injuries. • Build a healthy workplace and actively promote employee wellness programs, aiming for employees to work happily, return home safely, and retire in good health. • No child labor; respect employees' basic human rights; prohibit all forms of discrimination. • Uphold integrity and honesty, promote a profit-sharing mindest and labor-management cooperation, and build a harmonious workplace. • Maintain a sound promotion system and create a supportive environment for employees' career development. • Uphold product responsibility and marketing ethics, protect the rights and interests of buyers and users, and enhance satisfaction.	 SDG 3 Good Health and Well-being  SDG 5 Gender Equality  SDG 8 Decent Work and Economic Growth  SDG 10 Reduced Inequalities	• Maintained zero disasters; no employee fatalities, serious occupational injuries, or recordable occupational injury incidents. • No violations of labor regulations. • No labor-management dispute incidents. • Conduct regular drills for air pollution and toxic chemical incidents, as well as emergency first-aid response. • Conduct regular annual employee health examinations. • Neither the company nor its major suppliers had any incidents or risks involving gender or racial discrimination, child labor, forced labor, or other violations of workers' rights. • Employee training reached 346 attendances, with total training expenditure of NT$170,540.

Focus Area	Sustainable Development Policies	Alignment with SDGs	Driving Our Impact
Good Governance (G)	• Improve **transparency** in operations and strengthen stakeholder communication through appropriate channels, and respond to their concerns in a timely manner. • Uphold **fair governance** and protect the rights of all stakeholders to create long-term value for the Company. • Comply with **laws and regulations**, adhere to ethical business conduct, and maintain honesty and integrity in all operations. • Strengthen **risk management**, including information security, anti-corruption, and personal data protection. • Establish a sound **human resources** system to foster a safe, inclusive and respectful workplace.	**SDG 8** Decent Work and Economic Growth **SDG 12** Responsible Consumption and Production **SDG 16** Peace, Justice and Strong Institutions **SDG 17** Partnerships for the Goals	• Achieved consolidated operating revenue of **NT$818 million** in 2025, a growth of 3.03%. • **No material negative impact** on operations in 2025. • **No major legal violations** or regulatory penalties in 2025. • Established an **effective risk management framework** with no significant information security breaches, data leaks, or major investment incidents. • Conducted employee training sessions for **346 participants** in 2025, with a total expense of **NT$170,540**.

Our company will continue to strengthen mechanisms for engaging with stakeholders. Through formal communication channels and regular review processes, we keep track of everyone's concerns regarding economic performance, corporate governance, product quality, supply chain management, environmental protection, occupational health and safety, employee care, and regulatory compliance. We will incorporate relevant feedback into identifying key issues, risk management, and business decision-making, aiming to improve the completeness and responsiveness of our sustainability management.

1.3 Stakeholder Engagement

TEKCORE is focused on long-term interaction and communication with stakeholders and considers stakeholder feedback as an important reference for the company's sustainability, operational improvement and risk management. To effectively capture the issues of interest to all stakeholders, the company brings together expectations from different stakeholders about the company's operations and ESG issues through daily business visits, meetings, questionnaires or interviews, customer and supplier interactions, employee feedback, executive agency reports and disclosures.

The company will continue to strengthen its stakeholder dialogue mechanism, through institutionalised communication channels and regular review processes, to gain a greater understanding of the importance of economic performance, corporate governance, product quality, supply chain management, environmental protection, occupational safety, health and compliance, and to incorporate relevant opinions into the analysis of key issues, risk management and operational decision-making, to improve the integrity and responsiveness of the company's sustainable management.

1.3.1 Stakeholder Identification

TEKCORE identifies key stakeholders based on the company's operational activities, industry characteristics, value chain relationships, frequency of interaction, extent to which they are affected by the company's operations, and influence on the company's operational decisions. After internal discussions and a comprehensive overview of the daily interactions of the units, the company's main stakeholders include: shareholders/investors, customers, suppliers, employees and government agencies.

The company has been providing stakeholder audits to the following stakeholders:

The first is the "Goldilocks".	Description
The extent of the impact	Whether the stakeholder is directly or indirectly affected by the company’ s operations, products, services or decisions.
How much depends	The company's operations depend on the stakeholders to provide resources, services, funds, talent, technology or market support.
Frequency of interaction	Whether the company has a regular or high-frequency communication, transaction, reporting or cooperation relationship with the stakeholder.
The responsibility	The company has a legal, contractual, business ethical or social responsibility towards the stakeholder.
The impact	The company's business strategy is to determine whether the opinions, actions or decisions of the stakeholders could affect the company's performance, reputation, risks and sustainability.

The company has divided the main stakeholders into five categories:

The main stakeholders	The relationship with Tekcore
Shareholders/investors	The company's business strategy is to provide operational capital, focus on corporate financial performance, corporate governance, information transparency and long-term development strategies.
The customer	The company's main users of its products and services are focused on product quality, turnover, R&D capabilities, compliance with the law and customer service.
Suppliers	The company's raw materials, equipment, services and operational resources partners are encouraged to contribute to the development of sustainable supply, quality management and green supply.
The staff	The company's core assets are its operations and technological development, focusing on pay benefits, career development, occupational safety and health, human rights and communication mechanisms.
Government agencies	The company is the first company to be established in the country to comply with the laws, information reporting, environmental protection, employment, taxation and corporate governance.

1.3.2 Stakeholder Communication

In order to capture the concerns of stakeholders and respond in a timely manner, the company has established multiple communication channels based on the specificities of stakeholders. The main responsibilities of the unit are to provide daily communication, gathering of opinions and handling issues, and to report to the management or the board of directors on important matters according to internal management procedures, to ensure that stakeholder input is made into the company's operational management and sustainable development decisions.



- TEKCORE stakeholders communicate the mechanisms and management procedures.



➢ The main stakeholder communication mechanisms and responses to TEKCORE 2025 are as follows:

Stakeholders	Relationship	Key Topics of Concern	Communication Channels	Communication Frequency	2025 Communication Results
Shareholders / Investors	Shareholders and investors are important partners in supporting the Company's stable operations and sustainable development. They focus on operating performance, governance transparency, risk management, and the execution of sustainability strategies, and are also a key force driving long-term corporate value creation.	Economic Performance	Shareholders' Meeting	Annually	Consolidated revenue in 2025 reached NT$818 million, representing growth of approximately 31.03% compared with 2024.
		Ethical Management	Investor Conference	Annually	Held one annual general shareholders' meeting, with full disclosure of agenda items and resolutions in accordance with the law.
		Information Security	Market Observation Post System (MOPS)	As needed / immediate disclosure in accordance with regulations	Held one investor conference to enhance two-way communication with investors.
		Customer Relationship Management	Company Website "Investor Relations" Section	As needed	Announced monthly revenue and disclosed material information and related announcements in accordance with regulations.
		Employee Recruitment and Retention	Investor Relations Mailbox and Hotline	Accepted at any time	Continuously maintained the Investor Relations section, mailbox, and hotline to respond promptly to shareholder/ investor concerns.
		Raw Material Use	Corporate Governance Evaluation / Corporate Governance Section	Once a year	Continued strengthening corporate governance, information transparency, and sustainability risk management to enhance long-term corporate value.
		Climate Change and Carbon Management			
		Risk Management and Regulatory Compliance			

Stakeholders	Engagement Approach	Key Topics	Communication Channels	Frequency	2025 Communication Achievements
Suppliers and Business Partners	Providing high-quality materials and services is essential to our products and services. We value long-term, stable, and mutually trusting relationships with suppliers. Through daily communication, supplier evaluations and audits, and collaboration mechanisms, we continuously enhance quality, efficiency, ethical practices, and sustainable supply chain value to strengthen operational resilience and responsible procurement management.	Product Quality and Safety	Phone	Ad hoc	Achieved consolidated supply chain revenue of NT$818 million in 2025, a growth of 3.03% vs. 2024.
		Information Security	Email	Ad hoc	Held 1 supplier meeting in 2025 in compliance with the law to fully disclose and discuss proposals and decisions.
		Business Integrity	Supplier Meetings	Ad hoc	Conducted 1 supplier briefing session, enhancing two-way communication and engagement.
		Customer Relationship Management	Public Website (Supplier Section)	Ad hoc	Monthly announcements of operating results and other key information.
		Labor and Human Rights	Supplier Portal / Dedicated Section	As implemented in audit plans	Maintained the supplier portal, mailbox, and dedicated hotline for immediate responses to supplier inquiries.
		Fair Labor Practices	Supplier Evaluation / Audit	Not fixed	Continued to strengthen corporate governance, information transparency, and sustainable supply chain risk management to enhance long-term corporate value.
		Sustainable Supply Chain Procurement	Contract Signing and Commitments	Not fixed	
		Climate Change and Carbon Management	Company Website / Announcements		
		Environmental Compliance and Regulatory Adherence			

Stakeholder	Relationship Description	Key Topics of Concern	Communication Channels	Communication Frequency	2025 Communication Outcomes
Customers	Customers are important partners in the Company's revenue growth and sustainable operations. The Company responds to customer needs through high-quality products, reliable delivery and integrity-based service, while placing emphasis on customer satisfaction, product quality and safety, information protection, innovation and R&D, and green product management. Through diversified communication mechanisms, the Company continuously collects feedback from customers and distributors as an important basis for product improvement, service optimization and enhancement of sustainable value.	Customer Relationship Management	Customer Satisfaction Survey	Annually	Maintained interaction with customers and distributors through multiple channels, continuously collected feedback, and responded to needs in a timely manner.
		Product Quality and Safety	Project Meetings	Irregularly	Completed questionnaire surveys for 9 customers / distributors in 2025, with a 100% response rate.
		Innovation and R&D	Audits and Visits	Irregularly	Average customer satisfaction score reached 87, indicating stable overall service and product quality performance.
		Integrity Management	Telephone	As Needed	Strengthened communication on product specifications, delivery scheduling, and collaboration efficiency through project meetings and visit mechanisms.
		Economic Performance	Email	As Needed	
		Occupational Health and Safety	Messaging Apps (LINE and WeChat)	As Needed	Addressed quality, delivery, and after-sales service issues promptly through telephone, email, and messaging apps.
		Customer Privacy and Information Security	Corporate Website / Customer Service Portal	Irregularly	Continued to enhance product quality, information security, and green product management to strengthen customer trust and long-term partnership value.
		Green Products and Regulatory Compliance			

Stakeholders	Communication	Key Focus Areas	Communication Channels	Communication Frequency	2025 Communication Highlights
Employees	Employees are the foundation of our Company and a key driver of our sustainable growth. We value employee rights, compensation and benefits, career development, health and safety, and diverse communication. Through a sound talent management and communication system, we foster a safe, friendly, inclusive, and rewarding workplace, continuously enhancing organizational engagement and sustainable competitiveness.	Employee Benefits and Compensation	Labor-management meetings	Annually	2025 consolidated operating revenue reached NT$818 million, representing a growth of 3.03% compared to 2024.
		Labor Relations	Welfare Committee meetings	Annually	Held 4 labor-management meetings in 2025 to gather employee opinions and strengthen communication and labor relations.
		Recruitment, Development and Retention	Management meetings	Weekly	
		Talent Development and Career Growth	Employee grievance and communication channels	As needed / Immediate disclosure as required by law	Established employee grievance and multi-channel communication systems to respond promptly to employee needs and enhance internal communication efficiency.
		Occupational Health and Safety	Company website "Investor Relations" section	As needed	Structured employee grievance channels and multi-channel communication systems to respond promptly to employee needs and enhance internal communication efficiency.
		Diversity, Equity and Human Rights	Social events / Employee care activities	As needed	
		Employee Engagement and Well-being	Training and development programs	At least once a year	Conducted in-house and external training programs to enhance employee professional skills and career development.
		Legal Compliance	Occupational Health & Safety Committee / Health promotion	As planned	Conducted regular health check-ups and promoted occupational health and wellness activities to create a safe and healthy working environment.

Stakeholders	Communication Overview	Key Focus Areas	Communication Channels	Communication Frequency	2025 Communication Highlights
Government Agencies	We maintain open and effective communication with government agencies and relevant authorities, in accordance with laws and regulations and policy directives, to ensure compliance in our operations. We provide timely information disclosure, reporting, and coordination, continuously strengthening integrity governance, environmental management, occupational safety, and sustainable operational capabilities.	Customer Relationship Management	Public information disclosure website	Ad hoc / as required by law	Complied with annual, quarterly and material information disclosure requirements and maintained information transparency.
		Product Quality and Safety	Regulatory authority visits and inspections	Irregular	Cooperated with regulatory authority visits, audits and inspections to ensure that applications and management procedures comply with regulations.
		Innovation and Research & Development	Official correspondence	Irregular	Continued to protect the environment, occupational safety and health, and promote low-carbon transition and sustainable development.
		Honest Business Operations	Policy briefings and meetings	Irregular	Complied with requirements for air emissions, water use, wastewater and waste management, and strengthened environmental performance and risk control.
		Economic Performance	Company governance reviews / governance section	Annually	Enhanced company governance reviews and governance structure to improve transparency, information disclosure, and risk management.
		Occupational Safety and Health	Annual, quarterly and sustainability reports	Annually	Maintained proactive and open communication with government agencies, in line with regulations and advancing toward sustainable and compliant operations.
		Information Security	Environmental and occupational safety symposiums / forums	Irregular	
		Climate Change and Energy Management			
		Waste Management			
		Water Resource and Wastewater Management			

Note: This form only summarizes the issues of interest to stakeholders, and for more detailed responses, please refer to the relevant section of this report.

The company will continue to monitor the effectiveness of stakeholder communication channels and will incorporate stakeholder engagement into the process of identifying and sustainably managing key issues. The future will also see the gradual strengthening of communication records, response to follow-up and improved disclosures, so that stakeholder feedback can be more effectively translated into specific actions to improve the sustainability of the company's operations and operational resilience.

1.4 Material Topic Management

TEKCORE focuses on the impact of sustainability on the company's operations, value chain and stakeholders, and uses the management of major issues as an important basis for driving sustainable development, risk management and coordination of operational strategies. The company's business model is based on its operational activities, industry characteristics, value chain relationships, stakeholder focus and the importance of sustainability issues that are highly relevant to the company's operations, including its economic, environmental and social impact.

The company has been responsible for the internal discussions of the unit, the monitoring of legal and industry trends, and the opinions gathered during the day-to-day operations management process, assessing the extent of impact and management priorities of sustainable issues. The results of the critical issues review will be highlighted in this report and will be used as a reference to the company's future management policies, performance goals and improvement measures.

1.4.1 Material Topic Assessment Process

TEKCORE is organized by the corporate governance unit to evaluate the major issues and combine the expert judgement of the responsible unit with stakeholder feedback to identify the positive or negative, actual or potential impact of the company's operations. The main focus of the assessment is to consider the significance of GRI Standards, focusing on the significant impact that the company's operations have had or may have on the economy, environment and society.



Through these processes, the company has uncovered the interconnectedness between management of major issues and day-to-day operations, risk management, internal control and sustainability information to strengthen its ability to cope with external environmental change and the challenges of sustainable transformation.

1.4.2 Impact Management for Material Topics

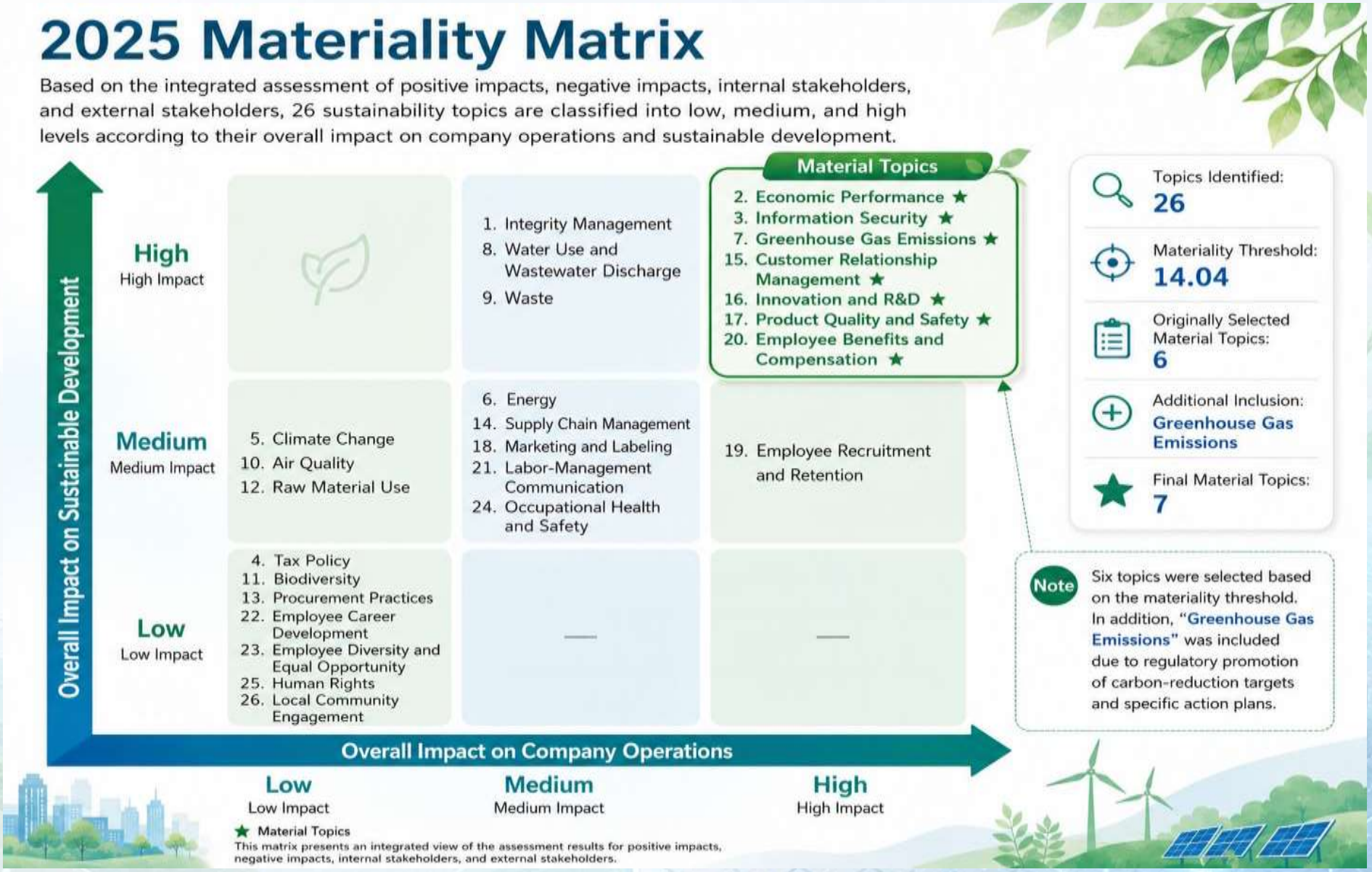
➢ Strategy for managing major issues

The company divides the impact range into three main trends: upstream, downstream and downstream, and positive, negative, actual and potential, depending on the nature of the impact. The company's new approach to classification has helped it gain a better understanding of the management responsibilities of major issues, affecting borders and improving priorities.

The company's main management principles are as follows:

The principles of management	Description
Focus on key operational issues	Priority management is highly relevant to the performance of the company, the quality of the product, the trust of the customer, compliance with the law, environmental management, employee safety and information security.
The impact of linking value	The report also highlights the impact of the evaluation on upstream providers, business operations and downstream customers, and strengthens the recognition of low-value risk and cooperation management.
The government has set up a policy.	The report also highlights the importance of the role of the government in the development of the country's economic and social development.
The results of the survey were more detailed.	Through regular meetings, internal audits, management systems, client feedback and annual reports, the results of management of major issues are tracked.
The strategy for adjusting the flow	The report also highlights the importance of the new policy on the management of the business, and the importance of the new business, as well as the ongoing discussion of the organization and management of the business, in line with external regulations, industry changes, stakeholder expectations and company operating strategies.

➢ List of major issues



➢ The main issues of 2025 and the impact of Thai relations on the value of Thailand

Management of Material Topic Impacts

No.	Material Topic	Corresponding GRI Topic	Impact Description	Value Chain Impact Boundary	Related Section
1	**Economic Performance**	GRI 201 Economic Performance	Stable revenue growth and improved profitability enhance operational resilience, investor confidence, and long-term value. If business performance falls short of expectations, it may affect investment capacity, employee morale, and stakeholder confidence.	Upstream, Operations, Downstream	2.3 Economic Performance
2	**Information Security**	GRI 418 Customer Privacy	Robust information security and customer data protection help reduce risks of data leakage, system disruption, and cybersecurity incidents. A major information security incident could affect customer trust, operational stability, and corporate reputation.	Operations, Downstream	2.7 Information Security
3	**Greenhouse Gas Emissions**	GRI 305 Emissions	Through greenhouse gas inventory, emissions management, and energy-saving measures, the company can reduce environmental impacts from operations. Inadequate emissions management may increase compliance costs, carbon management pressure, and customer audit risks.	Upstream, Operations	2.6 Climate Change Risks and Opportunities; Environmental Sections
4	**Customer Relationship Management**	Company-defined Material Topic	Effective customer communication, service quality, and responsiveness help sustain customer trust and long-term partnerships. Failure to respond promptly to customer needs may affect customer satisfaction, order stability, and corporate reputation.	Operations, Downstream	Customer and Product Management Sections
5	**Innovation and R&D**	Company-defined Material Topic	Continuous investment in LED, optical communication, silicon photonics, and semiconductor inspection products enhances product value and market competitiveness. If R&D progress or market adoption does not meet expectations, it may affect the company's growth momentum.	Operations, Downstream	2.3 Economic Performance; Product-related Sections
6	**Product Quality and Safety**	Company-defined Material Topic	Product quality and safety management are essential to maintaining customer trust and market competitiveness. Quality issues or product safety incidents may affect revenue, customer satisfaction, and corporate reputation.	Operations, Downstream	Product Quality Management Sections
7	**Employee Welfare and Compensation**	GRI 401 Employment	Competitive compensation, employee welfare, and reasonable working conditions support employee stability, engagement, and organizational resilience. If welfare or compensation management is insufficient, it may affect talent retention, labor relations, and operating efficiency.	Operations	Social-related Sections

Summary of the policy on the management of major issues

Summary of Material Topic Management Approaches

Material Topic	Key Management Approach	Performance Targets and Tracking Methods
Economic Performance	Continuously optimize the product mix, strengthen cost control, improve yield, manage inventory levels, and explore new business growth opportunities.	Regularly review revenue, gross margin, operating profit/loss, inventory turnover, and operating results by business unit.
Information Security	Establish information security management policies, strengthen system access control, data backup, security awareness training, and incident response procedures.	Target zero major information security incidents; regularly review IT assets, access control, backup operations, and security awareness activities.
GHG Emissions	Based on the ISO 14001 environmental management system and the ISO 14064-1 inventory methodology, promote energy management, emissions inventory, waste management, and pollution prevention.	Track energy use, greenhouse gas inventory results, waste treatment, water use, and compliance with environmental regulations.
Customer Relationship Management	Through quality management systems, customer communication, complaint handling, and follow-up improvement, enhance product quality and service efficiency.	Track customer satisfaction, number of complaints, improvement completion rate, customer audit results, and on-time delivery performance.
Innovation & R&D	Focus on developing high value-added products and continue investing in automotive LEDs, infrared products, CWDM LD, optical communication, and silicon photonics-related applications.	Track R&D expenses, progress of R&D projects, product validation progress, and new product introduction status.
Product Quality & Safety	Through quality management systems, process control, and continuous improvement mechanisms, ensure stable product quality and safe use.	Track product quality anomalies, complaint improvement completion rate, quality audit results, and on-time delivery performance.
Employee Welfare & Compensation	Enhance employee stability and organizational capability through compensation and benefits, training, performance management, and employee communication.	Track headcount, turnover rate, training hours, labor-management meetings, and handling of employee feedback.

The company will continue to focus on key issues as the core of sustainable management and information disclosure and monitor and track the effectiveness of management on key issues through the executive, corporate governance and management levels with all the responsibilities. The future will further strengthen the quantification indicators, annual targets and improved tracking mechanisms of major issues, and roll-out reviews of stakeholder opinions, operational strategies and external sustainability trends to improve the sustainability of corporate governance and operational resilience.

The key issue of managing is not a one-year task, but a long-term, sustainable part of the company's governance. TEKCORE will continue to address and manage the impact of major issues, to master the economic, environmental and social impact of its operations, and to respond to stakeholder expectations through transparency, accountability and continuous improvement, creating long-term shared value for companies and value-added partners.

2 Corporate Governance

2.1 Company Profile

2.1.1 General Information

TEKCORE Co., Ltd. was founded in 2000 and listed on the stock exchange in 2006 under the stock code 3339.. The company's headquarters and main production base are located in the South China Industrial District of the city of Guangdong, and it has long been deeply involved in the production of semiconductor materials, LED silicon crystals and granules, with its main products covering LED silicon crystals and granules such as blue, green, ultraviolet, quad-ray red, yellow, pink, red, near-infrared and short-wave infrared, and has gradually expanded its photovoltaic components such as CWDM LD granules.

The company is on the rise in the LED industry, focusing on product quality, wavelength stability, brightness performance, process yield and supply stability, and products that can be used in lighting, display, automotive lighting, plant lighting, invisible optics, optical communications and high-level precision applications.

In recent years, the company has expanded its business to include optical communications, silicon photonics, semiconductor testing, and IC detection packaging processing, as well as its new business to provide high-value-added optical components and semiconductor supply solutions.

In the face of the trend of industry competition and the coordination of product unions, companies will continue to strengthen their R&D capabilities, process efficiency, cost management, supply chain cooperation and customer service, while promoting long-term resilience and sustainability.

The name of the company	TEKCORE Co., Ltd.
The company's model	The company is a subsidiary of the Bank of India.
The organization's time to create	The following is a list of the most commonly used names:
Location of the headquarters	The city of South Province, Nanking, is located at 18th, 20th and 22nd St.
Industry category	Manufacturing of electronic components and products
Main products or services	LED lighting is a two-polar
The real capital	The cost of the project is $665,683,000.
The sales were only	The cost of the project is $818,791,053.
The number of employees	The number of people killed in the attack is 154
The company website	www.tekcore.com.tw

2.1.2 Operating Sites

TEKCORE's main operational base is located in the South Shore Industrial District of South Shore, with its headquarters and production facilities located at 18th, 20th and 22nd St. of the South Shore Freeway in South Shore, South Shore. The company is currently in production in three production areas, mainly producing LED silicon crystals and crystals, and in line with product development and customer demand, it is continuously strengthening process management, quality control, environmental management and occupational safety and health management.

The company's quality, environmental and occupational safety and health management systems operate in all its facilities, through internal controls, ISO management systems, environmental protection inspections and equipment maintenance mechanisms, to ensure that production activities meet the legal requirements, customer standards and the company's sustainability management objectives. The company will continue to optimize the allocation of resources and production efficiency in the plant area, and improve overall operational resilience, according to operational strategies, product lines and new business development needs.

▼ The focus of operational data point management

The management is oriented	How to manage
Quality of production	The quality management system is used to control processes, inspect products, improve abnormalities and track customer requirements.
Environmental management	The environmental management system is based on the management of energy use, wastewater, waste, air pollution and chemicals, reducing the environmental impact of operations.
Health and safety at work	The new workplace safety and health management system, education and training, workplace management and emergency response exercises have helped reduce the risks to workplace safety.
Equipment and processing	The newly created website, which is available to users, will be updated to include the following information:
Sustainable operation	The company's strategy is to combine corporate governance, risk management, environmental protection and employee safety, to improve operational resilience and sustainable management capacity in the plant area.

2.2 Governance Structure

TEKCORE, which is committed to the principles of integrity, transparency of information, accountability and sound governance, has established a corporate governance framework based on shareholder councils, board of directors, functional committees, management teams and internal audits. The company oversees its operational strategies and major decisions through the board and through mechanisms such as the Audit Committee, the Payroll Compensation Committee and the Audit Chambers, to strengthen the quality of financial reporting, internal control, risk management, compliance with the law, remuneration of managers and sustainable governance.

The Board of Directors is the highest governing body of the company, responsible for overseeing and supervising the overall operating strategy, major investments, risk management, financial operations, internal control, compliance with the law and decisions on sustainable development.

The company is currently in the process of developing a new business model to help its customers and customers. The audit committee is a board of directors that conducts audit work in accordance with the annual audit plan and reports regularly to the audit committee and the board.



The management team is responsible for the decisions of the board and the company's operations

2.2.1 Governance Framework

The company's highest authority is the shareholders' association, which is a board of directors elected by the shareholders. The Board of Directors has established a functional committee, such as the Audit Committee and the Payroll Compensation Committee, to discuss and supervise matters such as financial reporting, internal control, risk management, compliance with the law and the remuneration system for directors and managers. The company's governance unit helps the board of directors operate, disclose information, comply with regulations and governance issues, and cooperates with the ESG to drive the integration of sustainable development efforts.



The company continues to improve governance efficiency and quality through institutional governance structures, board performance assessments, functional committees, internal audits and information disclosure mechanisms, and through the development of a new and improved governance framework.
The government has also been trying to protect the rights of shareholders and other stakeholders.
The company's governance structure is as follows:

The governance unit	The main responsibilities
Shareholders' meeting	The shareholders' rights granted to the highest authority of the company, the institution, and the shareholders' rights granted by the company's laws and bylaws, including the election of directors, the approval of major proposals and other matters of law, shall be resolved by the shareholders.
The Board of Directors	The company is the world's largest corporate governance body, responsible for operational strategy, major investment, financial operations, risk management, internal control, sustainable development and oversight of the operating team.
Corporate governance	The project is designed to help the board and functional committees function, manage corporate governance, disclose information and follow the rules, and drive sustainable governance.
The Audit Committee	The auditors are responsible for the financial statements, the selection and independence of the certified accountants, the effectiveness of the internal control system, compliance with the law and the control of significant risks of the company.
The Committee on Wages and Rewards	The new policy is to develop and regularly review the performance evaluation and remuneration policies, systems, standards and structures of directors and managers.
The Audit Office	The audit committee is responsible for the implementation of the audit work as per the annual audit plan and reports to the audit committee and the board on the internal control of the executive situation.
The Operating Team	The company's business plan, operational strategy, day-to-day management, risk management and improvement measures are also being implemented in accordance with the Board's resolution.
ESG is the driving force behind the project	The project is designed to coordinate the preparation of Sustainability Reports, the management of key issues, the communication of stakeholders and the collection and promotion of information on ESG.


Shareholders' Meeting
Board of Directors
Corporate Governance Department
Audit Office
Management Team
Functional Committees
ESG Steering Committee
Remuneration Committee
Audit Committee

➢ The Board of Directors' function and responsibilities

The board of directors plays a strategic leadership, operational oversight and key decision-making role in the corporate governance framework, oversees the internal management team to execute the company's operational objectives, and protects the interests of shareholders and stakeholders abroad. In addition to discussing the company's financial operations, major investments, risk management, internal controls and compliance with regulations, the board will also gradually introduce the disclosure of sustainability, climate change risks, information security and ESG information into the scope of corporate governance and management oversight.

▼ The main responsibilities of the board include:

The project	Description
Strategy and operational decisions	The company's long-term operating strategy, annual operating plans, major investments and resource allocation are discussed.
Financial and Risk Supervisors	The report also discusses the financial reporting, financial management, major transactions, risk management and financial operations.
Internal control and compliance	The company is responsible for overseeing the effectiveness of internal control systems, the internal audit process and the compliance of company orders.
The management team supervises	The company's executive director oversees the execution of the board's decisions and the achievement of the company's operational goals.
Corporate governance and integrity	The report also highlights the importance of promoting corporate governance, integrity, transparency and protection of the rights of stakeholders.
Sustainable development supervisor	The ESG is responsible for overseeing the launch, management of major issues, climate change risks, information security and sustainability information disclosure.

➢ The Board of Directors is formed

- The company's board of directors nominates candidates, and the shareholders select seven to nine candidates from the list. The board of directors is elected for a three-year term and re-elected for a second term. In addition to the independence of the candidates, the professional background and the relevance of the company's operational development, the nomination and selection of candidates also emphasizes the diversity of the board. The Board of Directors of the Bank consists of eight directors (including two independent directors) and the ratio of men and women is 7:1.
- TEKCORE, in principle, holds a board meeting once a season, with an average attendance of 98.0% in 2025, with a cumulative of four regular and six interim board meetings. For details on the attendance of the directors and the content of the proceedings, please see TEKCORE 2025, page 18-20.





Board of Directors

The members of the Governing Body listed in this table are members as of 31 December 2025.

Position	Term (Years)	Name	Gender	Age	Current Position in the Company	Other Major Positions	Functional Committees		
							Audit Committee	Remuneration Committee	Sustainable Development Committee
Director	3	Gentex Investment Co., Ltd. (Legal Representative: Tsai, Chao-Chuan)	Male	51 or above	Chairman of the Board of Directors	Gentex Technology Co., Ltd. Chairman Gentex International Co., Ltd. Chairman Gentex Technology (USA) Co., Ltd. Chairman Gentex Technology (UK) Co., Ltd. Chairman Gentex Technology (Japan) Co., Ltd. Chairman Gentex Automotive (Germany) Co., Ltd. Chairman			
Director	3	Huang, Kuo-Shih	Male	51 or above	Managing Director	Gentex International Co., Ltd. Director Gentex Technology (USA) Co., Ltd. Director Dongguan Gentex Electronics Co., Ltd. Director Suzhou Gentex Electronics Co., Ltd. Director Korea Gentex Co., Ltd. Director Gentex Technology (Japan) Co., Ltd. Representative Director			
Director	3	Ding Tai Investment Co., Ltd. (Legal Representative: Lai, Cheng-Sung)	Male	51 or above	—	Sturdy Investment Co., Ltd. Director			
Director	3	Lee, Wei-Min	Male	30–50	Deputy Managing Director	—			
Director	3	Lee, Chia-Jen	Female	30–50	Corporate Governance Officer	—			
Director	3	Peng, Chin-Hsing	Male	51 or above	—	—			
Independent Director	3	Hsu, Shih-Min	Male	51 or above	—	Arcadyan Technology Corporation Chairman China High Speed Transmission Equipment Co., Ltd. Director Low Carbon Power Co., Ltd. Director CHEMICAL INDUSTRIAL CO., LTD. Director Eoptolink Technology Inc. Director	✓	✓	
Independent Director	3	Chang, Shun-Fu (Appointed on June 18, 2025)	Male	51 or above	—	Fulltech Fiber (Hong Kong) Co., Ltd. Chairman Ricoh (Hong Kong) Co., Ltd. Director Fulltech Fiber (Shenzhen) Co., Ltd. Director Fulltech Fiber (Jiangsu) Co., Ltd. Director Fullcare Fiber (Jiangsu) Co., Ltd. Director	✓	✓	
Independent Director	3	Lin, Ruey-Shing (Resigned on August 7, 2025)	Male	51 or above	—	LIEN CHI INDUSTRIAL CO., LTD. Director COREPLUS TECHNOLOGY CORP. Director ZILLTEK TECHNOLOGY CO., LTD. Independent Director	✓	✓	
Independent Director	3	Lee, Feng-Chang (Resigned on August 14, 2025)	Male	51 or above	—	Hexa Champion Enterprises Co., Ltd. Partner CHC Resources Corporation Independent Director Fulgent Sun International (Holding) Co., Ltd. Director	✓	✓	

Note: ✓ indicates membership in the relevant committee.

Board Members' Professional Competencies and Experience

Position	Name	Leadership and Decision Making	Operation Management	Finance and Accounting	Industry Knowledge	Industry Technology	Market and Sales	Business Development	Information Technology	Risk Management	Environmental Sustainability	Social Participation	Supply Chain Management
Director	Gen-Tek Investment Co., Ltd. (Representative: Tsai, Chao-Chuan)	V	V	V	V	V	V	V	V	V	V	V	V
Director	Huang, Kuo-Shih	V	V	V	V	V	V	V	V	V	V	V	V
Director	Ding Tai Investment Co., Ltd. (Representative: Lai, Cheng-Sung)	V	V	V	V	V	V	V	V	V	V	V	V
Director	Lee, Wei-Min	V	V	V	V	V	V	V	V	V	V	V	V
Director	Lee, Chia-Jen	V	V	V	V	V	V	V	V	V	V	V	V
Director	Peng, Chin-Hsing	V	V	V	V	V							
Independent Director	Hsu, Shih-Min	V	V	V	V								
Independent Director	Chang, Shun-Fu (Appointed on June 18, 2025)				V				V				
Independent Director	Lin, Ruey-Shing (Resigned on August 7, 2025)				V				V				
Independent Director	Lee, Feng-Chang (Resigned on August 14, 2025)	V	V	V	V				V				

Note: V indicates that the director possesses the relevant competency.

➢ The Board of Directors

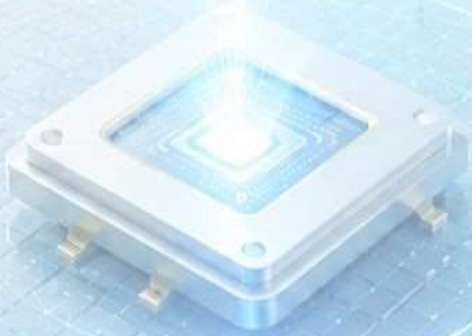
TEKCORE organizes annual training sessions for directors to participate in professional skills, knowledge and sustainability development to strengthen their professional capacity to respond to operational impacts. The board of directors' participation in the 2025 course or forum includes greenhouse gas screening practices, publicity briefings on the internal shareholder rights of the company, and case studies on corporate business secrets protection laws and practices. The entire board of directors has completed 49 hours of training.

For more information on the Board of Directors' upgrades for 2025, please see Tekcore 2025 Annual Report, page 41.



➢ The Board of Directors evaluates the performance of the company

In order to establish corporate governance and improve the effectiveness of board operations, the company has established a methodology for evaluation of board performance, which is regularly evaluated by board members and board members. The scope of the evaluation includes the overall board and individual board members, and the content of the evaluation covers aspects such as the extent of the company's involvement in the operations, the quality of board decisions, the composition and structure of the board, the terms of the board and the continuous improvement, internal control, the recognition of board responsibilities and internal communication.



▼ The Board's performance evaluation measures include the following five main areas:

The project is evaluated	The number of subjects	Weighing	The average result
A. The extent of the company's involvement in operations	12	25%	23
B. Improve the quality of board decisions	12	25%	23
C. Board composition and structure	7	10%	9
D. Election and continuous improvement of the Board	7	15%	13
E. Internal control	7	25%	24
The results of the survey			92
			The best



▼ The results of the evaluation of individual board members are measured in six main directions:

The project is evaluated	The number of subjects	Weighing	The average result
A. The company's goals and mission	3	20%	19
B. Recognition of the responsibilities of the board	3	10%	9
C. The extent of the company's involvement in operations	8	20%	19
D. Internal relations management and communication	3	20%	19
E. Director's Profession and Continuing Education	3	10%	10
F. Internal control	3	20%	19
The results of the survey			95
			The best

The results of the board's performance evaluation for 2025 show that the board as a whole is working well. In the future, the company will continue to strengthen the work of the board, the quality of the parliament, the provision of information, the improvement of the board and the supervision mechanisms, based on the results of the evaluation, to improve the effectiveness of the company's governance.

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➢ The conflict of interest management

The company's directors and managers, while in office, are responsible for the conduct of their business in accordance with the Corporate Law, the Securities Exchange Act, the internal codes of conduct and the relevant integrity codes. The Board of Directors shall have their own interests in the Board's proposal, which are harmful to the interests of the shareholders, and shall inform the Board of the importance of their interests and shall not act on behalf of other Directors in exercising their voting rights, as required by law.

The company also requires directors and managers to complete the transaction statements in accordance with the regulations, and to conduct the related matters in accordance with the internal control system and the audit committee supervisory procedures to reduce the risk of conflicts of interest and protect the interests of the company and its shareholders. The company has not had any major conflicts of interest since the end of 2025.

Project	Name of the person	The content of the bill	Why should we avoid the benefits	Participation in the polls
1	The first is the "Greatest Day of the World".	The company is a private investment firm.	Other relatives	No part in the debate or vote
2	The first is the "Greatest Day of the World".	The company's board of directors has been suspended from the competition	The ban on directorial competitions in the company was lifted	No part in the debate or vote

The following is a list of the companies that are currently in the process of being listed in the TEKCORE 2025 Annual Report, with the following information:

2.2.2 Functional Committees

The board of directors of the company has set up a audit committee and a compensation committee to assist the board in carrying out the supervisory functions. The functional committees operate in accordance with the organizational rules and regulations and regularly hold meetings and report to the board of directors on the implementation of the situation to enhance the quality of corporate governance and decision-making.



➢ The Committee on Remuneration

The company has set up a remuneration committee to develop and regularly review the performance evaluation and remuneration policies, systems, standards and structures of directors and managers. The purpose of the Remuneration Committee is to link the remuneration system of directors and managers with the performance of the company, personal performance, future risks and long-term interests of shareholders, and to ensure that remuneration policies are reasonable and competitive in the marketplace.

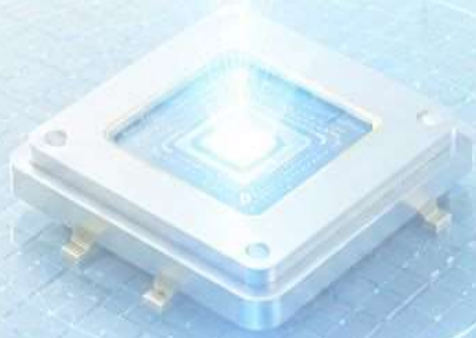
▼ The main responsibilities of the Compensation Committee include:

The project	Description
The policy on compensation	In addition, the Ministry of Education and Social Affairs of the United States of America has established and reviewed the remuneration policies, systems, standards and structures of directors and managers.
The system of performance evaluation	The report also highlights the importance of the role of the board of directors and managers in the implementation of the performance evaluation system.
The rationale for the reward debate	The report also highlights the importance of the company's performance, personal contributions, future risks and peer-to-peer levels, and the rationale for its remuneration.
The Board of Directors reported	The board of directors has decided to submit a proposal for compensation.

The first meeting of the parliamentary assembly was held in May, and the first meeting was held in May, 2025. The company pays its directors and managers compensation, and it conducts the remuneration committee deliberations and procedures in accordance with the company's bylaws, procedures and procedures, and reports to the board of directors on its decisions.

➢ The Audit Committee

The company has set up an audit committee, which is composed of independent directors, to strengthen financial reporting, internal control, compliance with regulations and oversight of risk management. The Audit Committee assists the Board in supervising the financial statements of the Company in accordance with its organizational rules and regulations and the relevant regulations, the selection and independence of the Certified Public Accountants, the effectiveness of the internal control system, the conduct of major financial transactions, compliance with and control of the existence or potential risks of the Company.



▼ The main responsibilities of the Audit Committee include:

The project	Description
Financial reporting supervisor	The report is a review of financial statements, and the supervision of financial statements.
The accountant supervisor	The government has also been responsible for overseeing the selection, dismissal, remuneration, independence and performance of the certified public accountants.
Internal control and supervision	The report also highlights the importance of the internal control system in the country and the importance of the internal control system in the country.
The deal is a big deal	It is important to review major financial transactions such as capital transactions, loans and loans, endorsement of guarantees, collection or issuance of marketable vouchers.
The law is followed and the risk management is done	The company is responsible for supervising the compliance of the companies with relevant laws and regulations and for examining the management situation of the company's existing or potential risks.
The Director of the Centre for Human Rights	The report also highlights the importance of the role of the financial, accounting or internal audit director in the country.

The audit committee for 2025 convenes on a regular basis and during its term of office, and is staffed by independent directors, audit directors and, if necessary, accountants or relevant directors. The audit committee held nine meetings and had 100% attendance.

➢ The audit committee contacts auditors and accountants

The audit committee is a board of directors of the audit firm, which conducts internal audits according to the annual audit plan and reports regularly to the audit committee on the implementation of the audit, the functioning of the internal control system and the absence of improved tracking. The audit director should report to the audit committee and the board of directors immediately if any significant anomalies are detected.

The certified public accountant also communicates regularly with the audit committee on the financial situation of the company, the financial statements, the status of the company, the important accounting standards or the updates of the decree, internal control checks and major adjustments to ensure the quality of financial information and the effectiveness of the governance oversight.

The target of communication	Frequency of communication	The content of the blog
Audit Committee and Audit Director	The first is to communicate with each other at least once a year, whenever necessary.	The internal audit program is implemented to monitor the situation, the operation of the internal control system, the absence of verification and the improvement of tracking.
The audit committee and accountants	The first is to communicate with each other at least once a year, whenever necessary.	The financial statements check the results of the audit, the independence of the accountants, the important accounting standards and updates of the decree, the major adjustments and the internal control of the audit situation.

For information on the functioning of the Board, please refer to pages 23 to 26 of the TEKCORE Annual Report 2025.

▼ The functional committee works summary

The Committee	The main composition	The situation at the 2025 meeting	The main focus is on supervision
The Committee on Remuneration	The committee is chaired by an independent board of directors	The event was held four times, with 100% attendance.	The report also highlights the importance of the new rules for the remuneration of directors and managers, the performance evaluation system, and the reasonableness of remuneration.
The Audit Committee	The committee is composed of independent directors	The meeting was held in 2025, with 100% attendance.	Financial reporting, internal control, independence of the licensed accountant, compliance with the law and risk management

➢ The functional committee evaluates the performance

To enhance the effectiveness of the Board and the functional committees, the company regularly conducts performance assessments by the functional committees, which include the audit committee and the remuneration committee. Both the Board and the Pay and Pay Commission conduct their evaluations on the basis of their performance appraisals, which include participation in company operations, recognition of the functions of the Board, promotion of the quality of decisions made by the Board, and the composition and selection of the members of the Board.



▼ The results of the functional committee's performance assessment for 2025 are as follows:

The project is evaluated	The Committee on Remuneration			The Audit Committee		
	The number of subjects	Weighing	The average result	The number of subjects	Weighing	The average result
The company's business is not a business.	4	25%	24	4	25%	25
The functional committee recognizes its responsibilities	5	30%	28	5	25%	23
The Commission's decision-making quality has improved	7	20%	19	7	10%	10
Functional committee composition and elections	3	25%	23	3	15%	14
Internal Control	-	-	-	3	25%	23
The results of the survey	94			95		
	The best			The best		

The company will continue to optimize the functional committee procedures, provide information on integrity, and improve the efficiency of committee participation and interagency communication, based on the results of the performance evaluation, to improve the governance efficiency of the company and to strengthen the quality of the board's oversight of financial reporting, internal control, compensation systems, risk management and compliance with regulations.

2.3 Economic Performance

2.3.1 Economic Value

The report also highlights the importance of sustainable economic performance as a basis for sustainable development, maintaining operational resilience and meeting stakeholder expectations. TEKCORE continues to focus on the long-term competitiveness of the company through product syndication, process improvement, R&D investment, cost control and new business layouts, and to turn its economic results into benefits for employees, supplier cooperation, shareholder rights, government taxation and sustainable corporate governance.

In 2025, the company will benefit from new business acquisitions, semiconductor testing and expanded operations, and the combined operating income will be NT$818,791 thousand, up 31.04% from 2024. Only in 2025, due to a combination of product restructurings, initial investment in new business expansion, and increased operating costs and operating costs, did the business grow to 41,416 NT dollars dollars (NT dollars) in real terms, to 119,987 NT dollars dollars (NT dollars) in real terms and to 127,924 NT dollars dollars dollars (NT dollars) in real terms, and to $2.00 per share of tax losses. For other financial statements and analysis, please see the company's annual report, page 5.

In the face of the pressure of profit performance, the company will continue to focus on product improvement, efficiency improvement, cost structure improvement, inventory management and operational efficiency improvement, and will collaborate with new business development such as optical communications, silicon photonics, semiconductor testing, to

gradually increase the proportion of high-value-added products and services to strengthen the company's long-term financial resilience and operational competitiveness.

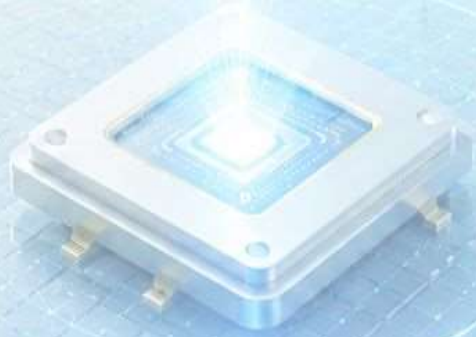
▼ TEKCORE combines financial performance

Project	The next year is 2024.	The next year is 2025.
The company has been in business for over a decade.	624,855	818,791
The company has been in the business for over a decade, and it has been growing steadily since its inception.	15,795	(128,430)
The government has also been trying to get the government to pay taxes on the amount of money it has lost.	15,475	(127,924)
The company is also a major supplier of energy and energy.	0.25	(2.00)
The company is also a major player in the global market.	0.00	0.00

Note: The resolution on the allocation of cash dividends to the remaining balance of the reporting year for the year 2025 will be adopted by the shareholders on 16 June 2026.

The company's GRI economic performance is a reflection of the spirit and the economic value created by the company from a stakeholder-sharing perspective. The total economic value of the direct income generated in this year (operating income and non-operating income) was 825,630 NT$ thousands, and the total economic distribution was 953,913 NT$ thousands, mainly distributed to suppliers and operating costs, employee pay benefits, investors, government tax and other expenses. The three largest allocations were for operating costs (79.4%), employee salaries and benefits (18.8%) and other expenditures (1.4%).

The project, which is expected to be the largest in terms of operating costs in 2025, reflects the operational characteristics of manufacturing and demand for production inputs. The company's efforts to improve the quality of its workforce and to improve the pay and benefits of its employees, show that it continues to invest its operational resources in the maintenance and care of its employees. Despite the shortfall in economic value this year, the company continues to invest in research and development, process improvement and new business development as a basis for future operational transformation and sustainable growth.

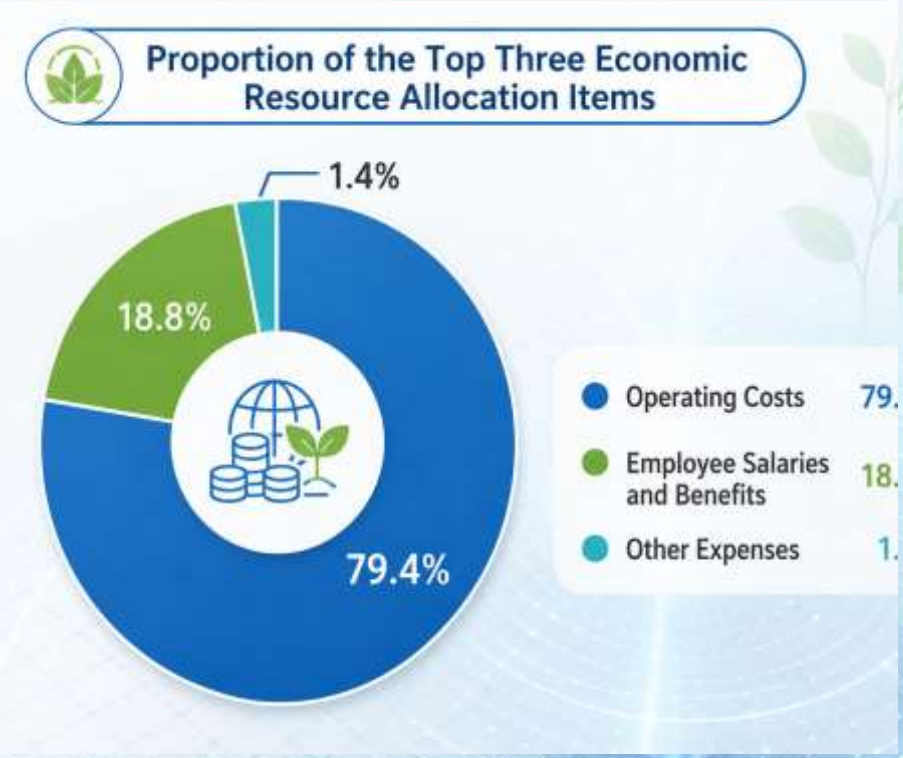


▼ The economic value generated and distributed in the last two years (NT$ thousands)

Economic Value	Project	The next year is 2024.	The next year is 2025.
Direct economic income	Net income from business	624,855	818,791
	Financial investment income	32,477	3,587
	Get government subsidies	0	63
	Other income	1,816	3,548
The direct economic value of the project		659,148	825,989
Economic distribution	Cost of operation	506,640	757,725
	Employee salaries and benefits	126,742	179,071
	Payment to investors	832	2,214
	Payments to the Government	1,323	1,089
	Other expenses	8,135	13,814
The economic value of the distribution		643,672	953,913
The economic value of preservation		15,476	(127,924)

Note: The economic value retained is the economic value that is distributed by the direct economic value generated.

The company's economic allocation in 2025 is mainly focused on operating costs and employee pay benefits, accounting for 98.2% of the total economic allocation. The company's operating costs are the necessary inputs to maintain production, deliver products and provide services. Employee salaries and benefits are an important basis for maintaining the stability of the company's talent, supporting its operations and technological development. The company will continue to improve its operational efficiency, improve procurement and cost management, optimize product lines and expand new businesses, and enhance its ability to create economic value.



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➢ Financial resilience and direction for improvement

Facing pressure on profit performance in 2025, our company will focus on improving operational efficiency and strategic transformation as the main directions for improvement, and will continue to promote the following initiatives:

- ◆ Optimize the product mix to increase the proportion of high-value-added products and services.
- ◆ Strengthen process management, improve yield, and control costs to enhance gross margin structure.
- ◆ Control inventory levels and turnover days to reduce the risk of inventory write-downs and obsolescence.
- ◆ Expand into the optical communications, silicon photonics, and semiconductor testing markets to establish new growth drivers.
- ◆ Enhance expense management and organizational efficiency to improve operational flexibility.
- ◆ Continue investing in R&D and customer collaboration to improve product quality and market competitiveneSS.

Our company will continue to operate soundly, balancing short-term improvements with medium- to long-term transformation, and create long-term shared value for shareholders, employees, customers, suppliers, and society through the integration of economic performance, R&D investment, risk management, and ESG management.



2.4 Responsible Business Conduct

Responsible business practices are the foundation of Tekcore to maintain the quality of its governance, customer trust, supplier-to-peer cooperation and long-term value for the company. The company, which is committed to the principles of integrity, transparency, compliance with the law and respect for human rights, has established a responsible operational management system through internal codes, educational outreach, enforcement of complaints mechanisms, internal audits and disclosure of information.

The company has put integrity management, anti-corruption, compliance with laws, human rights protection, information transparency, customer rights and supply chain responsibility into the day-to-day management of its operations, requiring directors, managers, employees, trustees and business associates to comply with relevant regulations and avoid acts of dishonesty, illegal or damaging the interests of the business. The future of companies will continue to strengthen the responsible management of business practices, increase internal control, compliance with the law and trust in stakeholders.



2.4.1 Ethical Corporate Management

➢ The policy of integrity

The TEKCORE board and management are committed to the duty of good managers to pay attention to their duties, to their loyalty and to the principles of honest management. The company has established a Code of Integrity, which is a set of standards of conduct that directors, managers, employees and other entrusted persons must follow when carrying out their duties, and which implements the principles of integrity in corporate governance, operational management, business transactions and stakeholder interactions.

The Company prohibits directors, managers, employees, trustees or persons with substantial control from providing, promoting, requesting or receiving any unfair interest, directly or indirectly, in the course of business activities, or from engaging in any other conduct that violates the integrity, unlawful or breaches fiduciary obligations, in order to obtain or maintain any interest.

The company also requires its counterparts to follow its honest practices when signing contracts with agents, suppliers, customers and other business entities. If the transaction involves a breach of trust, the company may terminate or terminate the partnership under the terms of the agreement to reduce the business ethics risks and protect the rights of the company and the stakeholders.

➢ The following is a list of the most common types of credit card fraud:

The company promotes integrity management through its systems, processes and internal oversight mechanisms. The main management measures are as follows:

The management is oriented	How to manage
Internal code	The new rules will be implemented in the future, and will be implemented in the future, with the aim of setting out the Code of Integrity, the Code of Employment and the relevant internal management framework for the conduct of directors, managers and employees.
The government is not a party to the treaty.	The government has also banned the use of power, opportunities or methods to demand, receive or provide money, goods or other unlawful interests.
Fair trade	The parties to the transaction must be treated in a fair and reasonable manner, without any transfer of interests or discrimination.
Internal Control	The report also highlights the importance of the role of the government in reducing the risk of fraud, breach of trust and dishonesty through the use of accounting, internal control and control of authorisation.
Education and propaganda	The company's website explains the requirements for honest management through internal publicity, training and work ethic.
The audit supervisor	The audit unit conducts the audit work according to the annual audit plan and, where necessary, according to the instructions of the executive director.

➢ The system of prosecution and complaints

To establish a transparent, transparent and protective communication mechanism, the company has an internal investigation and complaint system, and employees and stakeholders can express their doubts about breaches of integrity, compliance with laws, human rights protection or internal company codes through mailboxes, special contacts, directors, human resources or related responsibilities.

The company will handle the prosecution cases in accordance with the relevant internal procedures and keep the identity and the contents of the prosecution confidential. The prosecutor is responsible for the prosecution of the case and is responsible for the prosecution of the case.

The following are the principles for prosecuting and handling complaints:

The principles of dealing with	Description
The pipeline is running smoothly	The government has also launched a new investigation into the allegations of corruption and corruption in the country, which is being investigated by the government.
The first is the "Stop".	The authorities are responsible for the reception, investigation and prosecution of cases, depending on the nature of the case.
Privacy policy	The report also states that the government has not yet issued a statement on the status of the suspects.
The law prohibits	The government has also been trying to protect

retaliation	prosecutors from being treated improperly for filing a complaint or prosecution.
How to improve tracking	The company has been able to verify the validity of the company's claims and to take the necessary corrective or remedial measures in accordance with its bylaws.

The target	The process of prosecution / complaint
The staff	The report also highlights the importance of the new policy on the use of the Internet for the purpose of promoting the development of the Internet.
Workers complained on the phone	049-226-1626
Employees complained of being faked	049-226-1634
The complaint was filed by the employees	kellylee@tekcore.com.tw
Investors	michael@tekcore.com.tw
Suppliers	shay@tekcore.com.tw
The customer	weiminli@tekcore.com.tw

➢ The news was revealed

TEKCORE focuses on information transparency and communication with stakeholders, creating a dedicated investor and stakeholder section on its website, revealing corporate governance, financial information, shareholder meetings, annual reports and sustainability related information, and helping shareholders, investors and other stakeholders to gain immediate control of the company's operations and governance. The company also discloses key information, financial reports, annual reports, shareholders' meetings and corporate governance through public information observation stations, in order to enhance the timeliness, integrity and transparency of information disclosure and protect the rights of the public to know about interest relationships.

Information reveals the pipeline	The content is revealed
The company's official website	The report also highlights the importance of investing in the global economy and the importance of sustainability information.
Public information observation stations	The report also includes important information, financial reports, annual reports, shareholder meetings and corporate governance information.



➢ **The truth is that the government is not responsible for the situation.**

In 2025, there will be no major cases of TEKCORE directors, managers or employees being treated for breaching laws or principles of integrity, nor will there be any major cases of business violations, violations of competition practices, or related laws regarding TORAS and monopoly.

Project	The situation is executed in 2025
The report also shows that the government has not been able to keep up with the demand for the new government.	0 of them
The report also highlights the importance of the legal framework for the implementation of the law.	0 of them
Business is invading cases	0 of them
The lawsuit was filed in the United States on behalf of the United States.	0 of them
The first is the death penalty.	0 of them

The company continues to use management measures such as integrity management codes, ethical standards, internal control systems, internal audits and educational publicity to strengthen the awareness of directors, managers and employees of integrity management and compliance with laws, reduce potential operational risks, and protect the rights of the company's shareholders and stakeholders.



2.4.2 Human Rights Policy

➢ Human Rights Policy Commitment

TEKCORE respects and supports the principles of fundamental human rights as recognized internationally and, in reference to the UN Universal Declaration of Human Rights, the UN Global Compact, the UN Corporate and Human Rights Guidance Principles, and the International Labour Organization's Basic Principles of Work and Declaration of Rights, establishes human rights policies and management measures to protect the fundamental rights of employees and stakeholders in accordance with the Labour Code, the Corporate Rules of Procedure and the relevant Human Rights Regulations.

The company's human rights policy targets include full-time employees, job seekers, posted or external workers, and suppliers and partners with whom the company has business. The company hopes to create a workplace of respect, equality, safety, health and inclusion through institutionalised management and education.

➢ Human Rights Responsibility and Implementation

The human rights management work of TEKCORE is being led by the Human Resources Management Unit, which is responsible for the implementation of human rights protection requirements in the day-to-day management processes such as recruitment, compensation benefits, education training, workplace safety, consultancy management and employee communication. The reporting of executive status needs to be reported to senior management to continue to strengthen the culture of human rights risk management and workplace friendliness.



▼ The focus of human rights management

Human rights issues	The target	The management measures
The report also highlights the importance of the right to workplace education.	Full-time workers, job seekers	Employees are recruited, employed, paid, evaluated, promoted, trained and rewarded on the basis of their ability, qualifications, performance and job requirements, regardless of gender, age, religion, race, nationality, marriage, physical disability or other non-working capacity factors.
The ban on forced labour	The first is the "Full-Time" and "External" employees.	The government has also banned forced labor in any form, threats, restrictions on personal freedom or unreasonable commitments to work.
Child labour banned	The newly arrived workers	The government has also called for the abolition of child labour by verifying identity documents and by accepting only applicants of a legal working age.
Fair working hours and pay	The whole staff	The government has also announced that it will continue to work on the job, including overtime, overtime, vacation, pay, health and social security and pension benefits.
Health and safety at work	The first is the "Full-Time" and "External" employees.	The report also highlights the importance of reducing occupational safety and health risks through a system of occupational health and safety management, education training, workplace management and health checks.
The law prohibits harassment and bullying	The whole staff	The UN Security Council has also called for the protection of respect and security at work, and for the prohibition of sexual harassment, harassment, threats, humiliation and other ill-treatment.
Multi-communication	The whole staff	The new policy aims to create a transparent, direct and diverse communication channel between employees and management, allowing employees to reflect their opinions and get appropriate responses.
Human rights in the Philippines	Suppliers, partners and suppliers	The company's corporate social responsibility requirements are to be followed by suppliers and partners, and to be considered for the submission of supplier assessments, documentary censorship or contract terms.



➢ Human Rights Policy Training and Advocacy

Through innovative employee education training, internal meetings, announcements, employee feedback reflecting pipelines, contract terms and supplier communications, the company promotes human rights policies and related management requirements, and enables employees and partners to understand their rights and the rules to be followed.

To help employees and partners from different countries understand the company's human rights policies, the company also makes the relevant policies available to employees and manufacturers in different languages. In the future, the company will continue to strengthen its human rights policy, education and training and complaint handling mechanisms, and will gradually integrate human rights management into supply chain cooperation and risk management processes.

➢ Human Rights Complaints and Improvements

If employees discover or encounter situations of violation of human rights policies, they can make their comments through their supervisors, human resources units, employee email boxes or other complaint channels. The company will, after receiving the complaint, investigate and process the nature of the case and protect the complainant from being misrepresented for having submitted an opinion or complaint.

The company will take steps to improve the case of a verified case, and, if necessary, to review the system, advertise education or amend the management process, in accordance with its internal rules, to reduce the risk of a similar incident occurring again.



2.4.3 Regulatory Compliance

Following the rules is an important basis for TEKCORE to maintain a stable operation, reduce operational risks and implement responsible business practices. The company, based on corporate law, securities laws, labor laws, environmental protection laws, occupational safety and health laws, tax laws, product and service regulations and regulatory requirements, has established internal control systems, operating procedures and workplace rights and is responsible for ensuring compliance, reporting, verification and improvement of tracking by all responsible entities within their scope of activity.

The company has not experienced any major breaches of the rules that have had a significant impact on its operations, finances or reputation in 2025. The government has also announced that the government will continue to implement the measures to protect the environment and the labour laws, but that the administration will continue to impose general administrative penalties on the day-to-day management of the operations. The company has completed the fine-tuning process, attended relevant lectures or organized improvement measures, and reviewed internal workflows to address the reasons for the absence, to reduce the risk of a similar situation occurring again.

▼ 114th Annual Law follows the situation

The following is a list of	Punishment or violation	The amount of the penalty	Improvements and management measures
Environmental laws	The reporting of waste is not in line with the actual storage and violates the legislation on waste disposal.	The cost of the project is $120,000.	The report also highlights the importance of the environment in the country and the importance of the environment in the country. The report also highlights the importance of the newly created nuclear power plant, which is a major source of energy for the country and is a key driver of the country's nuclear energy industry.
The Labour Code	The report also states that the government has not yet approved the application of the new rules to the pension scheme.	The price is $5,000.	The government has also been working to strengthen the verification of the insurance payroll, pension contributions, payroll and salary changes, and to establish a mechanism for regular checks.
The Labour Code	The report of the amount of money in the insurance fund was not reported or adjusted without notice.	The price is $20,000.	The report also reviews the process of filing for workers' compensation, job insurance and accident insurance, and strengthens the data between personal and financial resources.

Note: The above sanctions are recorded in accordance with the internal laws of the company and the executive body has a comprehensive set of sanctions; The report also highlights the consistency and importance of the principles of the report, which differ from the date of the sentence and the period of the violation.

➢ The law follows improvements

The company has reviewed its internal management processes and implemented the following improvements:

◆ Strengthen regular inventory checks of reported waste versus actual storage, and establish a review mechanism for the reporting data.

◆ Enhance environmental law training and workshops to boost compliance awareness among environmental management staff and related units.

◆ Review overtime applications, attendance records, overtime pay calculations, and payroll processes to ensure work hours and salary management comply with legal requirements.

◆ Strengthen the review of labor and health insurance, work injury insurance, and pension contribution wages to prevent inconsistencies between insured wages or contribution wages and actual salary data.

◆ Set up a regular reconciliation mechanism between HR, finance, and management units to cross-check salaries, overtime, insurance, and pension contributions.

◆ Include environmental and labor compliance matters in internal management and improvement tracking, and have the audit unit or responsible supervisors follow up on improvements when necessary..

In the future, the company will continue to strengthen its regulatory compliance, changing its tracking, training, internal auditing, work re-verification and improving its tracking mechanisms, reducing its compliance risks, and responding transparently and responsibly to the expectations of its executive bodies and stakeholders for corporate governance and sustainability.



2.5 Risk Management

Faced with external challenges such as global economic volatility, supply chain restructuring, climate change, energy transition, information security and increased regulatory requirements, corporate risk management has become an important foundation for maintaining operational resilience, protecting stakeholder rights and driving sustainable operations. TEKCORE has put risk management into the hands of corporate governance and day-to-day operations, through board oversight, management decision-making, executive and audit authority verification, and has established risk management mechanisms that work in collaboration with the intersection from top to bottom.

The company's risk management covers strategic, operational, financial, environmental, social, legal, information security and supply chain aspects, and is based on the likelihood of a risk, the extent of impact and the management priorities, identifying major risk items and formulating responses. The company will continue to institutionalize its processes, regularly review and improve tracking, reduce the impact of risk events on operations, finances, publicity and stakeholders, and improve its resilience to external environmental changes.

2.5.1 Risk Management Organization

To ensure that risk management is implemented, the company has established a "risk management process" and has established a mechanism of risk management based on it, which clearly regulates the principles of risk management, responsibilities, risk identification, risk assessment and risk management procedures. The Commission has also issued a report on the role of the Agency in the implementation of the new policy on the management of the infrastructure and the management of the infrastructure. The audit committee conducts audits according to the annual audit plan and risk assessment results and reports the audit results to the audit committee and the board of directors.

The company's risk management organization and responsibilities are as follows:

The risk management unit	The main responsibilities
The Board of Directors	The company is responsible for the highest supervisory unit for risk management, auditing the annual risk management reports, the risk execution and audit reports, and overseeing the effective operation of the risk management system.
The highest management	The Board of Directors is responsible for deciding the direction of major risk management, supervising the responsibilities of the unit to implement risk identification, risk analysis and response measures, and reporting regularly to the Board of Directors on major risk management situations.
Risk management team	The project is responsible for managing the risk issues identified, summarizing the results of the risk assessments of each unit, and discussing the management goals and management measures with the risk execution unit.
The risk management unit	It is the responsibility of the authorities to identify, evaluate and manage risks within the limits of their business, and to report regularly on implementation and progress.
The Audit Office	The auditors assess the effectiveness of the risk management system and internal control

	mechanisms, carry out audits according to the annual audit plan, and report regularly to the audit committee and the board of directors to verify the results.

The company has been working through these divisions to create a complete three-tier management line, which allows the risk management to be overseen by the board, driven by management levels, implemented by the executive departments, and audited by the auditors. In the future, companies will continue to strengthen their mechanisms for regularly tracking, intersectoral communication and response to major risks, to improve overall risk governance efficiency.



2.5.2 Risk Identification and Response Measures

➢ Risk management process

TEKCORE has the authority to lead risk assessment and management activities in the heart of the unit, based on the company's operational strategy, changes in the external environment, legal requirements, stakeholder focus and the analysis of key issues, to identify risk factors that may affect the company's operations, finances, environment, society and governance. The risk assessment is based on the likelihood of occurrence and the extent of the impact on the company and the development of response measures for high-risk or priority management projects.

The company's risk management process is as follows:



➢ ESG Risk Assessment and Response

The company identified the main risks that could affect the company's sustainable operation, in terms of environmental, social, governance and operational finance, and was responsible for managing and improving the company through the relevant authorities. The following are the risks and consequences:

The risk is high	The risks	The Unit of Responsibility	The impact could be	The main management measures
Environmental issues	The risks of environmental pollution	The security unit	The report also highlights the impact of the pollution on the company's reputation, operating costs and compliance with the law.	The first is the introduction and maintenance of environmental management systems. The government has also been working on a number of environmental policies and regulations. The report also highlights the importance of continuing to improve pollution control equipment and wastewater, wastewater and air pollution management.
Environmental issues	The risks of climate change	The unit of ring security, factory unit	Climate extremes, rising energy costs and lower customer carbon demands can affect operating costs, supply chain stability and customer cooperation.	The report also highlights the importance of climate change in the country and the importance of climate change in the region. The first is the use of greenhouse gases. The government has also been working on a number of projects to improve the quality of life of the people of the country. The first step is to reduce carbon emissions and improve energy efficiency.
Environmental issues	Energy transition and carbon cost risks	Plant, financial.	The re-energy demand, carbon bill or carbon management requirements could increase operating costs and the pressure of customer audits.	The report also highlights the importance of the energy efficiency of the country and the importance of the energy sector. The report also highlights the importance of the EU's efforts to reduce carbon emissions and regulate the environment. The report also highlights the importance of the use of renewable energy and the feasibility of internal carbon management mechanisms.
Social media	Health and safety risks at work	The security forces, all departments	The report also highlights the impact of accidents at work or occupational disasters on employee safety, operational continuity and company reputation.	The company is also responsible for the management of the health and safety management system in accordance with ISO 45001. The government has also launched a campaign to promote the safety of new recruits. The first is the ongoing disaster preparedness exercise, emergency response and work

				environment inspection.
Social media	The risk of human capital and talent	Human Resources, all sectors	The lack of talent flow, recruitment difficulties or lack of professional skills can affect operational efficiency, R&D capabilities and organizational resilience.	The government has also been working to improve the quality of education and training and to improve the quality of life of workers. The new government is also expected to provide training for newcomers, professional skills and management training. The first is the ability to communicate with employees and to understand the needs and skills of the people through communication mechanisms.
Social media	Human Rights and Labor Law Respect Risks	Human Resources, Legal and Human Rights Unit	In the event of labour disputes, differential treatment, absence of working hours or salary management, there is a risk of legal risk and a decline in staff trust.	The government has also been working to implement human rights policies, labour regulations and labour laws. The first is to create a complaint and communication channel. The government has also been working to increase the number of people who are working hours, pay, insurance and retirement.
The risk is high	The risks	The Unit of Responsibility	The impact could be	The main management measures
The governance	The law follows risks	Legal unit, responsible unit	The report also highlights the importance of the role of the government in the fight against corruption and the lack of transparency in the workplace.	The government has also been monitoring the changes in policy. The new rules will be implemented by the Commission and the Commission, through internal controls, verification powers and legal inspection mechanisms, to ensure that the workbook is legally regulated. The government has also made a number of changes to the law, including the introduction of a new law on the use of the internet.
The governance	The risks to information security	The information unit	The report also highlights the importance of the data breaches, system disruptions or data loss that can affect operational continuity, customer trust and company reputation.	In addition, the Ministry of Health and Social Affairs has been monitoring the use of mobile phones to increase the number of mobile phones in the country, as well as to increase the number of mobile phones. The report also highlights the importance of the new rules for the implementation of the new rules. The first is the "Foreign" campaign. The government has also been working on a new policy to improve the security of information.

The operation	The risks of supplying zinc and raw materials	The first is the purchase of the business unit.	The report also highlights the importance of the use of raw materials in the production process, and the importance of the production process and the delivery of raw materials.	The government has also been trying to get a decentralized strategy for purchasing. The report also highlights the importance of maintaining cooperation with key suppliers. The second source of supply is evaluated. The first is to understand the changes in the prices and demand of raw materials on the market. The company is currently offering a range of products to customers in the UK.
The operation	The risk of customer focus and changing market demand	Business units, R&D units	Client demand surges or competition over product prices may affect growth stability, quality of the product and profitability.	The company has been providing a long-term support to its main customers. The company is also active in developing new customers and new applications. The government has also been working on a number of initiatives to improve product quality, R&D capacity and exchange management. The company is also developing new technologies such as optical communications, silicon photonics and semiconductor testing.
The financial aspect	Interest rates, interest rates and inflation risks	Financial units, purchasing units	The interest rate fluctuations, interest rate fluctuations and inflation can affect the cost of procurement, financial costs and profit performance.	The government has also taken steps to reduce the net worth of foreign currency by taking natural shelter. The first is the payment of the payment, which is adjusted according to the sales and purchase currencies. The government has also been trying to increase the price of the product. The report also highlights the importance of the financial and financial structure of the country.
The financial aspect	The price of stocks and the risk of stagnation	The government is not going to be able to handle the situation.	The market demand changes or product specifications change can cause stress to degrade inventories and price losses.	The report also highlights the importance of the new policy on the use of energy and energy efficiency in the country. The report also highlights the importance of the newly created infrastructure for the development of the country's infrastructure. The company's stock pricing policy is to prepare for the stock price drop and the staggering loss.

➢ The importance of managing operational risks

In addition to the general risks of environmental protection and compliance, the company's main operational risks in 2025 include product coordination, expansion of new businesses, supply chain stability, customer focus, fluctuations in raw material prices and information security. The company will continue to improve its risk resilience through the following management priorities:

The focus of management	Description
Supply chain resilience	The new policy aims to improve the quality of supply and reduce the risk of supply disruption and centralized purchasing.
Product and market transformation	The company's product portfolio includes a range of products, including:
Financial and cost control	The government has also been working on a new strategy to strengthen the governance of the country's interest rates, raw material costs and operating costs, while maintaining a stable financial structure.
Information security and security	The report also highlights the importance of enhancing the security of the information system, the management of privileges, security monitoring and the implementation of the exercise, and the reduction of the risk of disruption of operations.
Law enforcement and internal control	The report also highlights the importance of the role of the government in the implementation of the new law, including the need to ensure that the workplace is safe and secure.
Climate and environmental management	The report also highlights the importance of the global climate change agenda, which is being implemented through greenhouse gas inventory, energy management and environmental management systems, and is being implemented in a manner that is consistent with climate change and environmental legislation.



2.6 Climate-related Risks and Opportunities

Climate change has become an important issue affecting the resilience of business operations, supply chain stability, energy costs, customer requirements and compliance with regulations. As a manufacturer of LED crystals and crystals, TEKCORE operates in areas such as electricity, processing equipment, cooling systems, air pressure systems, water resources and waste management, and thus incorporates climate change into risk management and sustainable governance, and gradually establishes a climate risk and opportunity identification, impact assessment, impact measures and indicator tracking mechanism.

The company's Task Force on Climate-related Financial Disclosures (TCFD) is a consultation framework for the four core elements of governance, strategy, risk management and indicators and targets that examines the impact of climate change on business operations, finance, supply chains and market opportunities. In the future, companies will continue to strengthen their greenhouse gas inventory, increase energy efficiency, reduce carbon emissions, manage climate risks and develop low-carbon products to enhance their corporate climate resilience and sustainable competitiveness.

2.6.1 Climate Governance

TEKCORE has placed the issue of climate change in the corporate governance and risk management mechanisms, with the board overseeing the overall risk management, sustainable development and major operational issues, the management team responsible for implementing climate-related management policies, and the ESG pushing teams and all relevant units to implement climate risk identification, greenhouse gas inventory, energy management, environmental management and improvement measures.

The company's climate governance framework is as follows:

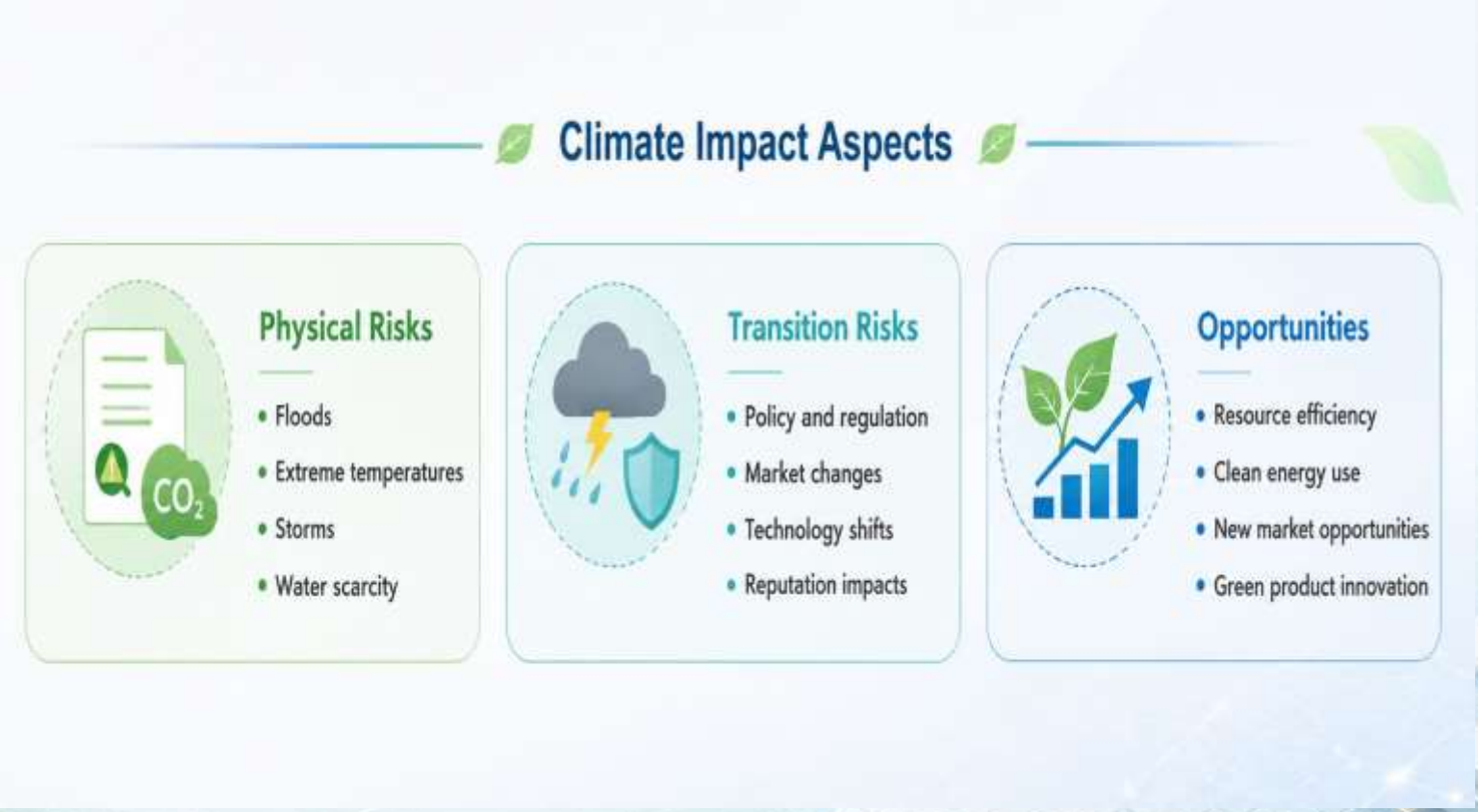
The government level	The main responsibilities
The Board of Directors	The company's mission is to oversee the direction of the company's sustainable development, risk management, climate change and major environmental issues, and to review major risks and adverse effects.
The management team	It is important to monitor the risks and opportunities associated with climate change, to identify, evaluate and respond to them, and to coordinate the efforts of the authorities to promote improvements.
ESG is the driving force behind the project	The report also highlights the importance of climate change in the country, including the global climate information, the results of greenhouse gas surveys, energy management measures and climate risk assessments, and the inclusion of Sustainability Report.
The security/factory unit	The Commission is responsible for the implementation of energy use, greenhouse gas inventory, environmental management, energy efficiency improvement, pollution control and environmental protection management measures.

Finance/purchase/business/research unit	The report also highlights the impact of climate change on costs, supply chains, customer demand, product development and operational strategies, and suggests appropriate management measures.
The Audit Office	The report also highlights the importance of the implementation of the relevant work system and improvement measures, in line with the annual audit plan and internal control procedures.

In the future, the company will gradually increase the frequency of communication between the board and management on climate-related issues and will incorporate the results of greenhouse gas surveys, energy management, energy savings, carbon reduction and climate risk management into the scope of sustainability governance and risk management reports to improve climate governance transparency and management efficiency.

2.6.2 Identification and Assessment of Climate-related Risks and Opportunities

The company divides climate-related issues into three categories: "transition risk", "physical risk" and "climate opportunity", based on its TCFD architecture, and assesses the potential impact of climate change on companies based on industry characteristics, operating patterns, geographic location, energy use, supply chain relationships and customer requirements.



The company has set the following climate impact periods:

The time difference	Definition of the term	The focus of management
The short term	One year and three years	The report also highlights the importance of the new rules for the environment, including the need to monitor greenhouse gas emissions, improve energy efficiency, and improve customer carbon disclosure requirements and operating costs.
The Middle Ages	3 years and 10 years	The report also highlights the importance of carbon pricing, renewable energy, low-carbon manufacturing, equipment replacement, carbon reduction and product mixing.
The long term	More than 10 years	The report also highlights the importance of sustainable development in the region, including the need for a clean-zero transformation, low-carbon operating model, extreme climate resilience, opportunities for green product markets and long-term capital spending.



▼ Climate risk assessment

The following is a list of	Climate risk projects	The question is:	The time of the incident	The impact of the price tag	The direction of management
The risk of transition	Greenhouse gas laws and carbon tax requirements	The new rules, which require an increase in or expansion of the carbon tax system, could increase the cost of inspection, verification, reduction of carbon and operating costs.	Short-term/medium term	The company is operating	The new report will be published in the Official Gazette of the United Nations, and will be published in the Official Gazette of the United Nations, on the basis of the latest data from the International Atomic Energy Agency (IAEA) and the International Atomic Energy Agency.
The risk of transition	The company's website says that the company has been providing low-carbon supplies to customers.	The company also claims that the company's customers may request information on carbon emissions, energy use, environmental protection and supply chain management, and that failure to respond promptly could affect their ordering and cooperation opportunities.	Short-term/medium term	The company is running, downstream	The report also highlights the importance of enhancing sustainability information disclosure, environmental documentation, supply chain management and customer auditing responses.
The risk of transition	Energy prices and renewable energy costs	The rise in electricity prices, energy prices or renewable energy demand may increase production costs and capital spending stress.	Short-term/medium term	The company is operating	The project is aimed at promoting energy efficiency, energy efficiency and energy efficiency management, and evaluating the feasibility of using renewable energy.
The risk of transition	The demand for low-carbon manufacturing and equipment replacement	The cost of reducing carbon emissions and upgrading processes may include investing in improvements in equipment, adjusting processes and managing costs.	The second is the second.	The company is operating	The project is designed to improve the efficiency, energy use and investment of the equipment, and to replace and save energy in phases.
The physical	Extreme rainfall	The report also highlights the impact of	Short-term/medium	The first is	The government has also announced

risks	and flooding risks	extreme rainfall on the operation of the plant, transportation logistics, raw material supply and shipping times.	term	the "Fireflowers" and the second is the "Fireflowers".	that the plant will be closing its doors to the public and that it will continue to operate and provide emergency response and emergency response.
The physical risks	Drought and Water Pressure	The lack of water supply can affect the use of processed water, cooling systems and plant operations.	The second is the second.	The company is operating	Follow up water use, review water conservation measures and evaluate water resource recovery or alternative supply options.
The physical risks	The risks of high temperatures and peak electricity use	The high temperatures could increase the demand for air conditioning, cooling and heat exchangers, which could boost electricity costs and equipment loads.	Short-term/medium term	The company is operating	The new system will be designed to improve the efficiency of air conditioning, water cooling, cooling and air compressors, and to strengthen equipment maintenance and energy monitoring.



▼ Climate Opportunities to be considered

Climate Opportunity Project	Opportunity to explain	The time of the incident	The impact of the price tag	The direction of management
Energy efficiency improvements	The project is designed to reduce energy consumption and operating costs through equipment replacement, process optimization and energy management.	Short-term/medium term	The company is operating	The project is expected to be completed by the end of the year, with the aim of improving the efficiency of the water supply system, including the use of refrigeration water, water pumps, cooling towers, air pressure systems, LED lights and energy management modules.
The demand for low-carbon products and energy-saving applications	LEDs, optical communications and high-efficiency light source products help to respond to market demand for energy-saving, efficient and low-carbon applications.	The second is the second.	The company is running, downstream	The company is also investing in high-efficiency LED, CWDM LD, optical communications and silicon photonics related products.
Green Supply Chain collaboration	The company's long-term partnership with ESG customers is enhanced by increasing customer requirements for environmental management and carbon reduction.	Short-term/medium term	The company is running, downstream	The report also highlights the importance of improving the quality of ISO management systems, compliance with environmental regulations, product environmental documentation and customer auditing.
The use of resources is improved	The report also highlights the importance of reducing environmental impact and regulatory risks through water, waste and chemical management.	Short-term/medium term	The company is operating	The report also highlights the importance of the country's water resources, its waste classification, pollution prevention and chemical management.
Green procurement and supply chain resilience	The report also highlights the importance of the environmental protection of the supply chain and the importance of the sustainable use of energy and the environment.	The Middle Ages	The company is running	The report also highlights the importance of ensuring that suppliers comply with RoHS, REACH and customer environmental standards and gradually strengthen the ESG management of suppliers.
sustainability	The report also highlights the importance of	Short-term/medium	The company is	The TCFD architecture is designed to reveal

information reveals and companies are talking	improving climate information disclosure and management mechanisms to increase transparency, customer confidence and investor confidence in the company.	term	running, downstream	climate governance, strategies, risk management and metrics, and to gradually improve the quality of information.



2.6.3 Impact Assessment of Climate-related Risks and Opportunities

The company's climate risk and opportunity impact on its operations, finances, strategies and value creation will be assessed and the potential impacts will be divided into increased costs, increased capital expenditure, interruption of operations, changing customer demand, regulatory compliance with stress, product development opportunities and corporate reputation. The company's assessment enabled it to identify priority management projects and incorporate climate-related issues into its operational decisions and risk management processes.

▼ Climate impact and consequences

The risky project	Financial and operational impact	The extent of the impact	The possibility of this happening	The policy of management
Greenhouse gas laws and carbon tax requirements	The cost of the project is expected to increase, with the potential for increased inspection, external verification, carbon costs, consulting and internal management costs.	The following is a list of	The following is a list of	The report also highlights the importance of the new greenhouse gas emissions monitoring system in the country, which is expected to be implemented in the coming years.
Customer demand for low-carbon supply chain	If the customer's carbon disclosure or environmental documentation requirements are not met, it may affect the audit results and order opportunities.	The following is a list of	The following is a list of	The report also highlights the importance of the new technology in the world of consumer information, including the use of new technologies to improve customer demands, product environmental documentation, supplier documentation and sustainability information disclosure.
Energy prices rise	The cost of electricity and energy is increasing, which could reduce gross domestic product and operating performance.	High	The following is a list of	The project is aimed at promoting energy efficiency, energy efficiency, energy efficiency and energy management modules.
The need for low-carbon investment in equipment	The government has also announced that the cost of energy efficiency and equipment replacement could increase capital spending in the short and medium term.	The following is a list of	The following is a list of	The project is designed to replace energy-saving equipment in phases, depending on the benefits of investments and the degree of ageing of the equipment.
Extreme rainfall	This may result in disruptions in the operation of the plant,	The	The low to the	The government has also announced plans to

and flooding	delays in logistics, damage to equipment or disruption of supply chains.	following is a list of	middle	strengthen the watershed, emergency response, emergency supplies and insurance.
Drought and Water Pressure	The new system will be used to control the water supply, cooling systems and plant operations.	The following is a list of	The low to the middle	The report also highlights the importance of water conservation and water recycling in the country.
The peak of heat and electricity	The new system will be used to increase the load of air conditioning and cooling equipment, and to boost energy costs and maintenance needs.	The following is a list of	The following is a list of	The new system will be used to improve the maintenance of cooling systems, air conditioning systems and equipment, and to reduce peak electrical pressure.

▼ Climate change and climate change impacts and response

Opportunity projects	The potential benefits	The extent of the impact	The possibility of this happening	The strategy is to respond
Energy efficiency improvements	The government has also announced that it will reduce electricity costs and improve operational efficiency.	High	The following is a list of	The project is aimed at promoting energy efficiency and energy efficiency in the energy management modules and processing.
The demand for low-carbon products is increasing	The company is also working on a new product called LED, which will help to improve the market opportunities for high-efficiency LEDs, optical communications and silicon photonics.	High	The following is a list of	The company is also committed to continuing to invest in research and development, enhancing the joint development of high-value products and customers.
Green Supply Chain Cooperation	The company has also been involved in the development of ESG's customer base.	The following is a list of	The following is a list of	The report also highlights the importance of the ISO management system, customer auditing and environmental document management of suppliers.
The use of resources is improved	The government has also been working to reduce the costs of waste, water and chemical management and the environmental risks.	The following is a list of	The following is a list of	The report also highlights the importance of the environment and the need to continue to drive environmental management, pollution prevention and resource efficiency.
Sustainable transparency of	The new policy aims to increase the confidence of investors, customers and executives in corporate	The following	The following is a list of	The report also highlights the importance of improving the quality of TCFD, greenhouse

information	governance and sustainable management.	is a list of		gases, energy, water and waste.
Supply chain resilience is improved	The report also highlights the importance of reducing the risk of supply cuts caused by raw materials, cycles and climate events.	The following is a list of	The following is a list of	The government has also set up a support system for business risk management, decentralized purchasing and critical raw materials.

2.6.4 Climate-related Metrics and Targets

To effectively track the impact of climate-related risks and opportunities, the company has identified greenhouse gas emissions, energy use, water management, waste management and energy efficiency as key climate-related indicators. At this stage, the company has prioritized the establishment of basic data and management systems and the gradual improvement of climate management through the ISO 14064-1 greenhouse gas inventory, ISO 14001 environmental management system and energy efficiency improvement measures.

▼ Climate-related management indicators

The management is oriented	The target	How to manage in 2025
Greenhouse gas management	Greenhouse gas emissions in the first and second categories	The report also highlights the importance of greenhouse gas emissions in the global economy, and the importance of climate change in the global economy.
Energy Management	The first is the energy efficiency, energy density and energy efficiency.	The project is aimed at improving energy efficiency and promoting the use of energy-efficient equipment.
Water management	Water management in quantity, processing and factory	The report also highlights the importance of water efficiency in the country and the importance of water conservation and water resources.
Waste management	The waste is produced, classified and treated in a manner that is not harmful to the environment.	The waste management system is based on environmental management, which is the classification, storage, clearance and reporting of waste.
Climate risk management	Climate change risks and opportunities identified and measures taken to address them	The TCFD architecture identifies climate risks and opportunities and provides them with risk management and sustainability reports.
Supply Chain Management	The report also highlights the importance of the environmental protection documentation, RoHS/REACH compliance.	The company also announced that it will be offering its products to customers in the future, and that it will also be required to provide the main suppliers with environmental protection documents.

▼ Short- and long-term goals

Climate issues are important	Short-term objectives (1-3 years)	The goal is to achieve the goal of a sustainable development strategy.	The first is the "Generation of the Future".
Greenhouse gas and energy management	The first is the introduction of ISO 14064-1 standard 1 and standard 2 screening. The report also highlights the importance of the EU's efforts to reduce greenhouse gas emissions. The first is to select high-energy equipment and develop plans to improve energy efficiency.	The government has also launched an investigation into the use of greenhouse gases in the country. The report also highlights the importance of sustainable energy saving and carbon reduction, and the need to use verified emissions data as a basis for weight management. The report also highlights the importance of renewable energy and energy storage facilities.	The report also highlights the importance of the new greenhouse gas emissions and the need for a new environment. The first is the reduction of emissions. The government has also set up a long-term low-carbon operation and energy transition management mechanism.
Energy efficiency improvements	The project is aimed at replacing or improving low-energy equipment, including refrigerated water, cooling, air pressure, lighting and energy management.	The project is aimed at expanding the use of energy management systems to track the energy efficiency and energy efficiency of major facilities.	The new energy policy is to create a systematic energy management mechanism to reduce long-term energy costs and carbon emissions risks.
Climate risk management	The report also highlights the importance of climate change in the country, including the need to create a list of climate risks and opportunities, and to submit risk management and Sustainability Report.	The Global Climate Change Initiative has been established to regularly review climate change risks and to include significant climate risks in management-level decisions and assessments of resource expenditures.	The report also highlights the importance of building a resilient low-carbon operating model to reduce the long-term impact of extreme climate and transformation risks on companies.
Low-carbon products and R&D	The company has been developing high-efficiency LED, CWDM LD and optical communications products to meet the demands of customers for energy saving and efficient applications.	The report also highlights the importance of the new technology in the world, including the use of low-carbon, high-energy products and the increasing proportion of high-value-added products.	The company has established a competitive advantage in the market for low-carbon photovoltaic applications through product innovation and collaborative development with customers.
Supply of hydrogen and climate	The company is also required to provide the necessary environmental documentation to ensure that the major	The report also highlights the importance of the EU's efforts to strengthen supplier ESG and climate risk management, and to provide gradual supplier	The report also highlights the importance of the development of a climate resilient and low-carbon supply

management	suppliers comply with environmental regulations and customer requirements.	assessment or documentation censorship.	chain management system.

➢ Energy and climate management measures by 2025

The company is continuing to push for energy efficiency and environmental management improvements through 2025, with key measures including:

- The report also highlights the importance of the use of greenhouse gas emissions in the global economy, including the use of the newly developed technologies to reduce greenhouse gas emissions.
- Implement ISO 14064-1 greenhouse gas inventory to establish Scope 1 and Scope 2 emission data.
- Continue operating the ISO 14001 environmental management system, strengthening management of energy, waste, pollution prevention, and environmental regulations.
- Review the energy efficiency of chillers, water pumps, cooling towers, air compressor systems, and lighting equipment, planning equipment replacement or improvements.
- Promote energy-saving measures such as hot water recovery, LED lighting replacement, and energy management modules.
- Continuously collect product environmental compliance documents and sustainability-related information to meet customer and supply chain requirements.
- Disclose climate governance, strategy, risk management, and indicators/targets following the TCFD framework to enhance climate information transparency.

➢ **The following steps are taken:**

In the future, the company will continue to strengthen the following activities as the climate management core, with "baseline data building, energy efficiency improvement, climate risk management, low-carbon product development".

- Improve the quality of greenhouse gas inventory data and gradually assess the feasibility of external verification.
- Establish electricity monitoring and energy-saving tracking mechanisms for major energy equipment.
- Incorporate climate risks and opportunities into the annual risk management and capital expenditure evaluation processes.
- Strengthen product carbon information, environmental compliance, and supply chain data management according to customer and regulatory requirements.
- Continue to promote R&D of high-efficiency, energy-saving, and low-carbon application products.
- Enhance plant response, supply chain backup, and business continuity management under extreme weather conditions.

Through these management measures, Tekcore will continue to improve the maturity of its climate governance, reduce climate risks to its operations, financial and value-added impacts, and seize the market opportunities that come with a low-carbon transformation and demand for high-efficiency photovoltaic products.



2.7 Information Security

With the rise of digitalization, customer data exchange, supply chain collaboration and information system dependency, information security has become a major issue for corporate operational resilience, customer trust and corporate governance. TEKCORE focuses on protecting information assets, managing personal data, operating system stability and protecting customer privacy, and places information security risks within the scope of its risk management and internal controls.

The company is working to reduce the risks of information leakage, system interruption, data damage, unauthorized access and malware attacks through information asset dashboards, account privileges control, system backups, anti-virus software, security awareness, confidentiality agreements, external management and internal audits to ensure the confidentiality, integrity and availability of the company's operational information, customer data and critical systems.



2.7.1 Information Security Management Policy

➢ The goal of security management

TEKCORE's core goal is to "protect information assets, ensure continuous operations, maintain customer trust, and reduce security risks", and to strengthen the company's overall security and resilience through institutionalised management and continuous improvement.

▼ **The company's goal for information security management is to:**

The goal is to manage	Description
Protecting information assets	The company's main business is to ensure that the company's critical operational data, customer data, employee data, financial data, R&D data and system equipment are properly protected.
Keeping the system available	The first step is to reduce the impact of system disruption on operations through backup, backup, monitoring and exercising.
How to prevent unauthorized access	The government has also announced that it will implement account, password, permissions and lockdowns to prevent unauthorized use, modification or disclosure of data.
Strengthening awareness of workers' safety	The report also highlights the importance of information security for employees through education, training, awareness-raising and confidentiality agreements, which help them understand their responsibilities for information security and how to follow them.
The first is the protection of personal and customer privacy.	The report also highlights the importance of focusing on personal and sensitive information and reducing the risk of data leakage or misuse through a management system.
Continuous improvement of the management system	The report also highlights the importance of improving the quality of information security management through internal audits, self-checks and event reviews.

➢ Information security governance and responsibility sharing

The company's Information Security Reasoning Information Unit is responsible for the day-to-day operation of the information system, security control, account authorization management, backup, security awareness and handling of unusual events. The report also states that the company's data protection and information security policies are in place to ensure that the data is kept and used properly. The audit unit has included the controls on information security and personal protection in the scope of the audit, and has made recommendations to improve the results of the audit, according to its annual audit plan.

The company's internal procedures for reporting to management or the board of directors on major security risks, internal controls of the audit results or information security that may affect operations, to strengthen governance oversight and risk control.

The unit	The main responsibilities
The Board/Management Staff	The report also highlights the importance of monitoring major information security risks and internal controls on enforcement situations, and, where necessary, monitoring major improvements.
The information unit	The company is responsible for the maintenance of information systems, security control, account authorization, backup, anti-virus software, security incident handling and security awareness.
The use of the unit	The company's website states that it uses information systems and data, keeps account passwords properly, and works with fund management and education advocacy.
Human Resources and Related Rights Unit	The report also highlights the importance of the newly formed employee confidentiality agreement, removal of dismissal accounts, personal wealth management and sponsorship of collateral.
The purchasing and external management unit	The company's information services or related third-party contractors are required to sign confidentiality agreements and to protect the company's information assets under contracts or management requirements.
The Audit Office	The report also highlights the importance of the information security and personal protection controls as part of the annual audit, monitoring the implementation of the system and improving tracking.

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➢ Information security management measures

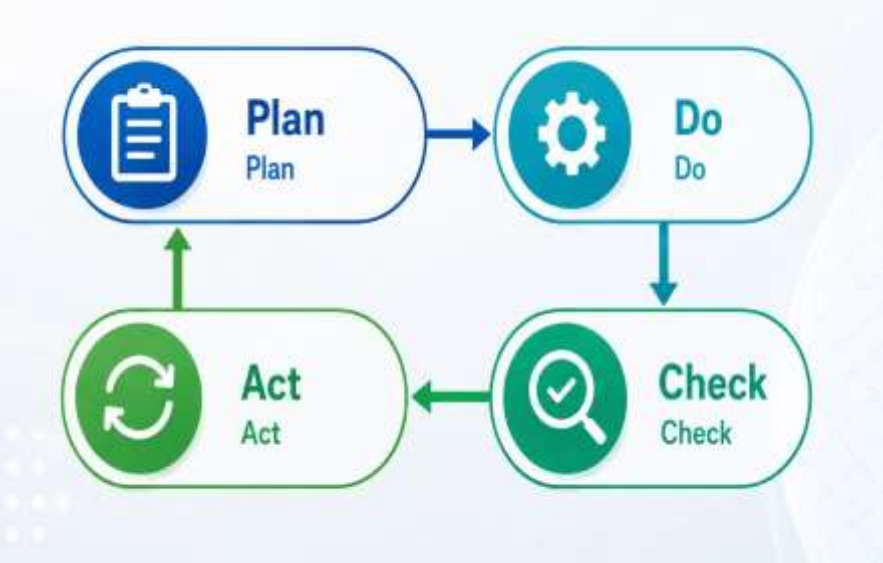
▼ The company has established the following management measures based on information security risks and operational needs:

The management is oriented	Specific measures
The information asset management	The report also highlights the importance of the reporting of the data and the need to ensure that the data is kept in a safe and secure environment.
Account and permissions management	The government has also called on employees to keep their accounts, passwords and permissions in good condition and to use them responsibly, and to change passwords regularly. The government has also announced that the new account will be closed or modified in the event of a change or dismissal of employees.
System backup and backup	The important information systems or equipment are built with the right backup, backup or monitoring mechanisms, and regularly tested and exercised to maintain system availability.
Protecting against toxins and malware	The first is to install anti-virus software on a personal computer and to regularly check for virus code updates. The government has banned the use of unauthorized software to reduce the risk of malware and licensing.
Internet and vulnerability management	The report also highlights the importance of improving firewall management, fixing software and bug updates, reducing external attacks, unauthorized connections and system vulnerabilities.
Airports and facilities management	The new system will be implemented in the future, with the aim of maintaining the stability and security of the system.
Education and training	The newly-formed staff must sign a security and confidentiality agreement to ensure the security of information and personal data protection, and to provide training and publicity on the information security and personal data protection issues.
The company is a global leader in the field of digital marketing.	The company's data protection and privacy policy is designed to protect the privacy of its customers, and to ensure that the information is not accessed, misappropriated, damaged or misrepresented without authorization.
Business continues to operate	The new system will be implemented in the future, with the aim of creating a continuous operational management mechanism and regular testing and exercises to ensure that the necessary operation is maintained in the event of major anomalies.
Internal audit	The report also states that the government has been conducting internal audits every year to verify the effectiveness of information security and the system of personal asset protection.

➢ PDCA continues to improve its mechanisms

The company has established and maintained a "Plan-Do-Check-Improve-Act" model to build and maintain information security management measures, and continues to improve security management through information asset benchmarks, risk assessment, control work execution, internal audits and improved tracking.

The PDCA Stage	The content is executed
Plan and plan	The report also highlights the importance of the key information systems, personal data and key assets, and the assessment of information security risks and the planning of controls.
Do execute	The report also highlights the importance of the new rules for the implementation of account authorization, backup, anti-virus, lockdown, security awareness, confidentiality and system maintenance.
Check and check	The report also highlights the importance of the role of the government in the fight against corruption and the need for a more effective control system, including through internal audits, self-checks, backup tests, authorisation checks and the recording of abnormal events.
Act to improve	The results, incident tests, system weaknesses and business needs are reviewed, management measures are adjusted and improvements are tracked.



➢ The news and response to the security incident

In order to reduce the impact of information security incidents on the company's operations, customer data and company complaints, the company has set up a mechanism for handling and reporting unusual incidents. When suspected information security incidents are detected, the relevant personnel should immediately inform the information unit or the responsible authority, and the information unit will make a preliminary assessment, verify the extent of the impact, eliminate the incidents and restore the work. The government has also been able to provide a number of new information and tools to help the government improve the situation.

The process of handling security incidents is as follows:

The process	The content is executed
1. The incident was discovered	The report also highlights the importance of the use of the Internet to prevent the spread of information.
2. Immediately report	The reporting unit and the responsible authorities have the responsibility to verify the nature and extent of the impact of the incident.
3.The case was handled.	The first is to isolate, block, restore data, repair systems or other necessary response measures.
4.The results of the survey were published in the journal Nature.	The report also highlights the importance of the data breach, the disruption of operations, customer data, personal data, or significant system impacts.
5. Improve tracking	After the event is completed, the cause is analyzed, improvements are proposed and the execution is monitored.
6. Manage feedback	The reporting of serious incidents to the management or board of directors is done in accordance with internal procedures and is to be reported or disclosed in accordance with the rules of the governing body.

➢ Privacy and privacy protection for customers

The company focuses on protecting customer information and personal data and protects the data security of customers, employees and business visitors in accordance with relevant laws and internal management systems. The company has been working to reduce the risk of unauthorized access, use, disclosure or loss of personal data through its personal data clearance points, rights controls, confidentiality agreements, confidentiality agreements with third-party vendors, and educational publicity.

The company's privacy and personal data protection practices are as follows:

Project management	How to manage
The data base	The report also highlights the importance of the data collection and management of personal data and important information assets, as well as the conservation, use and management of rights.
The rights control	The report also states that the government has set up a number of access rights to access
The database	The company's database is based on the company's backup and recovery code.
Education and propaganda	The company's mission is to promote awareness among employees of customer data and personal protection through awareness raising through securities and asset protection.
The report also highlights the importance of the	The security process is informed, handled and improved in case of suspected data leakage or private property incident.
	information based on the needs of the job, which prevents unrelated people from accessing sensitive information.
The secretary	The newly-formed staff signed a security-security agreement. The company has signed a confidentiality agreement.



➢ The information security situation in 2025

The company will continue to implement information security and personal data protection management measures in 2025 and will submit its annual audit work on information security and personal data protection controls to the audit program. The report also highlights the importance of the role of the government in improving the security of information, including through the promotion of security, information asset management, reserve provision, control of rights and internal audits.

Project	The situation is executed in 2025
The security crisis is a major financial crisis	The report also highlights the importance of the new rules for the financial sector.
The loss of the capital as a result of major security incidents	No, I did not.
The report also highlights the importance of the data protection and privacy issues in the country.	There are no major events.
Internal audits on information security and personal protection	The report also highlights the importance of the new rules for the use of the internet.
Education and Social Security Advocacy	The government has also launched a campaign to promote information security and personal data protection.
The newly-formed staff secret management	The newly-formed staff signed a security confidentiality agreement with the National Security Council.
The secret management of foreign manufacturers	The report also states that the government has not yet approved the release of the information, and that the information is not available to the public.
The system backup and operations continue	The first is the implementation of the basic system backup, backup, monitoring and training.

➢ The future is stronger

Facing rapidly changing cybersecurity threats and increased customer demands for data protection, our company will continue to strengthen information security governance and management maturity. Our future direction includes

◆ Continuously inventorying information assets, personal data, and critical systems to enhance cybersecurity risk assessments.

◆ Strengthening account permissions management, password policies, system access logs, and periodic review of permissions.

◆ Continuously improving firewalls, antivirus, vulnerability patching, backup and redundancy, and system monitoring mechanisms.

◆ Regularly conducting cybersecurity awareness and personal data protection education to raise employees' cybersecurity risk awareness.

◆ Strengthening confidentiality and cybersecurity management requirements for outsourced IT service providers.

◆ Regularly practicing system recovery and business continuity mechanisms to reduce operational interruption risks.

◆ Evaluating the implementation of more comprehensive information security management systems to gradually enhance information security governance and management maturity.

◆ Continuously including information security and personal data protection in annual audits and internal control reviews.

Through these measures, ThaiGu Optoelectronics will continue to enhance information security protection, incident response, and operational recovery capabilities, reducing the impact of information security risks on company operations, customer trust, and stakeholder interests.



3 Products and Services

3.1 Products and Services

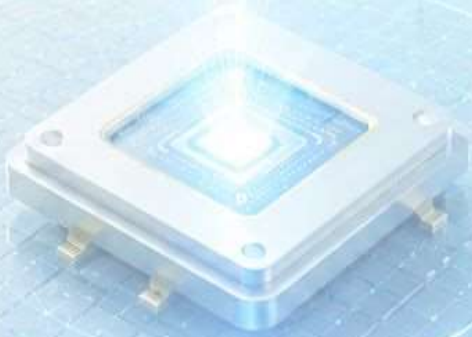
3.1.1 Overview of Products and Services

TEKCORE is a leading manufacturer of LED silicon crystals and granules, with its main products covering blue, green, ultraviolet and phosphate silicon crystals and granules such as yellow, pink, red, red, and infrared, and provides product specifications, processing and quality assurance services to customers according to their application requirements. The company has developed design, raw material control, process management, quality control and customer service as core processes to ensure product quality, reliability and delivery stability through its quality management system and internal control work.

In the face of the continuous transformation of the LED application market and the growing demand for high-efficiency and high-reliability products from downstream customers, the company is actively engaged in the development of products such as automotive, wearable devices, infrared applications, optical communications and silicon photonics, in addition to continuously deepening its existing LED industry technology, to improve its long-term competitiveness through product combination optimization, process improvement and energy build-up in research and development.

The company sees product service management as an important foundation for sustainable operations, ranging from customer demand verification, product development, supplier and raw material management, processing quality control, product inspection to after-sales service and customer feedback, and the establishment of a complete product quality and service management mechanism as an important basis for increasing customer satisfaction, reducing quality risks and strengthening market confidence.





3.2 Product Health and Safety

TEKCORE focuses on product quality, customer health and safety and product environmental compliance management, and sees it as an important foundation for maintaining customer trust, reducing operational risks and driving sustainable operations. The company's main products are LED silicon crystals and crystals, which are used in lighting, display, vehicle use, sensing and other electronic products for downstream customers, so product quality stability, prohibited use of materials management, customer compliance and abnormal improvement mechanisms are at the heart of the company's product responsibility management.

The company continues to strengthen product quality and safety management through its quality management system, product inspection, process control, supplier management and customer feedback mechanisms. From raw materials, processing, production, product inspection, shipment management to customer feedback, companies implement quality control and improved tracking according to internal management procedures to reduce the risk of product quality abnormalities, non-compliance with hazardous substances, customer return or product recall.

In terms of product environmental codes, the company manages products based on customer requirements and trends in international law, targeting the use of banned substances in products, and manages supplier documents through related inspections such as RoHS, REACH, and other processes to ensure that products meet customer and regulatory requirements. The company continues to develop customer feedback on product quality, turnover, service and technical support through customer satisfaction surveys, handling customer complaints and improving cross-sectoral mechanisms, as a basis for further product development, process improvement and service optimization.

▼ The following are the main priorities of product health and safety management:

The management is oriented	The focus of management	The article is about
Product Quality Management	The report also highlights the importance of quality management systems, process control, product inspection, internal and external audits and continuous improvement.	3.2.1 Product Quality Management
Product Risk Assessment	The product is not in compliance with customer requirements, and the product is recalling risk management.	3.2.2 Product Risk Assessment
Customer Relationship Management	The report also highlights the importance of customer satisfaction surveys, handling customer complaints, customer feedback analysis and improved tracking.	3.2.3 Customer Relationship Management
Supply chain quality management	Quality of raw materials, supplier inspection documents and supplier review management	4.2 Supply Chain Management

3.2.1 Product Quality Management

TEKCORE is a leading manufacturer of high-gloss LED silicon crystals and crystals, and product quality is an important basis for maintaining customer confidence, strengthening market competitiveness and driving sustainable operations. The company, which maintains the quality management concept of "quality first, customer first, continuous improvement", ensures that product quality, reliability and stability of delivery meet customer needs and relevant regulatory requirements through quality management systems, process controls, product inspection and customer feedback mechanisms.

The company has established quality management processes covering R&D design, raw material inspection, processing quality control, finished product inspection, abnormal handling and continuous improvement, and is implementing quality tracking and improvement according to internal management procedures. In the development and production phases of the product, the company uses cross-sectoral collaborative mechanisms to manage customer needs, product specifications, processing capabilities, quality standards and test results to reduce product anomalies, return risks and customer claims.

To enhance the effectiveness of the product quality and management system, the company continues to maintain relevant certifications such as ISO 9001, ISO 14001, ISO 45001, ISO 45001 Occupational Safety and Health Management System and IATF 16949 Automotive Quality Management System, and to ensure that quality management works in accordance with international management standards and customer requirements through internal audits, external verification and improved tracking mechanisms.

The company also focuses on environmental compliance and hazardous substance management, targeting product-related substance use restrictions, customer compliance checks and documentation management in accordance with international regulations and regulations, reducing product compliance risks, and increasing customer confidence in product quality and sustainability management capabilities.

The quality management process:

Customer demand verification → Product specification censorship → Raw material raw material inspection → Processing quality control → Product inspection → Shipping management → Customer feedback and abnormal improvement → Continuous improvement of tracking



▼ TEKCORE quality system certification

The system is managed by the government.	I'm not going to be able to get a job.	The certificate is valid
ISO 9001 quality management system	2002/12/18	2024/09/23 - 2027/09/22
The following is a list of environmental management systems:	2011/07/14	2023/08/15 - 2026/07/03
ISO 45001 system for occupational safety and health management	2002/09/26	2023/09/26 - 2026/09/26
IATF 16949 - Quality management system for the automotive industry	2018/10/31	2024/09/23 - 2027/09/22



TEKCORE focuses on product quality, customer health and safety and environmental compliance management, and incorporates product risk management into operational processes such as R&D design, raw material procurement, processing control, product inspection and customer service to reduce risks such as product quality abnormalities, non-compliance with hazardous substances, customer return or product recall.

The company's main product risk sources include product specifications not meeting customer requirements, poor quality stability in processing, raw materials or suppliers' delivery of abnormal quality, restrictions on the use of environmentally harmful substances that do not meet legal or customer requirements, and the risk of customer complaints or returns from product applications due to abnormal quality. To reduce these risks, the company has continued to strengthen product quality stability through its quality management system and related internal management procedures, including raw material inspection, process quality monitoring, finished product inspection, abnormal analysis and improved tracking.

In terms of product environmental standards, the company manages the product's banned substances in accordance with customer requirements and international legal trends, and regularly delivers the product to qualified laboratories for RoHS 10 controlled substances and REACH high-concentration testing to ensure that the product meets the relevant legal and customer standards. The company also uses a supplier management mechanism to request suppliers to cooperate to provide relevant test reports or declarations of compliance with the Environmental Directive to reduce the risk of unlawful supply of raw materials.

In case of product quality anomalies or customer feedback, the company is responsible for the analysis of causes, the planning and implementation of policy improvements, and the implementation of follow-up, and, where necessary, the launch of cross-sectoral review mechanisms to verify the effectiveness of the improvement measures. The company continues to reduce product risk to its customers, business operations and brand trust through quality management, customer feedback and supplier management mechanisms.

In 2025, the company will continue to carry out product quality and hazardous substances management work and to conduct product inspections in accordance with the regulations. During the reporting period, no major incident occurred that led to the recall of the products due to violations of the Hazardous Substances Control Regulations.

The results of the three-year review



▼ The RoHS REACH inspection report for 2025:



Product risk types	The potential impact	The management measures
The product quality is unusual	The report also highlights the impact of the crisis on the country's economy.	The report also highlights the importance of the new technology in the manufacturing sector, including the development of new technologies and the development of new technologies.
The quality of raw materials is unusual	The impact on process stability and product quality	The report also highlights the importance of the use of the internet to improve the quality of life of the people in the country.
The report also highlights the importance of the use of chemical substances.	The government has also been trying to get the country to move to a new country.	RoHS/REACH inspection, supplier documentation management, restricted substance control
The customer's standards are not met	The report also highlights the impact of the newly created "Consumer Relief" initiative on the country.	The company is also involved in the development of the product, including the development of new products, product specifications, customer requirements, cross-sectoral technical communication.
Changes in the format	The number of people who are suffering from depression is increasing.	The report also highlights the importance of the new technology in the country.



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3.2.3 Customer Relationship Management

TEKCORE is committed to long-term partnerships with customers and regards customer relationship management as an important management mechanism to improve product quality, strengthen market confidence and maintain operational stability. The company's main products are LED silicon crystals and crystals, and customer demand is driven by product specifications, process stability, cross-contraction, quality assurance and technical services, so the company continues to master customer demand and market change through cross-sectoral communication and feedback mechanisms as a basis for product development, process improvement and service optimization.

To establish an institutionalised customer interaction and problem-handling mechanism, the company has established an internal management system such as Customer Satisfaction Management, Service Process, Customer Special Requirements Management and Customer Complaints Process, based on customer service, quality tracking, abnormal improvement and customer feedback management. The company has worked with relevant departments, including operations, product management, R&D and manufacturing, to improve customer response efficiency and reduce operational risks from product quality abnormalities, delays in delivery or communication failures.

The company conducts annual customer satisfaction surveys of more than 1% of its turnover in the previous year, covering orders and supply processes, contact window services, product development cooperation, product quality performance and overall service quality. The survey was conducted by staff to notify customers of the purchase window via e-mail, fax, mail, in-person or telephone, and to answer questions from customers who had already submitted their internal comments to the relevant units. After the business unit completes the questionnaire recycling and the portfolio, the results of the survey will be provided to the relevant competent unit for analysis as a reference for further improvement and management decisions.

If the overall customer satisfaction survey scores below 85 points for the company's internal management standard, or individual assessment items show customer concern, the company will be asked by the authority to propose improvements to the lower scores or customer-reported priority items and to pursue improvements in execution performance to continuously improve product quality, service levels and customer satisfaction.



The number of responses to customer satisfaction surveys in 2025 was 9%, 100% recycling, and an average customer satisfaction score of 87%, down 3%, compared to 90% in 2024, but still above the 85%, internal management standards. The company will continue to focus on customer feedback, strengthen cross-sectoral improvement mechanisms, and refer customers to product development, quality improvement, turnaround management and service process optimization to strengthen existing customer relationships and support the company in expanding new customers and improving long-term operational resilience.

Project	The next year is 2021.	The next year is 2022.	The next year is 2023.	The next year is 2024.	The next year is 2025.
The number of responses (%)	20	20	20	19	9
The rate of recycling	100%	100%	100%	100%	100%
The customer satisfaction rate is average	89	90	88	90	87
Internal management standards	85	85	85	85	85

The first is the following:

The management is oriented	The following is a list of the most common types of	The purpose of the management
The customer needs communication	It's a business window, a technical discussion, and a day-to-day account of client needs.	The report also highlights the importance of the new approach to the development of the digital economy.
Product quality tracked	The report also highlights the importance of the role of the EU in the fight against quality irregularities in the EU:	Reducing customer complaints and returns risk
The survey of customer satisfaction	The survey is conducted annually for customers who accounted for more than 1% of sales in the previous year.	The first is to get a better understanding of the customer's product and service.
The complaint was dealt with	The complaint process is accepted, analyzed, improved and responded to by clients.	The new system will be implemented in the next few years.
Long-term cooperation	The company has also been involved in the development of products, improving quality and service processes, according to customer feedback.	The company's website is dedicated to improving customer focus and operational stability.


Customer Complaint Handling Process Flow
01
Receive Customer Complaint (CQN) / Customer Feedback
02
Conduct 8D Report Analysis
03
Establish D1 Cross-Functional Team
04
Define D2 Problem Description
05
Implement D3 Interim Containment Actions
06
Conduct D4 Root Cause Analysis
Is the Cause Abnormal?
Y
07
If Responsibility Lies with Supplier / Contract Manufacturer: Respond with 8D Analysis Report
N
Establish Risk for Occurrence / Detectability / Severity (RPN)
08
Implement D5 Corrective Actions
09
Verify D6 Corrective Actions
10
Implement D7 Preventive Measures
11
Complete D8 8D Report
12
Feedback to Customer and Close the Complaint

3.3 Innovation and R&D

3.3.1 Innovation and R&D

Innovation and R&D are key to TEKCORE's ability to maintain product competitiveness, respond to market demand and drive long-term operational transformation. The company's main products are blue, green, ultraviolet and phosphate light, yellow, pink, red, and infrared LED crystals and crystals, and it continues to expand its product development, process improvement, quality improvement and application market to strengthen the company's competitive base for LED and semiconductor-related supply chains.

The company is committed to the belief that the main source of technology is developed by long-term trained R&D personnel, through its own project research projects, and maintains close cooperation with downstream packaging plants. In recent years, the company has also actively expanded its research and development capabilities and has been developing professional technical talent and cumulative research energy through collaboration with external research institutions and university-related research units.

In 2025, the company continued to invest in the development of high-gloss, high-power, low-power and special-wavelength LED products, and the development results included ultra-high-gloss 4G products for cars, ultra-high-power infrared products, CWDM LDoptical communications products, high-gloss blue-melted LED products and ultra-high-gloss green light products for wearable devices, among others. The company's research and development focuses on the development of LEDs, which are not only a continuation of the company's core technology, but also on the integration of high-value applications such as automotive applications, sensors, wearables, optical communications and silicon photonics.

In its future development strategy, the company will continue to focus on the development of high-efficiency, high reliability and market-ready products, including the Red/Yellow Light Series for vehicles, the Four-Way Plant Light Series, the Ultra High Brightness Series, the high-efficiency white light product that meets the energy efficiency trends, and optical communications and silicon photonics related light sources. The company will also combine the technological needs of downstream customers and suppliers to develop products that meet market trends and customer applications to enhance the added value of products and create medium- and long-term growth potential.

The company sees R&D and innovation as a key driver of sustainable operations, by continuously improving product efficiency, quality stability and processing capabilities, reducing the quality risks of end-users, and supporting the development of energy-saving, efficient and highly reliable applications. The future of the company will continue to be driven by market demand, integrating R&D, manufacturing, product management and business unit resources, driving product mix optimization and technological upgrades, strengthening operational resilience and long-term competitiveness.



▼ The project is expected to be completed by 2025.

Project	The year 2025 is the year of the world.
Research and development costs	The new currency is 41,918 NT$ thousands
Research and development costs are proportionate to revenue	5.12%
Key results of research and development	The first is that the car is equipped with ultra high-light products such as the 4G 605, 610 and 620 and 630 nm.
Key results of research and development	Ultra-power infrared 830, 850, 880, 940, 1050, 1450 nm, etc.
Key results of research and development	CWDM LD 50/70 mW and other products
Key results of research and development	CWDM LD 100 to 400 mW and other products
Key results of research and development	High brightness blue silicon make-up LED product development
Key results of research and development	Wearable devices with ultra-high brightness green light

▼ The direction of development and the value of application

The direction of development	The main products/technology	The main application value
Vehicle use and high-light LEDs	The car is red/yellow, ultra-high brightness 4G.	The company is also a leading supplier of mobile phones and tablets to the world.
Infrared and sensing applications	The first is the infrared radiation detection of the infrared spectrum, which is the radiation detection of infrared radiation.	Support for sensing, monitoring and special application needs
Optical communications and silicon photonics light sources	CWDM LD 50/70 mW, 100 tons 400 mW of products	The market for connecting optical communications and high-speed transmission applications
Wearable devices	The product is a green light with a high brightness.	Support for wearable devices and sensing applications
High-efficiency lighting and display	High-efficiency white, blue and green light products	The report also highlights the importance of the use of digital technologies to address energy savings, efficiency and visual applications.

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4 Sustainable Supply

4.1 Industry Supply Chain

TEKCORE is a leading provider of LED technology, primarily engaged in the development, manufacture and sale of LED silicon crystals and crystals, with products covering blue, green, ultraviolet, hydrogen chloride, yellow, red, red, near-infrared, shortwave infrared, and LED crystals and crystals, and has expanded to applications related to CWDM LD crystals, optical communications and semiconductor testing. The company has built a supply chain management base based on product quality, turnover stability, technical support and sustainable contracts through the work of stable upstream suppliers of raw materials, equipment and technical services, and downstream customers with packaging and application end manufacturers.

4.1.1 Industry Overview

The LED industry is primarily concerned with raw materials, baseboard manufacturing, crystal growth, crystal production, packaging and end-use. In general, the manufacture of industrial panels, crystals and crystals is upstream, the manufacture of packaging is downstream, lighting, display, vehicle use, sensing, wearable devices and other electronic applications are downstream. TEKCORE is focused on the production of LED silicon crystals and crystals, which are important factors in the company's operations and competitiveness in terms of technology and capital intensive industry models, product quality, process yield, stability of raw materials and customer standards.

In recent years, the LED industry has gradually shifted from competing with standard products to markets for high brightness, high power, special wavelengths, automotive applications, sensors, optical communications and other high-value applications. Faced with changing end-use demand, price competition, fluctuations in raw material costs and geopolitical uncertainties, the company continues to optimize its product mix, develop innovation, improve quality and supply chain management, improve operational resilience and market resilience.

In addition to continuing its existing LED silicon crystals and crystals products, the company will continue to expand its business in 2025 in line with the growth of the Group's operations and market demand, with revenue items including crystals and crystals, display card detection, server detection and IC detection packaging processing. The company will continue to build on its LED technology and will combine semiconductor testing, optical communications and silicon photonics to develop applications that will drive product and service mix adjustments to enhance long-term operational competitiveness.

4.1.2 Supply Chain Structure

TEKCORE's supply chain is divided into three main blocks: upstream suppliers, corporate operations and downstream visitors. The top-flow suppliers mainly provide raw materials, equipment, parts, technical services, sales services and other services needed for operations. The company's

operations include research and development, design, crystal growth, crystal processing, quality control, product verification, inspection services and shipment management. The following visitors are mainly direct manufacturers, packaging companies, agents and other end users of applications.

The company focuses on supply chain stability and cooperation, ensuring that key suppliers can support the company's production and customer needs through its assessment, turnaround and quality management, documentation inspection requirements and necessary auditing mechanisms. In 2025, there will be 45 first-tier suppliers, with a mainly Taiwanese and Chinese region, including South Korean suppliers. The first-tier supplier purchases accounted for 31.4% of the total purchases made in the year. The company will continue to focus on risks such as supply source concentration, fluctuations in turnover and raw material quality, and will consider operational needs to evaluate alternative supply sources to improve supply chain resilience.

For downstream customers, the company's main service objectives include direct manufacturing plants and agents, and the range of products and services offered includes LED crystals and crystals, technical services and related detection services. The number of tourists arriving in 2025 is mainly in Taiwan, mainland China, South Korea and Europe and the United States. The company is committed to strengthening customer collaboration through customer needs communication, quality feedback, technical support and collaboration in developing new products, and to providing feedback to customers to help them make better product and operational decisions.

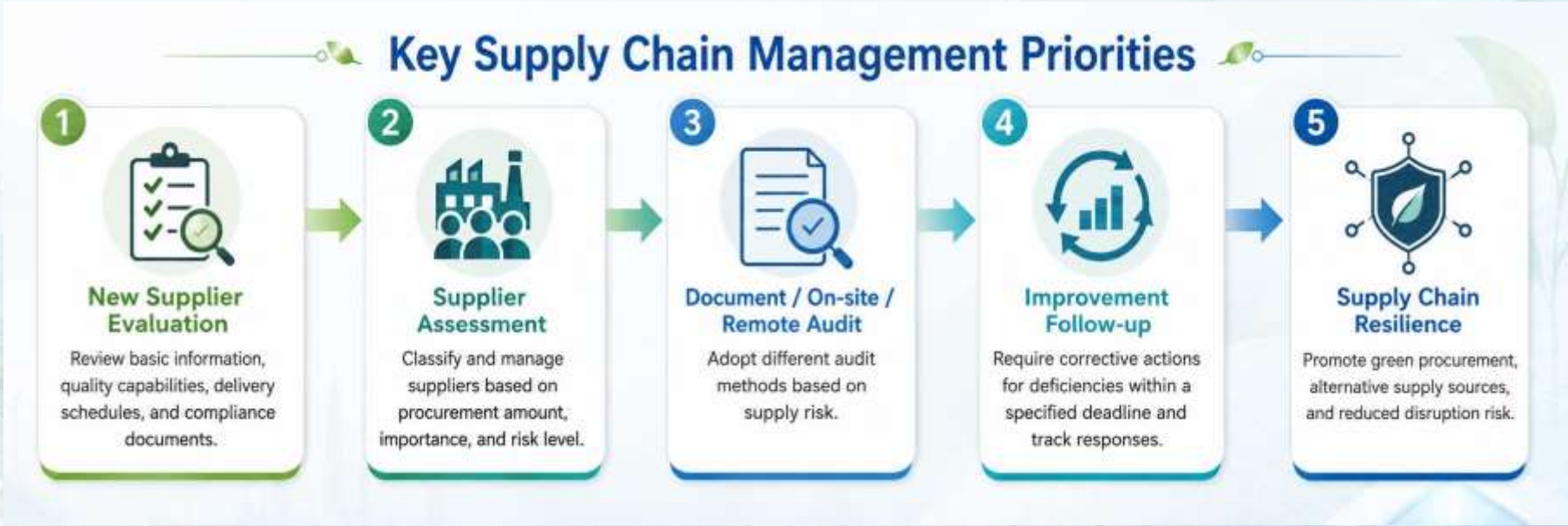


4.2 Supply Chain Management

The stability of supply chains is an important basis for Tekcore to maintain product quality, trade commitments and operational resilience. The company's main suppliers, which include raw materials, equipment repair, technical services, product supply and related operational services, quality of supply, turnover stability, cooperation and environmental compliance capabilities, are closely related to the quality of the company's products and customer service performance.

To strengthen supply chain management, the company has established internal supplier management procedures, to assess, evaluate, classify and improve its tracking mechanisms for suppliers, and to manage different ways based on the amount of purchases, importance of supplies, quality and interim performance and risk levels, planning document audits, field audits or video audits. The company also continues to implement green procurement and product environmental compliance management, requiring suppliers to cooperate to provide relevant inspection reports, certification certificates or documents complying with environmental guidelines to reduce the risks of supply chain quality and environmental compliance.

In the face of external risks such as fluctuations in raw material prices, supply source concentration and cycle uncertainty, the company continues to dominate market demand and operational demand by evaluating alternative supply sources to increase supply resilience and reduce the risk of supply disruption, in addition to maintaining long-term cooperation with core suppliers.



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4.2.1 Supply Chain Management Policy

TEKCORE's supply chain management policy is mainly divided into three phases: new supplier evaluation, existing supplier auditing and supplier guidance improvement, through an institutionalised management process to ensure that suppliers meet company requirements in terms of product quality, turnover, stability, compliance and related certification documents.

The management stage	The content is executed	The purpose of the management
New vendor ratings	The company's products and services are evaluated by the supplier based on basic information, product or service content, quality capabilities, cross-border cooperation, certification documents and environmental compliance data.	The company's new suppliers are in compliance with the company's procurement, quality and regulatory requirements.
The current supplier audit	Review by means of document auditing, field auditing or video auditing, based on the amount of purchases, risks to supply items and co-operation.	The company is also a leading supplier of products and services to the world, with a strong focus on supply quality, turnover, stability and cooperation.
Supplier-level management	The report also highlights the importance of the new approach to the supply chain in the country, which is based on the following:	The first is the development of a new technology, which will be developed in the future.
Improving tracking and guidance	Demand improvements and responses from suppliers to audit deficiencies or to evaluate anomalies, and track improvements by relevant units	The report also highlights the importance of reducing quality, maturity and contract risk, and improving the maturity of supplier management.
The report also highlights the importance of the new technology.	The report also highlights the importance of raw materials and the demand for the supply and evaluates other qualified suppliers.	The report also highlights the importance of the role of the government in the fight against corruption.

When evaluating suppliers, the company focuses on product quality, product turnover, supply stability, cooperation, related certifications and environmental compliance documents. The results of the evaluation were divided into three categories: A-level for quality suppliers, with priority for new product development or subsequent collaboration; The B-Class is a qualified supplier that can maintain normal purchases; The C-Class suppliers, who are not qualified, will have to come up with improvements and, if they do not meet the company's requirements after communication and overhaul, will be assessed for reducing purchases or ending cooperation.

4.2.2 Supply Chain Audit Performance

In 2025, the company will conduct a first-tier assessment of its suppliers according to the Supplier Management process. The report also highlights the importance of the new technology in the country, which is being developed by the government and the government. It is aimed at suppliers with larger purchases, higher risk of supply, or more important effects on operations, and is also designed to focus on auditing, auditing or video auditing in a more thorough manner. In 2025, a total of five key providers will complete field or video audits.

The results of the vendor review in 2025 were A-grade, no B-grade and no C-grade vendors. The lack of verification process was mainly due to the inaccuracy of the records, and the company has requested that the suppliers improve the deadline and that the relevant warehousing and procurement units follow up on the improvement of the response and execution situation. The company also continues to monitor the validity of the supplier certification, and as of 2025, it has obtained 16 suppliers of IATF 16949 vehicle certification.

Project	The situation is in place by 2025
Number of first-floor suppliers	45 people
The report was published in the journal The Guardian.	45 people
The main supplier of on-site or video audits	5 people
A-Class suppliers	45 people
The B-Class supplier	0 households
C-Class suppliers	0 households
The company has obtained IATF 16949 vehicle certification supplier	16 people
The main types of audit failures	The file is not accurate
How to improve tracking	The report also highlights the importance of the new rules for the implementation of the new rules and regulations.

In the future, the company will continue to strengthen its vendor review and auditing mechanisms and place management focus on quality, turnover, compliance, environmental compliance, certification effectiveness and supply risks of its suppliers. The company will continue to work with existing suppliers on core raw materials or products with higher supply concentrations, while evaluating alternative sources of supply to improve supply resilience and operational resilience.

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5 Environmental Stewardship

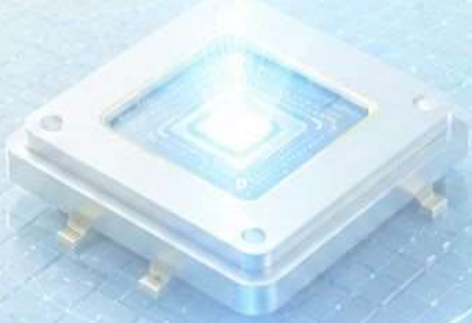
5.1 Energy Governance

5.1.1 Energy Management

In the face of global climate change, energy price fluctuations and low-carbon transition trends, energy efficiency has become an important management issue for manufacturing operational resilience and cost competitiveness. TEKCORE's main product line is based on stable power supply, so it has shifted energy management to day-to-day operations management, implementing energy efficiency and energy savings measures through energy use benchmarks, improving equipment efficiency, reducing operating costs and environmental impacts, and gradually strengthening low-carbon operations.

The company regularly collects data on energy use in various plants based on operational data points and processing characteristics, and through on-site monitoring and energy data collection, it gains control of the main sources of energy consumption and usage trends. The report also includes a link between energy use data and greenhouse gas emissions management, in conjunction with ISO 14064-1:2018 greenhouse gas analysis, as a basis for further energy efficiency improvements, emission reductions and management decisions. The report also highlights the importance of the greenhouse gas emissions monitoring to be carried out by plants 1, 2 and 3 by the end of 2025, to further improve the integrity of energy and carbon information.

In terms of energy management authority, the company is supported by the General Manager, who is responsible for approving and providing resources for energy management objectives, the Deputy Managing Director of the Light Electric Cluster, who is responsible for planning and coordinating energy conservation strategies across ministries, and the Department of Plants, who is responsible for monitoring, equipping and implementing energy conservation measures in each plant area. The company also promotes energy efficiency and sustainability through energy-saving publicity and internal education, raising employee awareness of energy saving and reducing carbon emissions, and implementing energy management into daily work.



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The government is not a government.	The role of the unit	The main job
The decision-making team	The CEO	The report also highlights the importance of energy efficiency and energy efficiency in the country.
The strategy is	Deputy General Manager of the Group	The project is designed to develop energy efficiency strategies, hold energy management meetings, and coordinate cross-sectoral improvements.
The executive layer	Ministry of Factory Affairs	The project is expected to be completed by the end of the year, with the aim of improving energy efficiency and energy efficiency.
The unit is used	The following is a list of the most common types of food:	The government has also been working on a number of initiatives to improve the energy efficiency of the country's economy.

5.1.2 Energy Consumption



▼TEKCORE Energy Consumption Analysis Table (unit: 1 billion gears GJ)

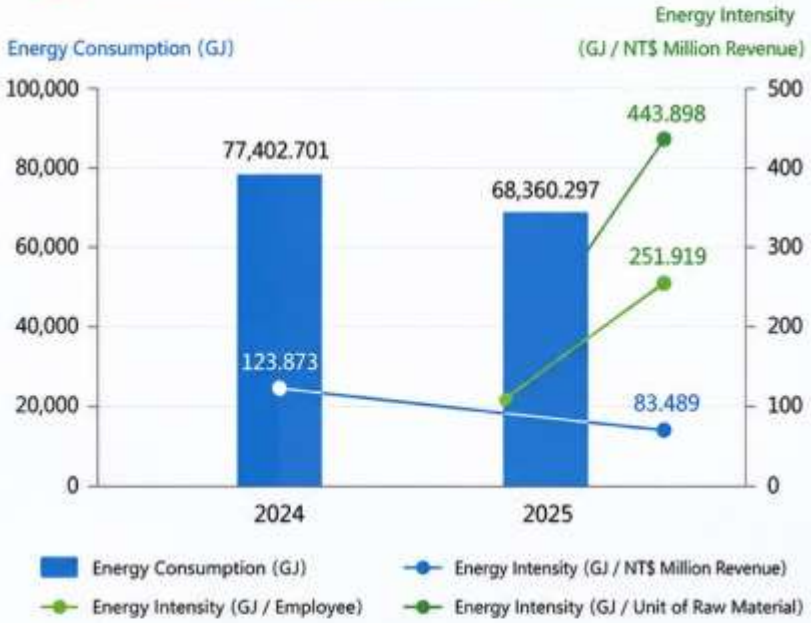
Energy projects		Energy consumption		Percentage of energy consumption	
		The next year is 2024.	The next year is 2025.	The next year is 2024.	The next year is 2025.
Renewable energy is exported	Solid renewable fuels	0.000	0.000	0	0
	Biofuels	0.000	0.000	0	0
	External purchases of electricity	0.000	0.000	0	0
	Other	0.000	0.000	0	0
Exports of non-renewable energy	Fossil fuels	62.849	161.486	0	0
	External purchases of electricity	77,339.852	68,198.811	100	100
	External energy purchase	0.000	0.000	0	0
	External purchase of cooling power	0.000	0.000	0	0
	Exporting steam	0.000	0.000	0	0
	Other	0.000	0.000	0	0
Total energy consumption of the country		0.000	0.000	0	0
Total consumption of non-renewable energy		77,402.701	68,360.297	100	100
Total energy consumption		77,402.701	68,360.297		
The report also highlights the importance of the new technology in the country.		123.873	83.489		
The report also highlights the importance of the energy sector in the country.			443.898		
The first is the energy density (GJ/ ton of waste)			251.919		

Note: The Heat Value uses the latest energy unit heat list announced by the Ministry of Economy's Energy Agency website to multiply energy consumption by unit heat value and convert it to 1 billion joules (GJ) to calculate energy consumption.

Energy Management

By monitoring energy usage performance and improving data accuracy, we continue to enhance energy efficiency and promote sustainable, low-carbon operations.

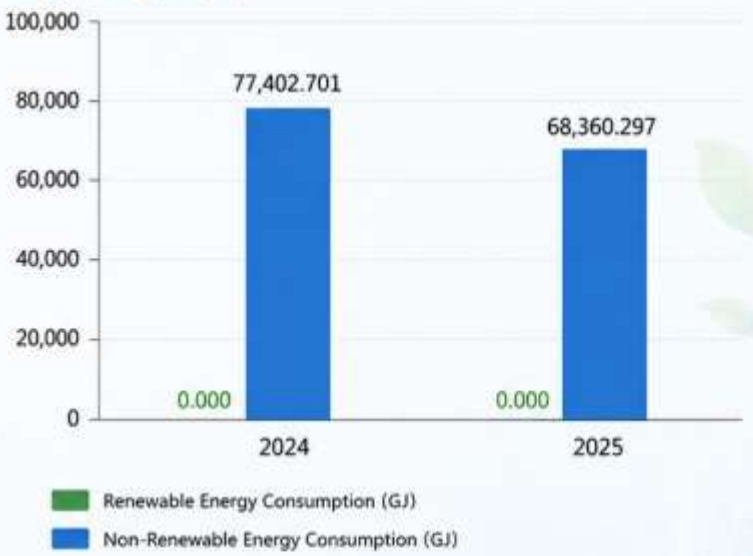
Total Energy Consumption and Energy Intensity Within the Organization in the Past Two Years



Notes:

1. Energy intensity (GJ / NT$ million revenue) = total energy consumption (GJ) / revenue (in NT$ million).
2. Energy intensity (GJ / employee) and (GJ / unit of raw material) data are provided for 2025.

Total Renewable and Non-Renewable Energy Consumption Within the Organization in the Past Two Years



Notes:

1. Renewable energy consumption for 2024 and 2025 is 0.000 GJ.
2. Non-renewable energy consumption includes major energy sources used in the organization.

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5.1.3 Energy Conservation Measures

TEKCORE uses energy consumption as a standard for energy efficiency management in 2024 and has delivered energy efficiency to important assessment projects for equipment replacement, process improvement and plant management. The company aims to reduce energy consumption by 5% year-on-year by 2026, by continuing to reduce energy use in its unit operations through the replacement of old, new, and more efficient energy systems and the digitalization of energy management.

The company's main energy saving measures will be focused on improving plant systems by 2025, including replacing the refrigerated water mains, efficient water pumps, cooling towers, air compressors and introducing recycled water heating systems to improve energy efficiency in public systems. The first is the use of a refrigerated water heater to replace a first-class energy-efficient heater, and the air-pressure heater replaces the existing heater with two 37 kW units. The recycling of water heating has replaced the original air conditioning heater with heating using hot water, which reduces the demand for electricity by increasing the heating efficiency.

In addition to improving facilities, the company has also launched an energy management module that will gradually digitize and visualize information on plant equipment, power consumption and emissions, as a basis for further energy usage analysis, abnormal management and energy efficiency improvement priorities. In the future, the company will continue to track the effectiveness of its energy-saving measures and, based on energy usage trends, changes in capacity and equipment efficiency, roll-adjust plans to improve energy efficiency and strengthen low-carbon operational capacity.



The following is a list of	Energy Conservation Measures	The content will be launched in 2025	The expected benefits of management
The equipment was replaced	The ice water host	The first class of ice water heaters replaced the two 500 RT old water heaters with a first class water heaters.	The first is to improve the efficiency of the ice water system and reduce the power consumption of air conditioning systems.
The equipment was replaced	High-efficiency water pumps	The new system will be replaced by a more efficient water pump	Reducing the energy consumption of the airport
The equipment was replaced	The cooling tower	Replacing the existing cooling tower	The first is to improve cooling efficiency and improve energy consumption of utilities.
The process and factory work improved	Recycling of water heating	The heating of the air conditioning boiler with the use of recycled water heaters is expected to be around COP 1, with the heating of the water heating projected to be around COP 2.5.	The air conditioner heats up the electricity
The equipment was replaced	Air compressor	Two new 37 kW air compressors replaced existing equipment	The air conditioning system is more efficient
Lighting improvements	LED lights	The project is to replace old LEDs with new LEDs	The first is to reduce the electricity consumption of lighting and improve the efficiency of lighting.
Data management	Module for Energy Management	Building visibility of energy information and carbon management	Strengthen energy monitoring, abnormal management and carbon reduction decisions

The company's overall energy consumption and energy density decreased by 2025 compared to 2024 through the introduction of the aforementioned energy-saving measures, showing that improvements in the efficiency of equipment and energy management measures have been gradually reflected in energy efficiency performance. While energy use is still affected by the production, product mix and operating times, future companies will continue to track the actual energy savings of energy-saving measures as a basis for future energy saving investments and carbon reduction pathways.

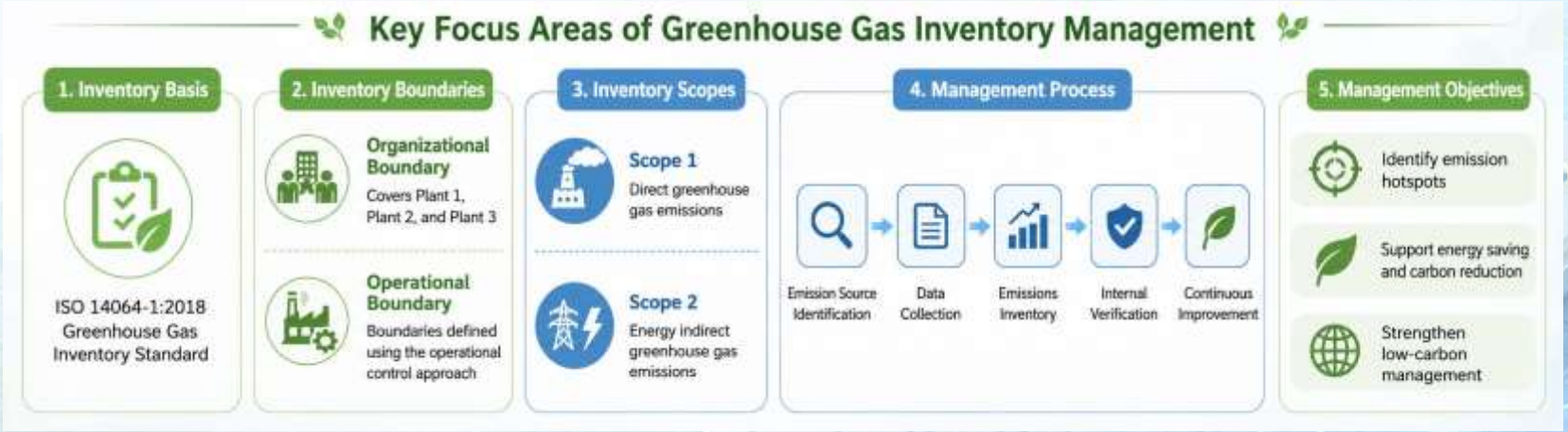
5.2 Emissions Monitoring

5.2.1 Greenhouse Gas Inventory

TEKCORE has been monitoring the greenhouse gas emissions from its operations, following ISO 14064-1:2018 greenhouse gas inventory standards since 2024, and is regularly conducting organised greenhouse gas inventory and setting operational control laws within the organization's boundaries. The scope of the survey covers one, two and three plants of the company, mainly exposing direct greenhouse gas emissions in category one and indirect greenhouse gas emissions in category two as the basis for the company's drive to reduce carbon emissions, improve equipment efficiency and manage low-carbon operations.

In 2025, TEKCORE's total greenhouse gas emissions were 9,440,7800tCO2e, with the first category of 463.3148tCO2e (4,9%) and the second category of 8,977.4652tCO2e (95.1%). Since the company's main source of energy use is for the export of electricity, and Category 2 emissions are the main source of emissions, subsequent carbon reduction management will be the main driving force for increasing the efficiency of electricity use, replacing high-energy equipment and strengthening energy monitoring.

The total emissions of greenhouse gases in 2025 were 2,461,6120 tCO2e, down by about 20.7%, compared to the total emissions of 11,902,3920 tCO2e in 2024. The report also shows that the country's emissions levels are 11.5 tCO2e/million yuan. The report also shows that the number of greenhouse gas emissions in the country has decreased by 19.0 tCO2e/million yuan this year compared to the reference year of 2024. The decline in emissions and intensity of emissions is mainly influenced by factors such as energy efficiency improvements, improved operational efficiency, and changes in production and product mixtures. In the future, the company will continue to track greenhouse gas emissions trends and gradually improve data quality and external verification plans, according to operational scale and regulatory requirements.



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▼ The report also highlights the importance of the global climate change strategy.

Project		The next year is 2024.	The next year is 2025.
Example One		1721.6300	463.3148
Example Two		10180.7620	8,977.4652
Total greenhouse gas emissions		11902.3920	9,440.7800
The report also shows that the country's emissions are low compared to the previous year's average.		19.0	11.5
The report also shows that the number of people with CO2 emissions is increasing.		75.3	60.9
The report also shows that the EU has a high level of emissions of carbon dioxide (tCO2e/ ton of waste) and that the EU is not a single country.		44.0	34.8
The number of emissions	Example One	0.0000	0.0000
	Example 3	0.0000	0.0000
	The total is	0.0000	0.0000

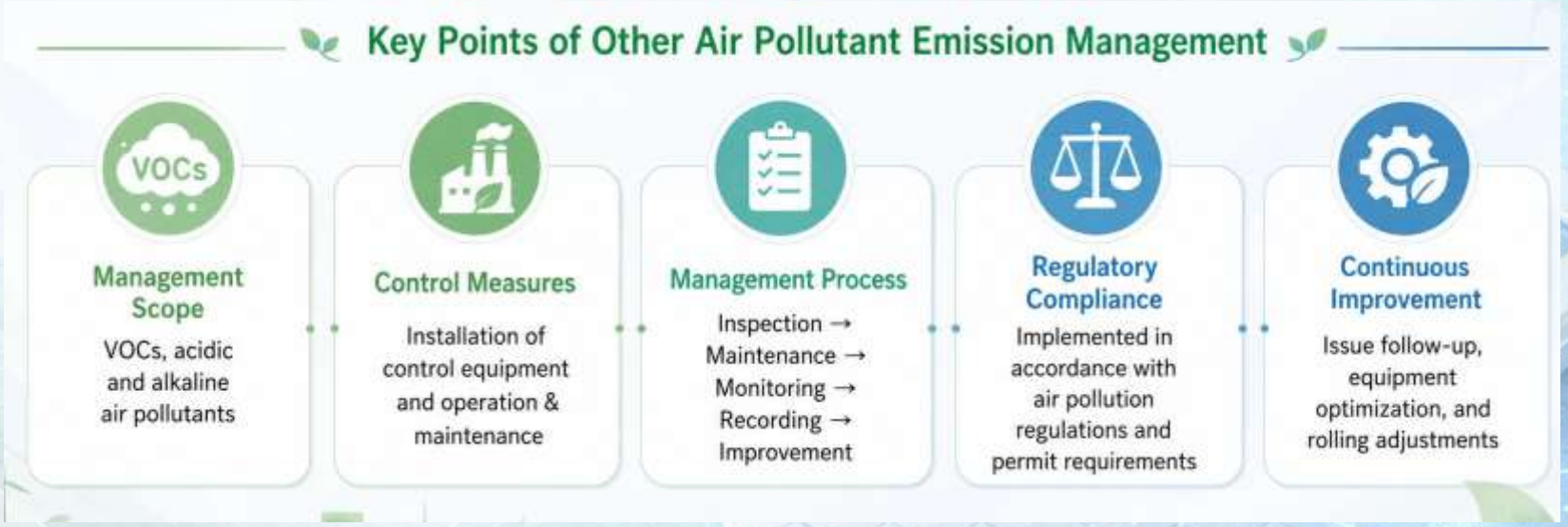
Note: This year's greenhouse gas scans cover one, two and three plants of Tekcore Co., Ltd.
Note 2: The standard for the inspection is ISO 14064-1:2018 and uses the operating control rules to set organizational boundaries.
Note 3: The greenhouse gases include carbon dioxide (CO2), methane (CH4), nitric oxide (N2O), hydrogen carbonate (HFC), hydrogen carbonate (PFC), sulfur sulfur sulfur (SF6) and nitric oxide (NF3), and a total of seven greenhouse gases.
Note 4: Emissions are the number of greenhouse gas emissions that are used in the administration's environmental announcement, and the potential value of global warming (GWP) is calculated according to the company's survey work and the adoption version.
The report also noted that the total emissions of PFCs in the range of 5:2025 to 2020 were 0.0000t CO2e.

5.2.2 Other Air Pollutant Emissions

TEKCORE is a manufacturer of volatile organic compounds (VOCs), acidic and hydrogenated gases, and air pollutants that can be produced during its production. To reduce the impact of the process emissions on the environment, the company has installed air pollution prevention equipment and regularly carried out maintenance, emission monitoring and reporting work to ensure that the air pollution emissions in the plant are in compliance with the relevant regulatory authority's regulations.

The company's air pollutant management is central to source control, prevention equipment handling and regular monitoring. The VOC test, which was conducted in 2025 at one, two and three plant emission points, showed that existing prevention equipment is still effective in managing emissions. The main process of VOC prevention equipment in each factory district is absorption equipment, with one and two plants processing 80% efficiency and three plants processing 70% efficiency.

The company's VOC emissions in 2025 were 525 kg, a decrease of about 58% from 1,252 kg in 2024. The total emissions decreased this year, mainly due to adjustments in production and production volume, and the total production in 2025 decreased compared to 2024, which simultaneously reduced the use of processors and emissions activity. In the future, the company will continue to maintain air pollution prevention equipment, monitor emissions levels and manage air pollution filing, track air pollution emissions trends and adjust pollution prevention measures according to operational changes.



▼ The first is the use of air pollution control equipment and the efficiency of treatment.

The name of the air pollutant	The first is the "Firewall".	The number of people who are affected by the virus is about 10 percent.
The first is the use of volatile organic compounds (VOCs)	The first is the "Smart" and the second is the "Smart" The first is the "Smart" and the second is the "Smart" The first is the "Shooting" of the plant.	80 80 70

▼ Air pollution levels are being monitored

Heavy atmospheric gas	The report also shows that the number of people living in the country is increasing.	The EU is a global energy source.
The first is the use of volatile organic compounds (VOCs)	The number of people who are in the factory is 7 ppm The second plant is 2 ppm Three plants 3 ppm	14ppm

Note: This table is the average periodic inspection for 2025.

Note: The emission standards are in accordance with government regulations/air pollution operating permits.

The company's emissions of volatile organic compounds (VOC) in 2025 were 525 kg, a 58% decrease compared to 2024, mainly due to the adjustment of capacity, and the company's total production in 2024 was 532.25 m2 compared to 199.06 m2 in 2025, a 40% increase from the previous year.

▼ The number of air pollutants emitted per year (unit: kg)

Project	The next year is 2023.	The next year is 2024.	The next year is 2025.
The first is the use of volatile organic compounds (VOCs)	497	1,252	525

Note 1: Measurement method: Measurement data for integrated management systems is reported using the Environmental Ministry - Clean Air Funds (EFG) emissions declaration.

Note 2: Flowing organic matter is calculated by the Ministry of Environment's announcement.

5.3 Water Management

The water resources are an important basis for maintaining stable operations and processing quality in manufacturing. TEKCORE focuses on water acquisition, water use, water treatment and water resource recycling management, and incorporates water risk into the scope of environmental management and operational risk assessment. The company has been working to reduce the impact of its operations on water resources and the surrounding environment, improving water use efficiency and operational resilience through water data tracking, pre-waste management and water conservation awareness measures.

5.3.1 Water-related Impact Assessment

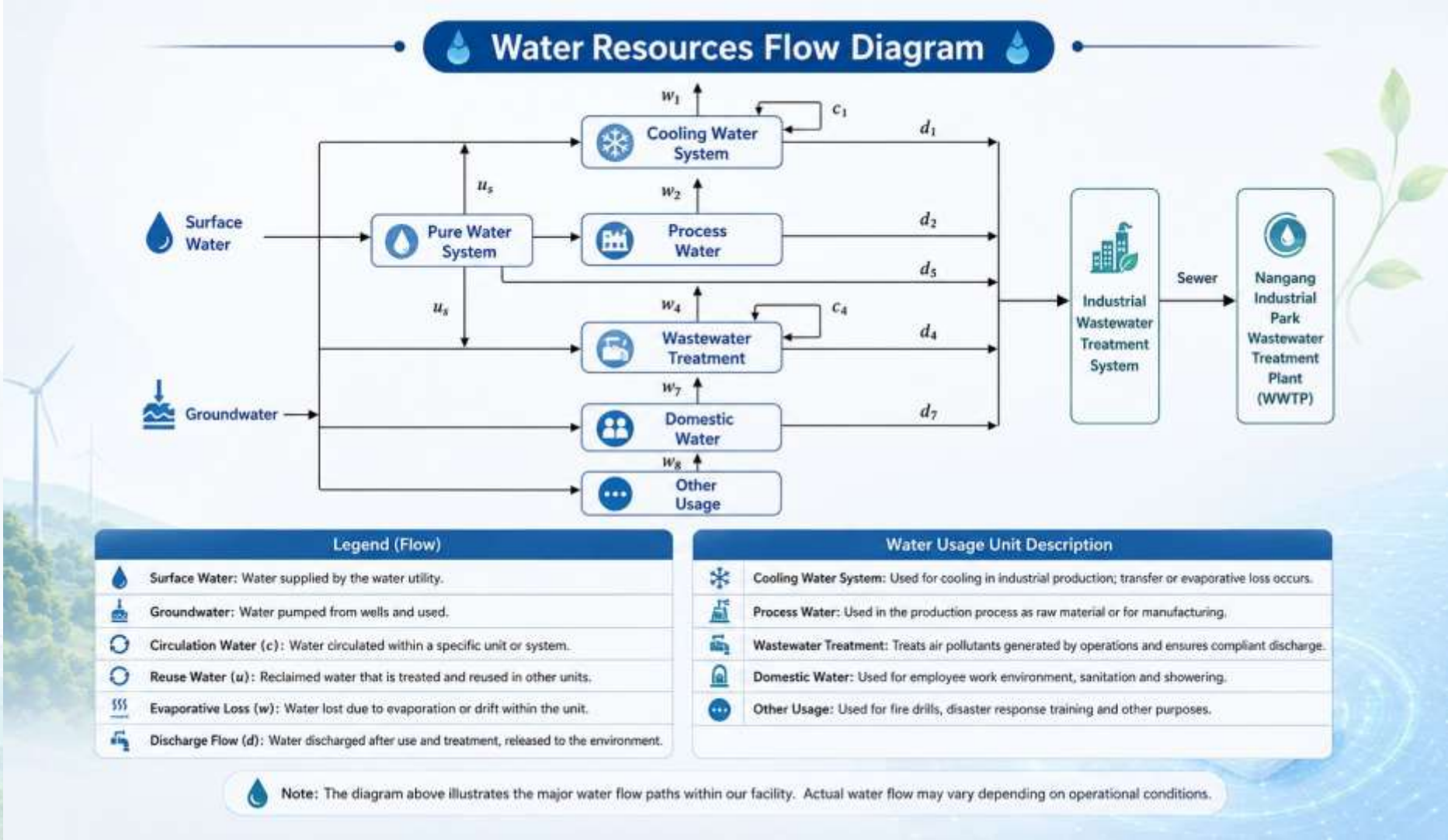
TEKCORE has used the spirit of the ISO 46001:2019 Water Resource Efficiency Management System and the World Resources Institute (WRI) Water Risk Atlas to assess the water pressure, physical risks and reputation and transformation risks at its main operating points. The company's assessment shows that the company is located in the main operating base of South Taiwan and is of low risk to the overall water resources.

Although the operational data points are not in areas of high water pressure, the company continues to focus on operational risks such as drought, extreme rainfall and water supply instability caused by climate change. To reduce the use of water resources and the impact of emissions on the environment, the company regularly reports the water use in each plant area and improves water management through pre-treatment facilities management, emission monitoring and water conservation measures.



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➢ Map of the water resources relationship



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➢ The report also highlights the importance of water resources for the country and the country.

The company has also consulted the World Resources Institute (WRI) Water Risk Atlas, a water risk assessment tool, to test the water pressure and risk levels at the sites. The report also includes a review of the environmental impact trajectory of PwC, an assessment of the sources of water, the destination of water discharges, the water and wastewater quality of the data, a description of the water resources context of each data point, and an assessment of the impact of the data on the environment or society around it and the extent to which it impacts the environment.

▼ TEKCORE data on water pressure and water risk

The report says	Location	Water pressure	The water is a natural hazard.	The first is the water quality.	The risks of fame and transformation	The overall risk value
TEKCORE	Taiwan/South Vietnam	The average is low	The following is a list of	The following is a list of	It's low	The average is low

The report also highlights the importance of water safety in the country and the importance of water safety in the country.
The following are the main indicators for the water resources: water stress, physical risk, quantity of water, quantity of water, physical risk, quality of water, physical risks, conversion and reputational risk, regulatory and reputational risk.

➢ TEKCORE has been working on water environmental assessment.

The report says		TEKCORE
Water sources		Water companies
Frequency of water shortages	The extent of the impact	It didn't happen.
	The time frame	The short term
The lack of clean water	The extent of the impact	High: One or two sources of water in the area
	The time frame	The short term
The percentage of groundwater used	The extent of the impact	High: Groundwater accounts for more than 50% of total water use
	The time frame	The long term
The government has provided water subsidies	The extent of the impact	Water Supplementation
	The time frame	The long term
The extent to which companies compete with water	The extent of the impact	High: Multi-local manufacturers
	The time frame	The long term
Environmental impacts on water supply plants	The extent of the impact	Low: through environmental audits from suppliers or no negative environmental news
	The time frame	The long term

Note: Short term: within one year or more, within two years, medium term: within two years or more, within six years, long term: within six years.



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▼ TEKCORE's environmental assessment of water emissions

The report says		TEKCORE
The nature of wastewater		Unmanned water systems
The potential for contamination of drinking water	The extent of the impact	It's low
	The time frame	The short term
The amount of contaminated drinking water	The extent of the impact	It's low
	The time frame	The short term
The potential for contamination of ecosystems	The extent of the impact	It's low
	The time frame	The short term
The extent of the contamination of ecosystems	The extent of the impact	It's low
	The time frame	The short term
The potential for algae growth	The extent of the impact	It's low
	The time frame	The short term
The effects of algae growth	The extent of the impact	It's low
	The time frame	The short term

Note: Short term: within one year or more, within two years, medium term: within two years or more, within six years, long term: within six years.



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➢ Water quality standards for emissions

The company sets the water quality standards for its wastewater discharge according to the regulations of the local industrial sewer system. The company's first product was the water treatment plant, which was built in the early 1990s, and is now being used for the treatment of wastewater in the United States.

The report says	Local government	Water quality indicators	The minimum legal standards	Water quality tests
TEKCORE	South Dakota city	The first is the "Body" of the "Body"	320 mg/l	The test is standard
		The chemical needs oxygen (COD)	640 mg/l	The test is standard
		The first is the "S" (S)	320 mg/l	The test is standard
		Ammonium (NH3-N)	75 mg/l	The test is standard
		The first is the pH of the acid.	5.0-9.0	The test is standard
		The weather is warm.	45 ℃	The test is standard
		The color is zero.	400	The test is standard

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➢ Water management measures

Based on the results of the water risk assessment and the impact path, we have developed corresponding management policies and targets to reduce the risk of water resources and the extent of their impact on the environment or society at all points of evidence. The report also highlights the importance of the implementation of the management strategy, which has been evaluated and does not increase the additional greenhouse gas emissions and energy use.

The policy of management	The strategy started in	The target year	The goal is to	The future of improvement
Everyone is saving water	2024	2024	The government has also announced plans to maintain water resources zero in the plant areas and promote water conservation projects.	All the plants have been trained in water conservation to change water habits, starting with personal behaviour.
Change your behavior				The project is designed to implement water management programs, use water saving valves, recycle available equipment water, install rainwater recycling (recycling) systems, and reuse air-conditioned water-concentrated water.
Water efficiency				Water meters are set up, water resources are analysed monthly, water resources are managed and systems are tested for water efficiency.
The cycle is reborn				The project is designed to improve the water recycling rate and meet the water use commitments of the Water Agency.



5.3.2 Water Withdrawal, Discharge and Consumption

In 2025, TEKCORE received a total of 110.980 cubic metres (millions of litres) of water, 110.980 cubic metres of fresh water, 88.351 cubic metres of water and 22.629 cubic metres of water. The company will continue to monitor water volume, recycling water and water use as a basis for further improvements in water conservation and water recycling management.

The wastewater produced by the company is treated by the wastewater treatment facilities in the plant before it meets the standards of sewage treatment, then is further treated by the sewage treatment plant and is released to the sewage treatment plant and treated in accordance with the relevant legislation and the requirements for water pollution prevention permits. The company will continue to implement wastewater treatment facilities, water quality monitoring and reporting management to ensure emissions comply with regulatory regulations and reduce potential impacts on the environment and communities around it.

▼ **The first is the water supply, which is the water supply, which is the main source of water for the country.**

Water sources are categorized	Water quality indicators	Water is taken			
		2024		2025	
		All regions	Water pressure areas	All regions	Water pressure areas
Water on the ground	Fresh water	0	0	0	0
	Other water	0	0	0	0
Underground water	Fresh water	94.752	0.000	83.768	0.000
	Other water	0	0	0	0
Sea water	Fresh water	0	0	0	0
	Other water	0	0	0	0
Water is produced	Fresh water	0	0	0	0
	Other water	0	0	0	0
Water from a third party	Fresh water	47.169	0.000	27.212	0.000
	Other water	0	0	0	0
Water is collected		141.920	0.000	110.980	0.000
The percentage of water pressure in the area is:		0.0		0.0	
Water is being recycled		12.713		10.539	
The first is the recycling rate.		9.0		9.5	

The report also states that the country's water resources are being used to generate water for all regions.

▼ The water level is about 1 million kilometres per cubic meter (km3)

The end of the drainage category	Water quality indicators	Water discharge			
		2024		2025	
		All regions	Water pressure areas	All regions	Water pressure areas
Water on the ground	Fresh water	0	0	0	0
	Other water	0	0	0	0
Underground water	Fresh water	0	0	0	0
	Other water	76.149	0.000	66.911	0.000
Sea water	Fresh water	0	0	0	0
	Other water	0	0	0	0
Water from a third party	Fresh water	0	0	0	0
	Other water	37.575	0.000	21.440	0.000
Total discharge		113.724	0.000	88.351	0.000

▼ The water consumption: 1 million kilometers

Project	2024		2025	
	All regions	Water pressure areas	All regions	Water pressure areas
Water is collected	141.920	0.000	110.980	0.000
Total discharge	113.724	0.000	88.351	0.000
Total water consumption	28.196	0.000	22.629	0.000
Water consumption in areas under water pressure:	0.0		0.0	

5.4 Waste Management

TEKCORE produces hazardous and non-hazardous waste in the manufacturing, waste management and daily operations of its products. To reduce the impact of waste on the environment, occupational safety and compliance with the law, the company, in accordance with the relevant legislation on waste disposal and the requirements of the business waste disposal plan, has established a waste classification, storage, reporting, clearance and treatment management system and entrusted a qualified waste disposal system with the follow-up of the waste disposal and treatment to ensure that the waste stream is traceable and treated in a lawful manner.

5.4.1 Waste-related Impact Assessment

The company has also explored the concept of lifecycle management to identify the potential impact of waste and the potential impact of its operations and value creation activities. The company's main sources of waste include organic waste generated by product manufacturing processes, heavy metal waste, and waste-to-energy carbon generated by waste treatment processes. The report also highlights the potential impact of waste on the environment, including the potential for odor, dust, leakage, derivative waste and environmental pollution, if not properly classified, stored or treated.

To reduce the impact of the above, the company has managed the classification of waste according to its characteristics and has set up appropriate storage areas, labels and protective measures. The waste is incinerated, physically treated, chemically treated or reused by qualified third party disposal agencies, and tracked by the waste stream through clearance links, declaration documents and internal management records to reduce the negative impact of operational activities on the environment and society.



▼ TEKCORE's value chain and potential impact

The price of the product	Activities	The type of waste	Category of waste	How to deal with it	The processing unit	The potential impact
The company is a private company.	Product manufacturing process	The first is the use of organic waste (C-0301 C-0399).	Waste from harmful businesses	Burned Physics is the answer.	Foreign third parties	• The story is a bit strange. • The first is the use of waste products in the waste management industry.
The company is a private company.	Product manufacturing process	The first is the use of a metallic liquid (C-0106).	Waste from harmful businesses	The chemistry	Foreign third parties	• The story is a bit strange. • The first is the use of waste products in the waste management industry.
The company is a private company.	The waste disposal process	The first is the use of carbon dioxide (R-2408).	Business waste	Recycled	Foreign third parties	• Dust in the factory • The story is a bit strange.



5.4.2 Waste Management Policy

TEKCORE is jointly responsible for the management of waste, which includes the classification, storage, data collection, declaration and handling of waste. The company has been working on the production and maintenance of its waste disposal plan, in accordance with the waste disposal law and related sub-laws, and is in a position to review and update changes in the waste disposal process and types accordingly.

The company has been providing internal management systems, in-factory measurement records, clearance lists and declarations, and a comprehensive overview of annual waste generation and disposal. All waste was cleared and handled by a qualified waste management agency, and was cleared and tested by an outside operator to ensure that the reporting data is accurate and traceable. The company also continues to push for measures to reduce the use of resources, recycle and reuse them, reduce the proportion of direct waste disposal and strengthen the framework for the management of the circular economy.

▼ The TEKCORE Waste Management Unit is responsible for:

Project management	The Unit of Responsibility	The content management
The waste category	Ministry of Defence/Factory	The waste is classified according to the nature and legal status of the waste
Waste storage	Ministry of Defence/Factory	The report also highlights the importance of the new technology in the world.
The data is collected	Ministry of Defence/Factory	The report also highlights the importance of the new technology in the country.
Waste declaration	Ministry of Defence/Factory	The reporting of waste in the business is regulated
The Commissioner of the Export of Goods	Ministry of Defence/Factory	The company is currently in the process of acquiring a new product, which is expected to be sold in the next few years.

▼ TEKCORE waste management strategy and goals

The strategy for managing	The strategy started in	The target year	The goal is to manage			The measures to improve
			The short term	The Middle Ages	The long term	
Source reduction and circular economy	2024	2024	The waste generated by the company's own operations was reduced by 10 percent	The waste generated by the company's own operations has been reduced by 15%.	The waste generated by our own operations has been reduced by 20%	The report also highlights the importance of the new policy of the EU to promote sustainable development and to encourage manufacturers to recycle their waste and to strengthen the recycling and recycling economy.

Note: Short term: within one year or more, within two years, medium term: within two years or more, within six years, long term: within six years.

5.4.3 Waste Collection and Disposal

The total amount of waste generated by the company in 2025 was 271,358 hectares, of which 155,129 hectares of hazardous waste was generated by the company, or 57.2%; The total amount of non-hazardous waste in the country is 116,229 hectares, or 42.8% of the total. The total amount of waste in 2025 is about 0.3% higher than the 270.619 km projected in 2024, and the total production is almost the same.

In addition to its commitment to reducing the source of waste and to enhancing the value of existing waste resources, Tekcore has proposed that recycling methods such as recycling and reuse be given priority before legal and available technologies are used to improve resource efficiency. In 2025, the company will recycle 15.7% of its waste from harmful businesses and 38.8% from non-harmful businesses, which will total 25.6% of its total annual waste.

▼ The total amount of waste generated, transferred and directly disposed of by the enterprise (total data points, unit: km2)

The year is	The project	Production	The number of processing transfers	Direct treatment	The storage
The next year is 2025.	Waste from harmful businesses	155.129	24.340	130.789	0.000
	Non-hazardous waste from businesses	116.229	45.118	71.111	0.000
	The total	271.358	69.458	201.900	0.000
The next year is 2024.	Waste from harmful businesses	156.600	36.600	120.000	0.000
	Non-hazardous waste from businesses	114.019	104.969	9.050	0.000
	The total	270.619	141.569	129.050	0.000

Note: The classification of harmful and non-harmful substances is based on the local laws on the basis of the data.

➢ How to move and recycle business waste

The company's waste is recycled, mainly organic solvents and waste activated carbon. The first is the use of organic solvents for physical processing, while the second is the reuse of activated carbon as announced. The total amount of waste transferred and recycled in 2025 was 69.458 hectares, all of which were handled by third parties. The number of re-use, recycling and other recycling jobs decreased by 57% in the current year, mainly due to the adjustment in productivity and increased utilization of organic solvents.

The following is a list of the most commonly used methods of waste disposal in the United States:

Project	How to handle transfer	2024			2025		
		The scene	Leave the scene	The small scale	The scene	Leave the scene	The small scale
Waste from harmful businesses	The first is to use the preparation.	0.000	0.000	0.000	0.000	0.000	0.000
	Recycled	0.000	6.930	6.930	0.000	7.650	7.650
	Other recycling work	0.000	29.670	29.670	0.000	16.690	16.690
	The small scale	0.000	36.600	36.600	0.000	24.340	24.340
Non-hazardous waste from businesses	The first is to use the preparation.	0.000	0.000	0.000	0.000	0.000	0.000
	Recycled	0.000	68.090	68.090	0.000	44.600	44.600
	Other recycling work	0.000	36.879	36.879	0.000	0.518	0.518
	The small scale	0.000	104.969	104.969	0.000	45.118	45.118

Note: Site refers to the company's own disposal of waste within the site, while outsourcing is the responsibility of external third party companies to clean and process it.

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➢ How to deal with business waste directly

In addition to the above, the remaining waste is treated directly by direct disposal, mainly by chemical, incineration and solidification methods, and the total amount of direct disposal by the company in 2025 is 201,900 hectares, all of which is handled by third parties.

The report also shows that the waste is being treated directly by the waste management company (see section 7.2).

Project	How to deal directly	2024			2025		
		The scene	Leave the scene	The small scale	The scene	Leave the scene	The small scale
Waste from harmful businesses	The first is the use of energy from renewable sources.	0.000	0.000	0.000	0.000	0.000	0.000
	The first is the use of energy from the earth.	0.000	10.580	10.580	0.000	33.579	33.579
	The first is the "Battle of the Sexes".	0.000	0.000	0.000	0.000	0.000	0.000
	Other direct treatment	0.000	109.420	109.420	0.000	97.210	97.210
	The total	0.000	120.000	120.000	0.000	130.789	130.789
Non-hazardous waste from businesses	The first is the use of energy from renewable sources.	0.000	6.450	6.450	0.000	70.400	70.400
	The first is the use of energy from the earth.	0.000	2.600	2.600	0.000	0.711	0.711
	The first is the "Battle of the Sexes".	0.000	0.000	0.000	0.000	0.000	0.000
	Other direct treatment	0.000	0.000	0.000	0.000	0.000	0.000
	The total	0.000	9.050	9.050	0.000	71.111	71.111

Note: Site refers to the company's own disposal of waste within the site, while outsourcing is the responsibility of external third party companies to clean and process it.

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6 Employee Care

6.1 Human Capital

TEKCORE sees its employees as an important capital for the company's sustainable operations and technological development. The company is following local labour laws, establishing a human resources management system, working rules, remuneration mechanisms and educational training systems, and continuously monitoring changes in legislation and internal management needs to protect the fundamental rights of employees, stabilize the talent structure and support the company's operational transformation.

6.1.1 Workforce Management

TEKCORE considers employees to be the most important asset of the company, so we have developed working methods for human resource management, remuneration mechanisms and working codes based on the labour laws of the places where the company operates, and regularly review the latest legal codes to ensure the basic rights of employees. The company has explicitly banned child labour, discrimination, sexual harassment, forced labor and other incidents, and set up an independent complaints system to provide workers with safe, equal and free working conditions.

The company focuses on people with learning experiences, professional skills, integrity and enthusiasm while employing people with mental disabilities to protect their rights to work. The same level of employee benefits, pay standards and educational training are the same, and are not differentiated by gender, age, nationality, or other factors. The performance appraisal is conducted regularly every year as a basis for staff retention, promotion, salary adjustment or award of bonuses.



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6.1.2 Talent Recruitment

As of the end of 2025, Tekcore had a total of 154 employees, including 154 full-time employees and 0 temporary employees. The report also highlights the importance of the new rules for the employment of workers and the need for a new set of rules for the employment of workers. In addition, some of the company's work is handled by the commission, which is responsible for sending companies, contractors or other external entities, such as factory maintenance, cleaning personnel, employee restaurant contractors, etc. By the end of 2025, the total number of these external workers is four. The government has not changed significantly in the past three years in terms of hiring people.

▼ Employee structure by the end of 2025 (unit: people)

Types of employment	Gender: What is it?	The country Taiwan is a country.	The total is
The whole staff	The man is a man.	74	74
	Women are the only ones	80	80
	Other	0	0
	The small scale	154	154
The official staff	The man is a man.	74	74
	Women are the only ones	80	80
	Other	0	0
	The small scale	154	154
Full time	The man is a man.	74	74
	Women are the only ones	80	80
	Other	0	0
	The small scale	154	154

The definition of the term is:

- The government has also announced that the government will continue to provide the necessary resources to help the people of the country who are in need of assistance. The report also states that the number of employees who work weekly is not in line with the local law, which defines full-time work weekly.
- The report also highlights the importance of the new rules for the employment of temporary workers: The number of employees guaranteed: unstable employees working weekly. For example, on-call workers are on call.
- The local law defines the hours of work per week as the hours of work per week for all employees.

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➢ The diversity of staff

TEKCORE is committed to a culture of diversity, equality and inclusion in the workplace, where talent is the primary consideration for professional competence, work experience, job suitability and performance, without discrimination based on gender, age, nationality, ethnicity, physical disability, religion, marriage or other factors that are not related to work ability.

By the end of 2025, the company's male employees accounted for 48% and female employees 52%, and the overall gender balance was relatively balanced. In terms of age structure, the main human resources are those aged 30 to 50, accounting for 78% of the total workforce, and are the core human resources of the company's operations, manufacturing technology heritage and organizational stability.

The company also has a legal commitment to employing one person with a mental disability and continues to adhere to the principle of equal pay for equal work, providing a friendly and inclusive working environment. The company has no indigenous employees as of the end of 2025.

In terms of nationality, the company's employees come from four nationalities, and it is not clear that 18% of the employees are from the country. The company is also responsible for the regulation of work permits, residencies and other necessary procedures when hiring non-native workers, and for helping employees understand working regulations, living information and occupational health and safety requirements, to reduce the risk of compliance and adaptation to the legislation, and to promote job stability for diverse talent.

The company's main data center is located in Taiwan and currently has no employees in overseas data centers. The number of people who are in the top tier is 100% local. The company will continue to look at human resources structure, talent deployment and multi-purpose situations, based on operational development and talent needs, to strengthen the resilience and sustainability of the organization and its competitiveness.

Employee Diversity Structure

Diversity Indicator	2025
Male Employees	48%
Female Employees	52%
Employees Aged 30–50	78%
Employees with Disabilities	1
Indigenous Employees	0
Number of Employee Nationalities	4
Non-local Employees at Operating Sites	18%
Employees in Overseas Operating Sites	0%
Senior Managers from Local Communities	100%

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2025 Employee Grade and Diversity Metrics Analysis

2025 Total Number of Employees by Job Grade and Diversity Indicators | Unit: Persons

Job Grade		Senior Management	Middle Management	First-line Supervisors	Frontline Employees	Total
Total Employees by Grade		12	14	26	102	154
Percentage of Total Workforce by Grade (%)		8%	9%	17%	66%	100%
Diversity Indicators						
Gender	Male	9	11	13	41	74
	Female	3	3	13	61	80
	Other	0	0	0	0	0
Age	Age 29 and below	0	0	0	14	14
	Age 30–50	8	12	22	78	120
	Age 51 and above	4	2	4	10	20
Indigenous Peoples		0	0	0	0	0
Employees with Disabilities		0	0	0	1	1

2025 Percentage of Employees by Job Grade and Diversity Indicators | Unit: %

Job Grade		Senior Management	Middle Management	First-line Supervisors	Frontline Employees	Total
Gender	Male	75%	79%	50%	40%	48%
	Female	25%	21%	50%	60%	52%
	Other	0%	0%	0%	0%	0%
Age	Age 29 and below	0%	0%	0%	14%	9%
	Age 30–50	67%	86%	85%	76%	78%
	Age 51 and above	33%	14%	15%	10%	13%
Indigenous Peoples		0%	0%	0%	0%	0%
Employees with Disabilities		0%	0%	0%	1%	1%

Note: Percentages in this table are calculated within the same job grade and category.
For example, the percentage of male frontline employees = number of male frontline employees / total number of frontline employees.

2025 Employee Grade and Diversity Metrics Analysis

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Total Employees by Grade		12	14	26	102	154
Percentage of Total Workforce by Grade (%)		8%	9%	17%	66%	100%
Diversity Indicators						
Gender	Male	9	11	13	41	74
	Female	3	3	13	61	80
	Other	0	0	0	0	0
Age	Age 29 and below	0	0	0	14	14
	Age 30–50	8	12	22	78	120
	Age 51 and above	4	2	4	10	20
Indigenous Peoples		0	0	0	0	0
Employees with Disabilities		0	0	0	1	1

2025 Percentage of Employees by Job Grade and Diversity Indicators | Unit: %

Job Grade		Senior Management	Middle Management	First-line Supervisors	Frontline Employees	Total
Gender	Male	75%	79%	50%	40%	48%
	Female	25%	21%	50%	60%	52%
	Other	0%	0%	0%	0%	0%
Age	Age 29 and below	0%	0%	0%	14%	9%
	Age 30–50	67%	86%	85%	76%	78%
	Age 51 and above	33%	14%	15%	10%	13%
Indigenous Peoples		0%	0%	0%	0%	0%
Employees with Disabilities		0%	0%	0%	1%	1%

Note: Percentages in this table are calculated within the same job grade and category.
For example, the percentage of male frontline employees = number of male frontline employees / total number of frontline employees.

2025 Employee Diversity Indicator Analysis by Job Level

1 2025 Number of Employees by Job Level and Diversity Indicators

Unit: Persons

Job Level		Senior Management	Middle Management	First-line Supervisors	Staff	Total
Total Employees by Job Level		12	14	26	102	154
Share of Total Workforce by Job Level (%)		8%	9%	17%	66%	100%
Diversity Indicators						
Gender	Male	9	11	13	41	74
	Female	3	3	13	61	80
	Other	0	0	0	0	0
Age	29 and Under	0	0	0	14	14
	30–50	8	12	22	78	120
	51 and Above	4	2	4	10	20
Indigenous Status	Indigenous Status	0	0	0	0	0
Disability Status	Disability Status	0	0	0	1	1
Education Level	Doctorate	1	2	0	0	3
	Master's	11	5	2	7	25
	Higher Education	0	7	16	64	87
	Secondary Education	0	0	8	31	39
	Primary Education	0	0	0	0	0
Nationality	Local Nationals	12	14	25	75	126
	Foreign Nationals	0	0	1	27	28

Note: Foreign-national employees refer to employees who are required to apply for a work visa in the country of employment.

2 2025 Percentage of Employees by Job Level and Diversity Indicators

Unit: %

Job Level		Senior Management	Middle Management	First-line Supervisors	Staff	Total
Gender	Male	75%	79%	50%	40%	48%
	Female	25%	21%	50%	60%	52%
	Other	0%	0%	0%	0%	0%
Age	29 and Under	0%	0%	0%	14%	9%
	30–50	67%	86%	85%	76%	78%
	51 and Above	33%	14%	15%	10%	13%
Indigenous Status	Indigenous Status	0%	0%	0%	0%	0%
Disability Status	Disability Status	0%	0%	0%	1%	1%
Education Level	Doctorate	8%	14%	0%	0%	2%
	Master's	92%	36%	8%	7%	16%
	Higher Education	0%	50%	62%	63%	56%
	Secondary Education	0%	0%	31%	30%	25%
	Primary Education	0%	0%	0%	0%	0%
Nationality	Local Nationals	100%	100%	96%	74%	82%
	Foreign Nationals	0%	0%	4%	26%	18%

Note 1: Foreign-national employees refer to employees who are required to apply for a work visa in the country of employment.

Note 2: The percentages in this table are calculated within the same job level and category. For example, the proportion of male staff = number of male staff ÷ total number of staff.

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2025 Analysis of Employee Job Categories and Diversity Indicators

1 Total Number of Employees by Job Category and Diversity Indicators in 2025

Unit: Persons

Job Category		Manufacturing	R&D	Sales	Administration	Total
Total number of employees		113	6	6	29	154
Percentage of total employees (%)		73%	4%	4%	19%	100%
Diversity Indicators						
Gender	Male	54	6	2	12	74
	Female	59	0	4	17	80
	Other	0	0	0	0	0
Age	Under 29	12	0	0	2	14
	30–50	90	5	6	19	120
	Over 51	11	1	0	8	20
Indigenous (Yes)		0	0	0	0	0
Persons with Disabilities (Yes)		1	0	0	0	1
Education Level	PhD	1	1	0	1	3
	Master's	12	3	1	9	25
	Bachelor's	63	2	5	17	87
	High School	37	0	0	2	39
	Junior High or Below	0	0	0	0	0
Nationality	Local (Taiwan)	86	6	6	28	126
	Foreign	27	0	0	1	28

Note 1: Foreign employees are those who require work permits in the country of employment.

2 Percentage of Employees by Job Category and Diversity Indicators in 2025

Unit: %

Job Category		Manufacturing	R&D	Sales	Administration	Total
Gender	Male	48%	100%	33%	41%	48%
	Female	52%	0%	67%	59%	52%
	Other	0%	0%	0%	0%	0%
Age	Under 29	11%	0%	0%	7%	9%
	30–50	80%	83%	100%	66%	78%
	Over 51	10%	17%	0%	28%	13%
Indigenous (Yes)		0%	0%	0%	0%	0%
Persons with Disabilities (Yes)		1%	0%	0%	0%	1%
Education Level	PhD	1%	17%	0%	3%	2%
	Master's	11%	50%	17%	31%	16%
	Bachelor's	56%	33%	83%	59%	56%
	High School	33%	0%	0%	7%	25%
	Junior High or Below	0%	0%	0%	0%	0%
Nationality	Local (Taiwan)	76%	100%	100%	97%	82%
	Foreign	24%	0%	0%	3%	18%

Note 1: Foreign employees are those who require work permits in the country of employment.

Note 2: Percentages are calculated by job category. For example, the percentage of male R&D employees = number of male R&D employees ÷ total number of R&D employees.

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➢ People are moving

The company has a perfect recruitment system, expects employees to grow together with the company and respects the choice of career transfers. In 2025, the company will recruit 12 new recruits, including seven men and five women, aged 30 to 50. The report also found that 14 employees - including five men and nine women - were dismissed from their jobs, including family care, relocation and career transfers. In order to protect the rights of employees and improve the recruitment system, the responsible authorities have interviewed the dismissal personnel to learn the reasons for the dismissal as a reference to further improvements in human resources management.

➢ TEKCORE is funding the deadline

The company is required to notify employees in advance of any significant operational changes, such as adjustments to organizational or human needs, irresistible factors, or inappropriate employee evaluations, and to pay the employee's compensation in accordance with the applicable labor standards law.



2025 New Hire and Employee Departure Analysis

2025 Total Number and Ratio of New Hires

Total **12** people

New Hire Rate **8%**

Gender	Age	Country / Taiwan	Total	New Hire Rate (%)
Male	29 and Under	0	0	9%
	30–50	5	5	
	51 and Above	2	2	
	Subtotal	7	7	
Female	29 and Under	0	0	6%
	30–50	5	5	
	51 and Above	0	0	
	Subtotal	5	5	
Other	29 and Under	0	0	0%
	30–50	0	0	
	51 and Above	0	0	
	Subtotal	0	0	
Total	Taiwan	12	12	8%

2025 Total Number and Ratio of Employee Departures

Total **14** people

Departure Rate **9%**

Gender	Age	Country / Taiwan	Total	Departure Rate (%)
Male	29 and Under	0	0	7%
	30–50	5	5	
	51 and Above	0	0	
	Subtotal	5	5	
Female	29 and Under	4	4	11%
	30–50	5	5	
	51 and Above	0	0	
	Subtotal	9	9	
Other	29 and Under	0	0	0%
	30–50	0	0	
	51 and Above	0	0	
	Subtotal	0	0	
Total	Taiwan	14	14	9%

We continue to optimize talent recruitment and retention strategies, foster a diverse and inclusive workplace, and advance sustainable corporate development.

Note: Age is based on actual age as of the end of the reporting year.

6.1.3 Labor-Management Agreements

Tekcore values employee rights and labor-management harmony. Through diversified communication channels, the Company promotes positive interaction between the business and its employees.

The Company has established a transparent labor-management communication mechanism and is committed to building a safe, respectful, and inclusive workplace.

01



Labor-Management Meeting Mechanism

In accordance with the Regulations Governing the Implementation of Labor-Management Meetings, the Company convenes one labor-management meeting each quarter, attended by representatives of both labor and management. In 2025, a total of four meetings were held. Discussion topics covered reviews and recommendations on working conditions, adjustments to employee welfare and compensation systems, and proposals for workplace safety improvements. All topics were documented in meeting minutes and implemented accordingly. Extraordinary meetings may also be convened when necessary.

4 meetings held in 2025

02



Employee Feedback Channels

The Company has established employee suggestion boxes (physical and electronic) to facilitate the timely expression of employee opinions.

03



Prevention of Unlawful Workplace Infringement

To safeguard workplace safety and respect employees' human rights, the Company has established relevant prevention and grievance mechanisms in accordance with the Act of Gender Equality in Employment and applicable regulations on the prevention of unlawful workplace infringement, so as to prevent sexual harassment, bullying, or other inappropriate conduct.

Protecting employees' rights and interests in compliance with applicable regulations, and preventing unlawful workplace infringement, has always been one of Tekcore's key priorities.

In 2025, due to stable operations and well-established labor conditions and welfare systems, no material operational changes occurred.

6.2 Compensation and Benefits

The company's main concerns are wages and benefits, which are closely linked to employee retention, talent attraction, organizational stability and operational competitiveness. TEKCORE sees employees as key partners in the company's sustainable operations and transformation, and through its compensation system, performance evaluation, welfare measures, pension insurance and friendly parenting, TEKCORE has established a system of compliance, fairness and operational performance-based talent care.

The company's remuneration policy is based on principles to comply with the labor laws, maintain market competitiveness, reflect job responsibilities and connect individual performance, and is based on operational conditions, employee performance and contributions to the company as a basis for salary, bonuses and related incentives. The welfare system, which is jointly launched by the Companies and the Welfare Committee for Workers, covers aspects such as insurance, health care, maternity benefits, wedding gifts, community activities, employee activities and retirement benefits, with the aim of improving employee belonging and job stability.

In the face of industry transformation, competition among talent and fluctuations in operational performance, companies will continue to monitor the appropriateness of pay structure, benefits measures and employee needs, and strengthen talent retention and organizational resilience through performance management, optimization of welfare systems and feedback mechanisms through communication.



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6.2.1 Equitable and Competitive Compensation

TEKCORE is committed to retaining and developing talent and is committed to providing competitive pay and better welfare conditions. The standard reference pay laws, established by the industry and the local standard of living, do not discriminate based on gender, race, language, religion, age, party affiliation or marital status. The actual pay is the same for male and female employees, but varies based on years of work, experience, responsibilities and performance. The company's employees are paid a salary, a membership fee, a bonus or a stipend, and are paid an annual salary based on operating conditions or on employee performance, encouraging talent to grow together with the company.

The company's highest-paid individual-to-person average of annual average wages and average annual average wages of employees in 2025 was 5.89; The highest pay per person per year increased by a percentage of the total wages and average wage per employee increased by a percentage of 1.02 per year. The company continues to monitor the rationality of its pay allocation through its pay structure analysis and performance review system, and to keep pace with operational performance, internal fairness and demand for talent retention.

▼ Men and women in different jobs are paid more than men: women

The main operational points	Senior executive	The middle class manager	The first is the "Breakfast".	The bottom line is:
TEKCORE	1：0.76	1：0.88	1：0.91	1：0.67

Note: The basic salary of male employees is 1.
Note 2: Senior executives are defined as those above one level; The media outlet is a social media platform that provides information about the social media platforms and the social media platforms. The term "baseline manager" is defined as the head of a class or group (or group) or more. The term "baseline" is defined as those who are not in senior positions, etc.

➢ The minimum wage for the under-employed is lower than the minimum wage for the local government

The company is strictly compliant with the requirements of the local labour law and the local minimum wage regulations. In 2025, the average monthly basic salary of the employees of key operational data points is 1.45 times higher than the statutory basic salary.

▼ Key Operational Points: The ratio of salaries of basic staff to the statutory minimum wage

The main operational points	The country	The man is a man.	The women	Other	The average
TEKCORE	Taiwan is a country.	1.79	1.20	No, not at all.	1.45

Note: According to the local law of Taiwan in 2025, the basic salary is 28,590 yuan per month.

➢ The salaries of non-executive employees

The company has revealed the salary information of "full-time non-director employees" according to the regulations. In 2025, the average salary and median salary of these employees is 149 and is 594 NT$ thousands and 501 NT$ thousands respectively. The company's profits declined by 0.34% and 1.4% respectively over the previous year, as impacted by the situation.

The company will continue to focus on the differences in pay between different positions and gender, and will increase the level of stability of talent and organization through job design, performance evaluation, promotion and salary adjustment mechanisms, to enhance the fairness and transparency of the salary system.

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6.2.2 Comprehensive Employee Benefits

➢ The benefits are explained

To improve workers' mental health, work stability and overall workplace care, Tekcore has established a Workers' Welfare Committee under the Workers' Welfare Act, which is set up by companies to raise and raise workers' benefits and coordinate the implementation of various workers' welfare measures. The benefits are mainly used for celebration gifts, wedding and maternity benefits, employee activities, community activities and other benefits, and are regularly monitored by the Welfare Committee for Workers to ensure that welfare resources are properly used.

The company's employees are all eligible for the company's standard benefits, including workers' insurance, public health insurance, group insurance, annual health checks, maternity benefits, three-day bonuses, birthday gifts, employee travel, tailoring, community activities and health promotion activities. The company also provides staff restaurants, parking lots, gyms, staff dormitories and flexible working hours to meet the needs of employees at work, life and healthcare.

The company has a legal right to receive a pension in respect of its pension insurance. The first is that the pension fund is a private fund that is used by employees of the old system of pensions and is paid by a professional pension fund. The new pension scheme, which applies to employees, provides companies with a monthly salary increase of 6% to individual pensioners in the Department of Labor to ensure their retirement rights.



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➢ The retirement benefits

The company has filed a lawsuit to protect the rights of its employees in retirement. In Taiwan, the old pension scheme is being implemented by the same people who are applying for a pension when they meet the pension requirements, and is being issued by the "Workers' Retirement Savings Fund". The new pension scheme is being implemented by "personal accountants for workers' pensions". The company also held a welcome party to thank its colleagues for their contributions and hard work when they were about to retire.

The retirement system		The situation is not clear.
The old system	Employees in Taiwan's region, according to the Taiwan Labour Standards Act and the Labour Pension Regulations, will benefit from the old-style pension age, including those who entered the workforce on 30 June 2005.	Since September 1, 2015, the county government has been requesting that the annual "Workers' Retirement Savings" be suspended annually due to the increased amount of funds to "Workers' Retirement Savings".
The new system	The new pension scheme will be introduced to all employees who have entered the workforce after July 1, 2005 (including those who have retired).	According to the Workers' Pension Act, the total monthly salary of 6% is raised to the "Personal Employee Retirement Account" of the Labor Security Agency.

6.2.3 Family-friendly Workplace

TEKCORE supports employees in balancing work and family care responsibilities, providing maternity leave, accompanying birth and accompanying birth leave, and providing childcare leave, and protecting employees' and children's rights under the Gender Equality Act and the relevant Labor Act. The company also helps employees maintain work-life balance at different stages of their lives through maternity benefits, flexible working hours and related leave schemes.

The company respects the right of employees to apply for maternity leave suspension and resumption of employment, and provides a systematic explanation of the needs of the case, requests for assistance and resumption of employment arrangements by the HR department. In the future, companies will continue to focus on the needs of family care for employees, and look at the size of the organization and the feedback of employees, and gradually examine the applicability and support of child-friendly measures, enhancing workplace inclusiveness and employee retention.

The company has not filed a petition to stop childbearing in 2025.

▼ Analysis of fake births

	The next year is 2025.				The next year is 2024.			
	The man is a man.	Women are the only ones	Other	The total is	The man is a man.	Women are the only ones	Other	The total is
The number of people who are eligible for maternity leave each year (A)	3	1	0	4	3	1	0	4
The number of people who actually apply for maternity leave every year (B)	0	0	0	0	0	0	0	0
The number of jobs that should be restored after the annual maternity leave is stopped	0	0	0	0	0	0	0	0
The number of jobs actually restored after the annual maternity leave was stopped:	0	0	0	0	0	0	0	0
The number of people who actually returned to work after the last year of maternity leave was stopped	0	0	0	0	0	0	0	0
The number of employees still remains 12 months after the last year of maternity leave and resumption of employment.	0	0	0	0	0	0	0	0

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The number of people who have applied for a stay in a nursing home (%) (=B/A)	0%	0%	0%	0%	0%	0%	0%	0%
The number of people who have lost their jobs is about 10 percent.	0%	0%	0%	0%	0%	0%	0%	0%
The number of people who are still living in the country is about 10 percent.	0%	0%	0%	0%	0%	0%	0%	0%

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6.3 Workplace Safety

The company's workplace safety and health are key to the company's stable operations and sustainable development of talent. TEKCORE focuses on the safety and health of workers in the workplace, establishing occupational safety and health management systems in accordance with occupational safety and health laws and ISO 45001:2018 standards for occupational safety and health management, and reducing risks and pre-empting occupational hazards through hazard identification, risk assessment, education training, job control, emergency response, health management and accident investigation mechanisms.

6.3.1 Occupational Safety and Health Management

TEKCORE uses the PDCA cycle as a framework for occupational safety and health management to continuously enhance the effectiveness of occupational safety and health management through planning, implementation, inspection and improvement of processes. The company has set up a system for managing occupational safety and health and has implemented external third-party verification of its main operational points to ensure the effective operation of the occupational safety and health management system.

The company has set up a Committee on Occupational Safety and Health, where workers and employers are involved in regularly discussing occupational safety and health management, work control procedures, education and training programs, and work disaster investigation and improvement measures. The Occupational Safety and Health Committee has set up a management team to drive hazard identification and risk assessment, implement occupational safety and health policy, health services, education training and emergency response management, and to continuously improve workplace safety through internal audits and lack of tracking mechanisms.

In the area of risk management, companies conduct hazard identification and risk assessment for each workplace and take appropriate control measures according to the level of risk. Establishment of operating control procedures, monitoring and measurement requirements, and improvement of tracking systems for high- and medium-risk jobs; The report also highlights the need for regulatory measures to reduce the likelihood of harm to work with moderate risk. When there are significant changes to equipment, processes or procedures, or major occupational safety and health events, and workers complain, companies also initiate non-regular risk assessments, re-evaluate risk levels and preventative measures.

The company encourages employees, suppliers and consultants to actively report safety and health concerns at workplaces and to provide communication and communication pipelines. If workers notice an immediate threat, they can stop working and return to a safe place without endangering their safety and the safety of others, and they can inform the manager and the occupational safety and health management team simultaneously. The management team should conduct a survey, assess the level of risk and propose improvement measures after receiving the notification, and, if necessary, submit it to the Occupational Safety and Health Committee for consideration and follow-up.

To increase safety awareness and resilience, the company regularly organizes advanced personnel safety and hygiene training, general safety and hygiene education training, special work training, emergency personnel training, fire drills, air pollution and toxic disaster drills and emergency response drills. For consultants and suppliers, the company also provides guidance on occupational safety and health, general health training and high-risk work emergency response exercises to strengthen the access of external workers to the safety management of work at the plant site.

The following operational data points have been established by the company, and the management system standards adopted by the company, through external third-party verification, covers the number of employees and the number of employees, for example, table.

Operating Sites	The standard for occupational safety and health management system certification	The following is a list of the topics covered:	The number of employees covered by the scheme is 1.	
			The staff (people)	The number of people who are in the country is about 2%.
TEKCORE factory one and two	ISO 45001:2018 is a standard for occupational safety and health management systems.	This is a great place to work.	89	100%
TEKCORE three factories	ISO 45001:2018 is a standard for occupational safety and health management systems.	This is a great place to work.	64	100%

Note 1: The company uses the total number of persons covered by the network's management system for all workplaces based on the base, which is calculated by the staff member's employment at TEKCORE, and the number of such persons, which is in line with the Security Department's statement at 104.04.14, that they are subject to the direction or supervision of work by persons in charge of the workplace in order to be included in the calculation of the number of "other workers who are not employed ", which is not necessarily included in the calculation, so that the non-staff personnel responsible for the contractor's work in the current year, such as security and cleaning personnel, are not included in the coverage.

Note 2: The proportion of employees covered = TEKCORE in the number of people in the data point/total number of people in the data point) × 100%

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➢ The Committee on Occupational Safety and Health

The TEKCORE Occupational Safety and Health Committee is a jointly-owned, 19-member committee with a chairman as the director, including six workers representing 42% of the total number of members. The committee meets regularly on a quarterly basis to review the company's approach to safety and health management, the effectiveness of the various management processes, the training programme on education and the report on the investigation of occupational disasters.

A management unit has been set up under the committee of the board of directors of occupational safety and health, which is responsible for the regular implementation of risk assessment procedures and the planning and promotion of occupational safety and health policies, as well as the organization of annual education training programmes, occupational health services and health promotion activities, and for announcing occupational safety and health management policies on company websites, as well as for providing public programming documents in multiple languages to foreign workers, so that TEDCORE is aware of the company's policies.

The government is not a government.	The responsibility of the unit/organisation	The main responsibilities
Decision-making and supervision	The Committee on Occupational Safety and Health	The report also discusses the occupational safety and health management system, education and training programs, accident investigation and improvement measures.
The project is being implemented	Occupational safety and health management team/security room	The report also highlights the importance of the role of the EU in the fight against terrorism and the need to improve the quality of life of the people.
The executive branch	The heads of departments	The report also highlights the importance of the workplace safety, inspection, self-inspection and irregular reporting.
Participants	Employees, suppliers and contractors	The report also highlights the importance of the security measures, including the implementation of the safety standards, participation in training, alerting of hazards and cooperation in improving measures.

➢ Workers communicate and communicate

The management group has an independent reporting system that allows workers to respond anonymously through the TEKCORE Co., Ltd. web page, to communicate and consult with the local security and health. When foreign workers present communication and consultation needs, the intermediate window is provided by staff with foreign language skills or translators to achieve effective, dual-use communication.

In addition, in accordance with our company's occupational safety and health management practices, we encourage employees, suppliers or contractors to actively report health concerns at work. In the event of a highly probable immediate sexual risk, workers may also stop working and return

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to a safe place on their own, without endangering the safety of other workers, and report simultaneously to the head of the department and the Occupational Safety and Health Management Team. The management team is required to immediately conduct an investigation to assess the likelihood and extent of the hazard, to adopt appropriate measures and report to the Occupational Safety and Health Committee, and to notify the results of the investigation and the resolution to all employees of the company. Employees or external workers who actively report can receive a merit award to encourage workers to report potential occupational safety and health risks and to co-supervise the reduction of hazardous events.

➢ Health and safety risks at work

TEKCORE, in accordance with the local occupational safety and health laws of its operating location, has developed a protocol for the management of hazard and risk assessment, which is administered by the local safety and health unit of the Commission. The new occupational safety and health management team will be trained to identify and assess hazards in 2025 and encourage its members to obtain external certifications.

The Occupational Safety and Health Management Team inspects the workplace of upstream and downstream suppliers at each operational point each year and categorizes the risks into high, medium, high, medium and low level four, depending on the severity, likelihood and current precautions. The company has set up risk controls for medium- and high-risk projects and regularly audits their effectiveness by external staff. The company also compared the audit results to its original target, regularly holding meetings to review the shortcomings and track improvements in results.

In addition to the routine risk assessment, when there are significant changes to equipment or operating procedures in the workplace, serious accidents at work or major complaints from employees, the Company will carry out additional risk assessment for such non-routine events, modify the original risk levels and prevention measures, to prevent disasters immediately.

▼ Operating data point risk rating

Operating Sites	The risk rating is based on	The number of audits	The number of major violations in the audit
TEKCORE One, Two and the other two	The risk is moderate.	1	0
The first is the TEKCORE 3 Factory.	The risk is moderate	1	0

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▼ Risk classification and consequence management mechanism

The risk rating	The management system
High risk	The Commission has established a work control procedure and monitoring requirements to review the effectiveness of control and supervision every six months, and has set priorities for the supervisory inspection and improvement projects.
High risk	Establishment of professional control procedures and monitoring and measurement requirements, and annual review of the effectiveness of controls and supervision.
The risk is moderate	The government has agreed to the terms and conditions, to the proper procedures, controls and security protections and to the establishment of regulatory measures as necessary.
Low risk	The government has been able to keep the basic management in place.

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➢ Training in occupational safety and health

Training and education in occupational health and safety is the foundation for raising awareness of occupational health and safety for employees and their caregivers. TEKCORE employees are required to undergo annual training in chemical hazard education and limited space, and to receive the necessary knowledge and skills training to increase safety awareness and prevent disasters, depending on the type and environment of work of each department, including administrative and external staff.



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➢ Healthcare and health promotion activities

The company has assessed the potential for significant risk factors for its employees, based on the work environment and nature, for the work of irradiation, hydrogen and its compounds, and hydrogen and its compounds. To reduce the risk of workers being exposed to excessive hazardous substances during their work, the company provides appropriate protective equipment and arranges for specialised workers to undergo special health checks and regular health monitoring to ensure early response and treatment. The company also works with medical institutions. The first is that the healthcare provider is able to provide the healthcare provider with the necessary information to help them get the most out of their work.

In terms of promoting personal health, Tekcore provides full-time staff with annual general health check-ups and tracking of highly healthy employees in management. Considering the age of employees, the number of health tests for nearly three years, and the prevalence of major diseases in the Health Department, personal health risks, including cancer, lack of exercise, unhealthy diets, psychological stress, etc., are common. Accordingly, TEKCORE arranges health talks, cancer screenings, medical consultations, etc., every year, as well as campaigning activities such as weight-reduction competitions, mountain climbs, etc., to promote health care and encourage the habits of staff to develop sports and improve their physical and mental well-being.

12/11「一般健檢暨特殊作業健檢」



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▼ Health Promotion in 2025

Health promotion activities	The number of participants	
The first is the physical activity on April 4.	35	4-6月體適能活動:參加35人，達標人數:34人 泰谷光電科技股份有限公司 TEKCORE 活動名稱 Course Name: 114 健促活動：提昇員工體適能活動 承辦 Trainer: 摩珈領護理師 活動時間 Date: 114 年 4 月 -6 月 yyy mm to mm 地點 Place: 三廠 6 樓 

Cancer screening at work	47	
The first is the "Flowers of the Water".	Five colleagues and 12 family members	

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CPR and AED education training	141	• 5/15 6/12【CPR及AED教育訓練】共141人參與 

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The series of rejections made my dining table too easy	70	• 6/3【反菸.拒檳系列暨我的餐盤超Easy】講座:70人 泰谷光電科技股份有限公司 TEKCORE 課程名稱 Course Name: 114 年健促活動:反菸拒檳暨我的餐盤超 EASY 講師 Trainer: 南投市衛生所 張蕙娟課理長 上課時間 Date: 114 年 06 月 03 日 08 時 30 分 至 09 時 30 分 地點 Place: 3 樓 6 樓     泰谷光電科技股份有限公司 TEKCORE 課程名稱 Course Name: 114 年健促活動:反菸拒檳暨我的餐盤超 EASY 講師 Trainer: 南投市衛生所 張蕙娟課理長 上課時間 Date: 114 年 06 月 03 日 08 時 30 分 至 09 時 30 分 地點 Place: 3 樓 6 樓    

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Gogali Mountain for Youth	13 colleagues and 16 family members	6/21【有為青年Go加里山】:13名同仁及眷屬共16人  20250621加里山.

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Stress OUT VITABILITY IN: Building daily recovery from eating and sitting	71	114年健促活動：11/4【壓力OUT活力IN:從吃動靜建立日常復原力】講座參加









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Influenza and New Corona Vaccines	26	

159

The Go volcano is hot	21	114年健促活動：11/26【熱情Go火炎山】共21人參加  1

Drinking more water every day	27	114年健促活動：【每天多喝水】達標共27人 

➢ Employment safety and health checks by suppliers

In addition to requiring all operational data points to strictly comply with local occupational safety and health regulations, Tekcore also requires suppliers to follow its supplier's standards of conduct, including occupational safety and health regulations. The company continues to audit key suppliers annually to verify whether there are any breaches of the regulations and to investigate the annual incidence of occupational injuries and illnesses to assess the lack of management of suppliers. In the case of non-significant deficiencies, the company has proposed improvement projects and recommendations, given three months to its suppliers to improve, and reviewed after the expiry date to ensure that there are no significant job security risks in their workplace. All suppliers during the year have been audited by their own company.

In addition, the company provides training for new and existing suppliers in occupational safety and health education, such as specification of occupational safety and health regulations, general health training and high-risk consulting for emergency response operations, and shares experience in managing safe health in the workplace, working with suppliers to create safe health work environments.

6.3.2 Occupational Injuries and Diseases

TEKCORE has set up a safety and health occupational accident notification procedure. When an incident occurs, the injured person, the manager of the workplace or the staff on the ground should be treated immediately according to the procedure and reported to the security department the nature, location, cause, staff and extent of the injury. The security department, which has been notified, ranks the severity of the incident accordingly, and, if necessary, simultaneously notifies the human resources unit and the healthcare system, and investigates whether the working environment, personnel operations and standard operating procedures are abnormal. After the cause is determined, the security department reports to the accident department's head and the Occupational Safety and Health Committee the results of the investigation and the improvement plans, protocols or procedures, and notifies the employees and manufacturers of the follow-up treatment. In the three months since the accident, training and advocacy have been strengthened.

Through improved management policies, risk management, health promotion activities and education training, Tekcore employees will not experience accidents at work until 2025..

Through continuous education training and safety control, the company has been able to record an accident rate that has dropped from 3.67 per million hours of work in 2023 to 0.0 in 2024 and 2025. TEKCORE will continue to optimize its management measures and set a goal of zero accidents by 2026.



▼ Statistics of occupational injuries and illnesses of employees

The first is the number of people who have been killed.	The next year is 2023.	The next year is 2024.	The next year is 2025.
The number of hours worked	272,440	305,790	306,435
The number of people killed in occupational injuries	0	0	0
The number of people who die from work-related injuries is 1.	0	0.0	0.0
The number of people injured in the workplace is very high.	1	0	0
The number of serious injuries at work is 3.	3.67	0.0	0.0
The first is the accident of the driver.	1	0	0
The number of accidents recorded is 5.	3.67	0.0	0.0
The number of occupational diseases	0	0	0
The number of occupational diseases is 6.	0	0.0	0.0

Note 1: Death rate from work-related injuries = total work time x 1,000,000 per person who died from work-related injuries.
Note: Severe occupational injury guidance makes it difficult for employees to recover from their occupational injuries or health status before they were injured within six months, excluding the number of deaths.
Note: The severity of workplace injuries is equal to the total number of hours worked per person with severe workplace injuries x 1,000,000.
Note 4: The number of recorded accidents refers to all occupational injuries that occurred during the year, including the number of serious occupational injuries and the number of occupational injuries that died.
Note 5: The ratio of accidents that can be recorded = the number of people injured in the occupation that can be recorded, the total number of hours worked x 1,000,000.
Note 6: Occupational disease incidence = number of occupational diseases, total working time x 1,000,000.

▼ Employee's annual work injury analysis (unit: number of people)

The type of events	The next year is 2023.		The next year is 2024.		The next year is 2025.	
	The accident can be recorded	The health of the workers	The accident can be recorded	The health of the workers	The accident can be recorded	The health of the workers
Physical harm	1	0	0	0	0	0
Chemical hazards	0	0	0	0	0	0
Biological hazards	0	0	0	0	0	0
Human-caused harms	0	0	0	0	0	0
Social and psychological harm	0	0	0	0	0	0
The total is	1	0	0	0	0	0

- The accident is a mystery

The company has continued to strengthen its standard work procedures and management mechanisms for personnel on the ground to avoid any real disaster in the future.

Appendices

GRI Standards Content Index

TEKCORE has followed GRI standards to report ESG information from January 1 to December 31, 2025.
The GRI: Basics 2021

General disclosure of projects

GRI standards	The project was revealed	Chapter of the report	The code of the page	Omissions	
				The project was not revealed	Reasons or comments
GRI 2: General disclosure 2021	2-1 Organize details	2.1.1 General Information	29	NA	
	2-2 Organize the entities included in the ongoing report	1.1.3 Reporting Boundary and Scope	7		
	2-3 Reporting period, frequency and contact point	1.1.1 Reporting Period	6		
		1.1.6 Contact Information	9		
	2-4 Reorganization of the information	1.1.4 Restatement of Information	7		
	2-5 External assurances/confidence	1.1.7 External Assurance	10		
	2-6 Activities, value chain and other business relationships	4.1.2 Supply Chain Structure	96		
	2-7 Employees	2.1.1 General Information	29		
		6.1.2 Talent Recruitment	129		
	2-8 Non-employed workers	6.1.2 Talent Recruitment	129		
	2-9 Governance structure and composition	2.2.1 Governance Framework	31		

		2.2.2 Functional Committees	39		
	2-10 nominations and elections of the highest governing body	2.2.1 Governance Framework	31		
	2-11 Chairman of the Supreme Governing Body	2.2.1 Governance Framework	31		
	2-12 The highest governing body oversees impact management	1.4.1 Material Topic Assessment Process	24		
		1.4.2 Impact Management for Material Topics	25		
	2-13 Responsible for Impact Management	1.4.1 Material Topic Assessment Process	24		
		1.4.2 Impact Management for Material Topics	25		
	2-14 The role of the highest governing body in sustained reporting	1.4.1 Material Topic Assessment Process	24		
	2-15 Conflicts of interest	2.2.1 Governance Framework	31		
	2-16 Communication on key events	1.2.2 Sustainability Performance	12		
	2-17 Group intelligence of the highest governing bodies	2.2.1 Governance Framework	31		
	2-18 Highest governance bodies' performance assessments	2.2.1 Governance Framework	31		
	2-19 Policy on compensation	2.2.1 Governance Framework	31		
	2-20 The salary decides the process	2.2.1 Governance Framework	31		
	2-21 Annual total compensation ratio	6.2.1 Equitable and Competitive Compensation	139		
	2-22 Statement on the Sustainable Development Strategy	1.2.1 Message from Management	10		
	2-23 Policy commitments	2.4.1 Ethical Corporate Management	47		
		2.4.2 Human Rights Policy	51		

	2-24 - Promise to deliver policy	2.4.1 Ethical Corporate Management	47		
		2.4.2 Human Rights Policy	51		
	2-25 Relief for the Negative Impact	1.4.2 Impact Management for Material Topics	25		
	2-26 - Mechanisms for seeking advice and raising doubts	2.4.1 Ethical Corporate Management	47		
		2.4.2 Human Rights Policy	51		
	2-27 Rules are followed	2.4.3 Regulatory Compliance	54		
	2-28 Qualification for membership of the Council		---		
	2-29 - The Partnership Agreement	1.3.1 Stakeholder Identification	16		
		1.3.2 Stakeholder Communication	17		
	2-30 Group collaboration	6.1.3 Labor-Management Agreements	137		
GRI 3: The major theme of 2021	3-1 decides the process of major topics	1.4.1 Material Topic Assessment Process	24	NA	
	3-2 List of topics	1.4.2 Impact Management for Material Topics	25		

The big issues are revealed

GRI standards	The project was revealed	Chapter of the report	The code of the page	Omissions	
				The project was not revealed	Reasons or comments
Economic Performance					
3-3 Managing the major topics			24		
GRI 201: Economic performance in 2016	201-1 Direct economic value generated and distributed	2.3.1 Economic Value	43		
	201-4 - Receiving financial support from the government	2.3.1 Economic Value	43		
Information Security					
3-3 Managing the major topics			24		
GRI 418: Privacy of the customer 2016	418-1 - complaints of violation of privacy or loss of customer data	2.7.1 Information Security Management Policy	77		
Greenhouse gas emissions					
3-3 Managing the major topics			24		
GRI 305: Emissions from 2016	305-1 Direct (Scope 1) GHG emissions	5.2.1 Greenhouse Gas Inventory	108		
	305-2 Energy indirect: Category 2 greenhouse gas emissions	5.2.1 Greenhouse Gas Inventory	108		
	305-3 Other indirect (Scope 3) GHG emissions	5.2.1 Greenhouse Gas Inventory	108		
	305-4 GHG emissions intensity	5.2.1 Greenhouse Gas Inventory	108		
Customer Relationship Management					
3-3 Managing the major topics			24		

The new research and development					
3-3 Managing the major topics			24		
Product quality safety					
3-3 Managing the major topics			24		
GRI 416: Customer health and safety 2016	416-1 Assessment of the impact of product and service categories on health and safety	3.2.1 Product Quality Management	88		
	416-2 Incidents of breaches of health and safety regulations regarding products and services	3.2.1 Product Quality Management	88		
Employee benefits and salaries					
3-3 Managing the major topics			24		
GRI 201: Economic performance in 2016	201-3 - Fixed Payment and Other Retirement Plans	6.2.2 Comprehensive Employee Benefits	141		
GRI 202: Market position in 2016	202-1 The ratio of standard wages to local minimum wages for non-gender workers	6.2.1 Equitable and Competitive Compensation	139		
GRI 401: Employment and Labor Relations 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.2.2 Comprehensive Employee Benefits	141		
	401-3 maternity leave	6.2.3 Family-friendly Workplace	142		
GRI 405: Employee Diversity and Equal Opportunities 2016	405-2 Women's share of basic pay and salary in men	6.2.1 Equitable and Competitive Compensation	139		

The project is being developed in the following ways:

GRI standards	The project was revealed	Chapter of the report	The code of the page	Omissions	
				The project was not revealed	Reasons or comments
GRI 201: Economic performance in 2016	201-2 Financial impacts of climate change and other risks and opportunities	2.6.3 Impact Assessment of Climate-related Risks and Opportunities	71		
GRI 202: Market position in 2016	202-2 Proportion of senior management hired from the local community	6.1.2 Talent Recruitment	129		
GRI 204: Acquisition of Staff 2016	204-1% of purchasing spending from local suppliers	4.1.2 Supply Chain Structure	96		
GRI 205: Anti-corruption in 2016	205-3 Corruption cases and actions taken	2.4.1 Ethical Corporate Management	47		
GRI 206: Anti-competitive action 2016	206-1 Legal action against competition, antitrust and monopoly	2.4.1 Ethical Corporate Management	47		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	5.1.2 Energy Consumption	103		
	302-3 energy density	5.1.2 Energy Consumption	103		
	302-4: Reducing energy consumption	5.1.3 Energy Conservation Measures	106		
GRI 303: Water and wastewater 2018	303-1 Sharing the mutual impact of water resources	5.3.1 Water-related Impact Assessment	112		
	303-2 Management of impacts related to drainage	5.3.1 Water-related Impact Assessment	112		
	303-3 Water is taken	5.3.2 Water Withdrawal, Discharge and Consumption	119		
	303-4 Water discharge	5.3.2 Water Withdrawal, Discharge and Consumption	119		

	303-5 Water consumption	5.3.2 Water Withdrawal, Discharge and Consumption	119		
GRI 305: Emissions from 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	5.2.2 Other Air Pollutant Emissions	110		
GRI 306: Waste 2020	306-1 The impact of waste generation on waste	5.4.1 Waste-related Impact Assessment	121		
	306-2 Significant impact management on waste	5.4.1 Waste-related Impact Assessment	121		
		5.4.2 Waste Management Policy	123		
	306-3 Waste generated	5.4.3 Waste Collection and Disposal	124		
	306-4 Waste disposal transfer	5.4.3 Waste Collection and Disposal	124		
	306-5 Direct disposal of waste	5.4.3 Waste Collection and Disposal	124		
GRI 401: Employment and Labor Relations 2016	401-1 Newcomers and off-staff	6.1.2 Talent Recruitment	129		
GRI 402: Employment Relations 2016	402-1: The shortest deadline for changes in operations	6.1.2 Talent Recruitment	129		
GRI 403: Occupational safety and health 2018	403-1 Occupational safety and health management system	6.3.1 Occupational Safety and Health Management	145		
	403-2: Hazard detection, risk assessment and accident investigation	6.3.1 Occupational Safety and Health Management	145		
	403-3 Occupational health services	6.3.1 Occupational Safety and Health Management	145		
	403-4 Worker participation, consultation, and communication on occupational health and safety	6.3.1 Occupational Safety and Health Management	145		
	403-5 Training of Occupational Safety and Health Workers	6.3.1 Occupational Safety and Health Management	145		

	403-6 Workers' health promotion	6.3.1 Occupational Safety and Health Management	145		
	403-7 Prevention and mitigation of occupational safety and health impacts directly related to business relationships	6.3.1 Occupational Safety and Health Management	145		
	403-8 Workers covered by Occupational Safety and Health Management System	6.3.1 Occupational Safety and Health Management	145		
	403-9 Workplace injuries	6.3.2 Occupational Injuries and Diseases	161		
	403-10 Occupational illness	6.3.2 Occupational Injuries and Diseases	161		
GRI 405: Employee Diversity and Equal Opportunities 2016	405-1 Diversity of the governance and staff	2.2.1 Governance Framework	39		
		6.1.2 Talent Recruitment	129		

Enhanced Disclosure of Sustainability Metrics

The 10 indicators of the light-electric industry are being continuously revealed						
Number of the number	The target	The type of indicator	The annual report reveals the situation	The unit	The code of the page	Notes from the blog
The first is	The total energy consumption, the percentage of electricity purchased and the use of renewable energy	The number of people who are affected		The number of people who are in the world who are suffering from depression is about to increase.	103	
The second	Total water consumption and total water consumption	The number of people who are affected		The first is the "City of the Dead".	119	
The third	The percentage of waste produced and recycled	The number of people who are affected		The number of people who are in the country is about 0.	163	
The fourth	The report also highlights the importance of the workplace in terms of population and employment.	The number of people who are affected		The number, the ratio, the percentage of the population	145	
The five	Product lifecycle management disclosures: Includes the weight of waste products and e-waste and the percentage of recycling (note 1: Includes sale of waste or other recycling, please provide relevant information)	The number of people who are affected		The number of people who are in the country is about 0.	163	

The sixth	Description of risk management related to the use of key materials	The story is a good one.		Not applicable	98	
The following is a list of	Total financial losses caused by anti-competitive lawsuits	The number of people who are affected		The currency is reported	47	
The eight	The main product production by product category	The number of people who are affected		The product is different depending on the type of product	85	

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Climate-related Information

Climate related information from the company's shelves		
Climate change risks and opportunities for companies and the impact of corporate action		
Project	The situation is being handled	The code of the page
1. To describe the board and management levels of the oversight and governance of climate-related risks and opportunities.	2.6.1 Climate governance	63
2.The report also highlights the impact of climate risks and opportunities on business, strategy and finance (short, medium and long term).	2.6.3Impact Assessment of Climate-related Risks and Opportunities	71
3.The report also highlights the impact of extreme climate events and transition actions on finance.	2.6.3Impact Assessment of Climate-related Risks and Opportunities	71
4.The report also describes how the processes for identifying, assessing and managing climate risks are integrated into the overall risk management system.	2.6.1 Climate governance	63
5.The use of situational analysis to assess the resilience of the climate change risk should include the context, parameters, assumptions, factors and key financial implications used.	N/A	—
6. If there is a transition plan for climate-related risks, specify the contents of the plan and the indicators and objectives used to identify and manage the physical risks and transition risks.	N/A	—
7.The Commission has also proposed that the Commission should establish a basis for the establishment of a price for internal carbon pricing as a planning tool.	N/A	—

8. If climate-related targets are set, information on the activities covered, the scope of greenhouse gas emissions, the planning period, the annual progress achieved, etc. should be provided. If the CO2 reduction or renewable energy certificates (RECs) are used to achieve the relevant objective, the source of the CO2 reduction amount and the number of CO2 reduction or renewable energy certificates (RECs) that are used should be specified.	N/A	—
9.The report also highlights the importance of the EU's efforts to reduce greenhouse gas emissions and to improve the quality of life of the country.	-	77 108
9-1 Recently, the company's two-year greenhouse gas survey and confirmation situation		
9-1-1 - GHG data		
The report describes the volume of greenhouse gas emissions (CO2e) in the last two years, the density (CO2e/million yuan) and the data coverage.		
9-1-2 Greenhouse gas confirmation information		
The report describes the past two years' experience of belief, including the extent of belief, the institutions of belief, the criteria of belief and the opinions of believers.		
9-2 Greenhouse Gas Reduction Goals, Strategies and Specific Action Plans		
The report describes the greenhouse gas emission reduction standard year and its data, reduction targets, strategies and specific action plans and the circumstances in which the reduction targets are achieved.		