

Turvo International Co., Ltd.
2024 Sustainability Report

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Chairman's Message on Behalf of Leadership

The year 2024 was filled with both hope and challenges, as the world continued to face increasingly severe impacts from climate change. Countries accelerated their decarbonization efforts to meet the targets set by the Paris Agreement. At the same time, shifting political landscapes and escalating geopolitical tensions posed significant tests to companies' resilience and core values. In this rapidly changing global environment, BizLink remains steadfast in its commitment to sustainability, steadily advancing its green transformation and laying a solid foundation for future sustainable development.

Drive transformation with innovation and lay the foundation with quality

In terms of operations, we continue to deepen our core technologies and accelerate smart manufacturing and automation upgrades to comprehensively improve production efficiency and consistent product quality. By 2024, our products will be widely used in diverse fields such as automotive electronics, industrial communications, medical devices, and high-end bicycles. We will also actively expand into overseas markets, consolidate our global customer base, and stabilize operational performance. Notably, our new facility has been awarded LEED Silver certification. This not only demonstrates Turvo Technology's commitment to environmental friendliness, but also represents our determination to implement green concepts in the planning and operation of our production base.

Implementing ESG strategies to strengthen corporate sustainability

Upholding our commitment to environmental and social responsibility, we have established a systematic ESG management framework in accordance with international standards such as GRI, TCFD, SASB, and the United Nations Sustainable Development Goals (SDGs). Our Sustainability Committee comprehensively promotes the implementation of our sustainability strategy. In 2024, we achieved impressive results across multiple indicators, including:

- Complete greenhouse gas inventories for scopes 1 to 3 and introduce a carbon management system to enhance data transparency.
- Through the implementation of energy conservation and carbon reduction, a systematic energy management framework has been established, and the operating efficiency of some high-energy-consuming equipment has been initially improved. It is expected that the improvement results will continue to accumulate.
- Strengthen water resource management and waste classification and treatment to improve

resource recycling efficiency.

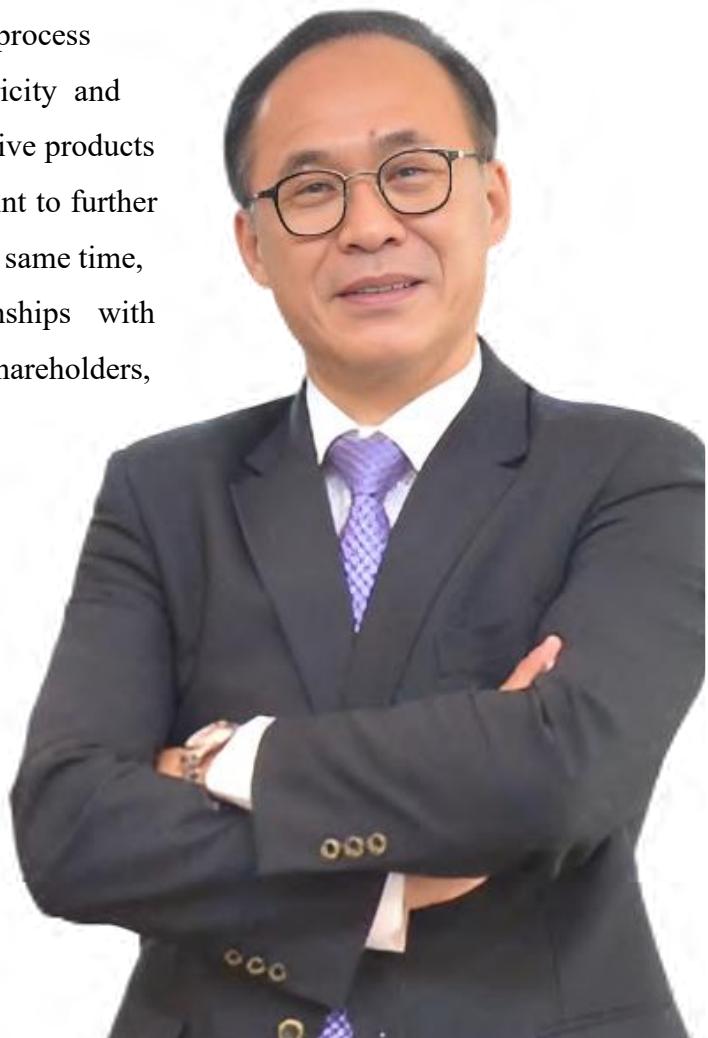
- Actively introduce green processes and expand the use of recycled materials and low-carbon raw materials.
- Establish a supply chain sustainability risk assessment mechanism and strengthen suppliers' environmental and social responsibility commitments.

Socially, we promote a diverse, equal, and inclusive workplace culture, committed to protecting employees' rights, interests, and health and safety. Through ongoing education and training, talent development programs, and workplace health promotion activities, we foster a growth-enhancing, vibrant work environment and cultivate a sustainable partnership for mutual growth between employees and the company.

Looking ahead, working together towards a new era of net-zero transformation

Looking ahead, as the world moves toward net-zero carbon emissions, we will continue to optimize our process technologies, expand the use of green electricity and renewable energy, and actively develop innovative products with high added value and a low carbon footprint to further enhance our sustainable competitiveness. At the same time, we will deepen our collaborative relationships with customers, suppliers, communities, and shareholders, working together to build a green value chain and achieve the dual goals of environmental sustainability and economic growth.

Sustainable development is a never-ending race that requires the perseverance and hard work of all members. I would like to express my sincere gratitude to all my colleagues for their dedication, to our customers and suppliers for their long-term trust, and to the community for their attention and support. TURVO will continue to march towards a bright future of innovation, resilience, and shared prosperity with even greater resolve.



Chairman

Tony Liu

About this report

Report Summary

This report has been prepared in accordance with the guidelines and framework of the Global Reporting Initiative (GRI) Standards. It provides a comprehensive overview of Turvo International Co., Ltd. (hereinafter referred to as Turvo International, Turvo, the Company, or we) and demonstrates the Company's commitment to corporate sustainable development and social responsibility.

To fulfill these commitments, we actively engage in sustainable management, corporate governance, operational performance, customer service and product quality, and sustainable supply chain management. Additionally, the Company dedicates efforts toward environmental sustainability, maintaining a safe and healthy workplace, and promoting social prosperity.

This report can be read and downloaded from our company's official website:

<http://www.turvo.com.tw/>

Data period

The reporting period covers January 1, 2024, to December 31, 2024. This report discloses the ESG sustainability performance of Turvo International Co., Ltd.

The report addresses sustainable management practices, including stakeholder engagement and identification, communication and analysis of key issues, prioritization of material topics and responses, the impact of sustainable operations, risk assessment of significant matters, and the implementation of the United Nations Sustainable Development Goals (SDGs).

To enhance readers' understanding of the information presented, the Company commits to revising and publishing its ESG sustainability report on an annual and continuous basis.

Range Boundary

The scope of this report is defined by the organizational boundaries established by Turvo International Co., Ltd. These boundaries include:

Taiwan Headquarters: No. 27, Jinger Road, Taichung Port Science and Technology Industrial Park, Wuqi District, Taichung City.

The information disclosed in this report is based on data provided by Turvo International Co., Ltd Corporation in Taiwan, primarily covering corporate governance, operational performance, and supply chain management.

Chapters addressing environmental sustainability, a friendly workplace, and social prosperity are included. The financial statements are presented on a consolidated basis and do not reflect the

performance of other subsidiaries.

Additionally, relevant material topics related to customers, suppliers, and investors outside of the Turvo organization are disclosed where applicable.

Supporting information includes commonly used texts, numerical data, photographs, certifications, and the financial figures are presented in thousands of New Taiwan dollars.

Principles and Guidelines

To continuously enhance the comparability of performance and the substantive nature of reporting, all information disclosed in this report is presented in accordance with internationally recognized standards such as GRI, TCFD , SASB, SDGs, and the Taiwan OTC Markets Corporate Sustainability Practice Guidelines. The standards are as follows:

- ◆ Global Reporting Initiative Sustainability Reporting Guidelines (Refer to GRI Standards: 2021).
- ◆ TCFD: Risks, opportunities and financial impacts of climate change.
- ◆ SASB: Releases industry sustainability accounting standards for resource transition: Transportation-Auto Parts Industry: Sustainability Themes and Accounting Indicators.
- ◆ SDGs: United Nations Sustainable Development Goals .
- ◆ Code of Practice for Sustainable Development of Listed and OTC Companies (revised version in December 2021).

Procedures for the Preparation and Submission of Corporate Social Responsibility Reports by Listed Companies (revised version in September 2022).

***Ensure the accuracy of public information**

Disclosing ESG-related information has a significant impact on stakeholders; therefore, we must diligently attend to every detail to ensure that the disclosed information is reasonable, accurate, complete, and in full compliance with relevant principles and guidelines.

• Internal confirmation :

Unless otherwise specified, all currency units in this report are expressed in New Taiwan Dollars , and all figures are rounded to the nearest decimal place.

Some indicators are designed to highlight medium- to long-term trends, presenting data over two consecutive years for non-financial indicators and three consecutive years for financial indicators (2021–2023).

All information, data, reviews, and verifications disclosed in this report have been documented, approved by relevant departments, confirmed by supervisors, and reviewed by senior management.



- **External confirmation :**

Financial assurance data: Ernst & Young Visa 113 (2024) annual financial report.

ESG Sustainability Report: Not verified yet.

- **Issuance frequency**

Issue Frequency: Once a year. The first current version of the 2024 ESG Sustainability Report will be published in August 2025. The subsequent report, the 2025 ESG Sustainability Report, is scheduled for publication in August 2026.

- **Contact Window**

Contact: General Manager's Office of Turvo International Co., Ltd.

Address: No. 27, Jinger Road, Taichung Port Science and Technology Industrial Park, Wuqi District, Taichung City

Tel: 04-26575790

E-mail: turvoesg@turvo.com.tw



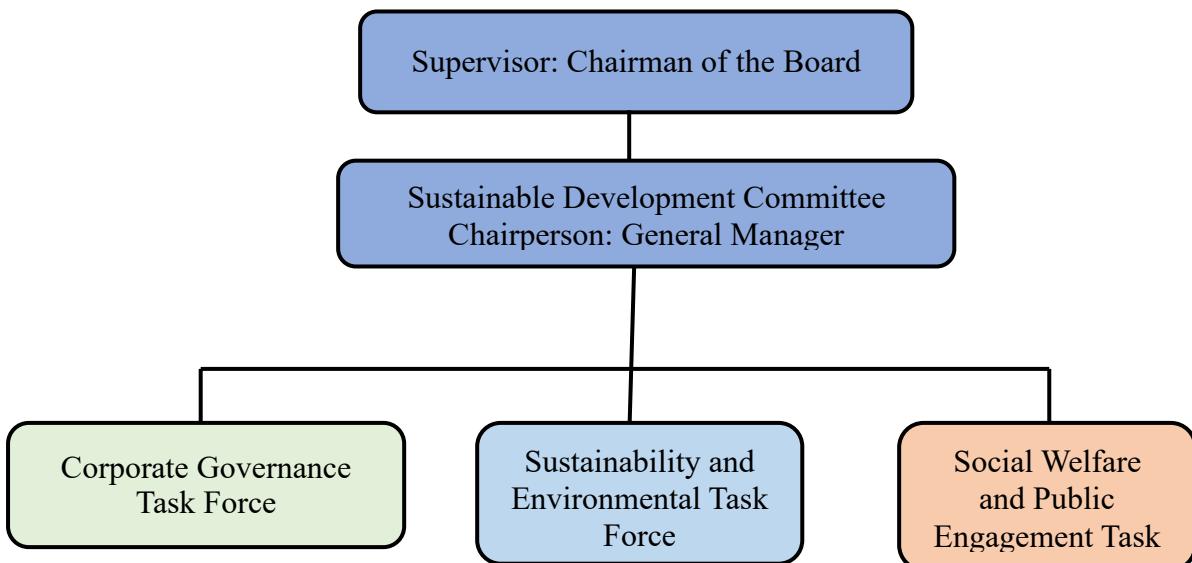
1. Practice sustainable management

1.1 Organization and identification of stakeholders

1.1.1 ESG Organization and Responsibilities

Turvo International Co., Ltd has established relevant regulations based on the "Corporate Governance Code" and understands that corporate sustainable operations require in-depth and comprehensive discussions with stakeholders over the long term. Therefore, it actively establishes communication channels with all stakeholders. By understanding and continuously focusing on responding to stakeholder concerns, Turvo International Co., Ltd can revise and adjust its practices at any time to achieve its sustainable operation goals, fully disclose the company's investment in corporate governance, economy, sustainable environment and social welfare, demonstrate its determination to promote corporate sustainability and implement corporate social responsibility, actively respond to public expectations, and demonstrate social influence.

The Company has established a **Sustainable Development Committee (hereinafter referred to as the ESG Committee)** as the executive management unit. Heads of relevant departments serve as members of the Corporate Governance Group (including the Economic and Risk Group), the Sustainable Environment Group, and the Social Welfare Group (including the Supply Chain, Employees, and Community Group). The Chairperson is responsible for executive management, and the Chairman oversees and reports to the Board of Directors on a regular annual basis. The Board of Directors reviews the implementation of the sustainable development strategies and action plans proposed by the ESG Committee and urges adjustments when necessary. The organizational structure is shown below:



The ESG Committee serves as a cross-departmental communication platform, responsible for planning, executing, and managing various action plans. It integrates and oversees the progress and effectiveness of the three major areas of corporate governance, environmental sustainability, and social welfare, ensuring the effectiveness of horizontal and vertical communication within the organization and implementing sustainable development.

The committee is responsible for:

- (1) formulating the strategic direction of the company's annual sustainable development plan.
- (2) Plan and implement various activities related to corporate sustainable development and risk assessment.
- (3) Track and review the implementation and effectiveness of corporate sustainability and risk assessment plans.
- (4) Other matters related to sustainable development, such as ESG corporate governance, sustainable environment and social welfare.
- (5) Report implementation results and future sustainable development plans to the Board of Directors regularly every year.
- (6) Hold regular review meetings every year to discuss issues related to corporate sustainability and business promotion

Effectiveness, perform ESG-related tasks at work and participate in related activities.

The Corporate Governance, Sustainable Environment, and Social Welfare Group is responsible for the following tasks:

Unit	Roles and Responsibilities
Corporate Governance Group	<ul style="list-style-type: none">● Strengthen the functions of the Board of Directors.● Ensure disclosure and transparency of business information.● Implement the company's internal audit and internal control systems.● Comply with international laws and government regulations.● Protect the rights and interests of shareholders and stakeholders.● Manage investment and operational risks.● Prevent improper behaviors such as bribery and corruption.
Sustainable Environment Group	<ul style="list-style-type: none">● Prevention, control, and mitigation of environmental pollution (including air, water, waste, toxic substances, noise, etc.).● Reduction of greenhouse gas emissions.● Calculation of product carbon footprints and promotion of carbon labeling.● Management and regeneration of energy resources (such as water and electricity).● Green product design, manufacturing, and green supply chain management.● Climate change adaptation and forest conservation.
Social Welfare Group	<ul style="list-style-type: none">● Protection of workers' wages and welfare rights.● Promotion of community relations and social welfare.● Maintenance of employee professional ethics and standards.● Promotion of inclusion and protection of diverse ethnic groups.● Management of occupational health and safety in the workplace.

	<ul style="list-style-type: none"> ● Coordination and communication with stakeholders, including employees, customers, government, suppliers, shareholders, and the general public.
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The aforementioned ESG report writing team, led by the Vice Chairperson and operating under the Chairperson of the ESG Committee, is responsible for preparing the ESG report.

The report is compiled by the heads of the relevant units within the Governance, Sustainability, Environment, and Social Welfare Groups.

above-mentioned **ESG committee** 's organization , key ESG work items in each category, and responsible units are as follows:

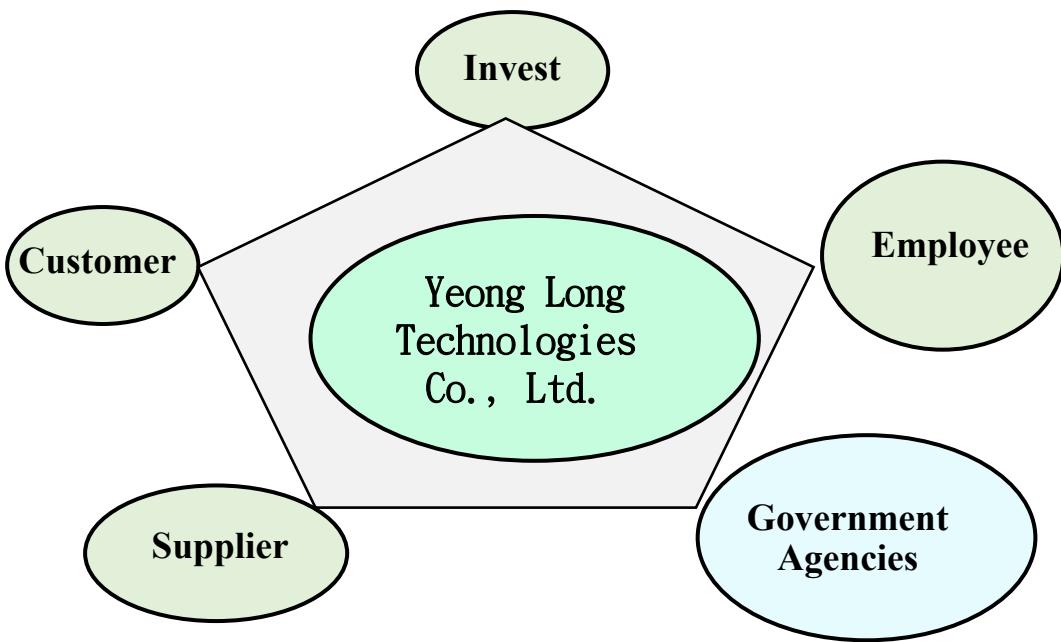
Various categories of noodles		ESG Key Initiatives	Responsible Unit
Corporation Governance	Corporate Governance	Corporate governance - board operations, financial management system Integrity management and green operation	Financial Management Department, Corporate Governance Director
		Various management systems: finance/taxation/internal audit	
		Ethical management system: compliance with laws and regulations, professional ethics, anti-corruption and bribery, etc.	Human Resources and Administration Department/Employees at all levels/Labor Representatives
		Information Security	Information Room
		Risk Management	General Manager's Office/Safety and Health Office
		Customer Privacy	Business Office
		Sustainable development management mechanism and goals	ESG Committee
		Grievance Mechanism - Employees/Customers/Suppliers/Shareholders	HR & Administration Department/Business Division/Taiwan Factory (Turvo)/Spokesperson
	economy	Business performance	Business Office
ring territory noodle	Environmental Management / Energy conservation and carbon reduction	Energy Management Greenhouse gas management (carbon emissions) Climate Change Strategies and Responses Water Resource Management	Safety and Health Room

society noodle			Sewage/waste gas/waste management/work environment management equipment improvement	Safety and Health Room Engineering Department
			Public area management	Human Resources and Administration Department
	Produce Taste noodle	Supplier	Supplier sustainability management (including contractors)	Asset Management Department
		Product Safety Customer Relationship Management	Product quality and safety Customer Service and Satisfaction/Customer Privacy Green Products Sustainable product services	Production Department Quality Department Business Office Technical Research Office
		Product quality Management and delivery	Product output and quality/ISO quality system Key processes and control methods of quality management Product quality yield and delivery time	Production Department Quality Department
	Employ- ee Manage- ment	Employee Management Mechanism/ Industrial Relations/ Health and Safety	Employee selection, training, employment and retention management/talent attraction and retention Talent cultivation and development, salary and benefits Labor relations/labor human rights/workplace diversity and other personnel management	Human Resources and Administration Department
		Occupational Safety and Health	Safety and Health Room	
	Community and charity activities		Good neighborliness in the local community	Human Resources and Administration Department
			Giving back to the community and charity activities	

1.1.2 Identification of major stakeholders

Turvo International Co., Ltd identifies five major stakeholders—investors (shareholders), employees, customers, suppliers, and government agencies—based on six key screening principles: responsibility, influence, closeness, dependence, representativeness, and policy and strategic intent, during ESG Committee meetings. Through various communication channels, we actively listen to stakeholder voices, gather their concerns and material issues related to the company, and accept and respond to their expectations.

The main stakeholders of our company are shown below:



1.1.3 Major Stakeholder Communication Channels

Turvo Technology discloses its corporate social responsibility information on the company's official website. The corresponding contact channels and communication methods for the five major stakeholder groups, along with their respective contact persons and key areas of concern, are summarized in the table below.

Region	Contact points, issues of concern, and complaint channels
Investor Zone	<p>Contact: Spokesperson</p> <p>Focus topics : operational performance, corporate governance, risk management, shareholder rights, information disclosure, etc.</p> <p>Complaint Hotline: +886-4- 26575790 Email: IR@turvo.com.tw</p>
Employee Area	<p>Contact: Human Resources and Administration Department</p> <p>Focus topics : personnel appointment , compensation and benefits, training and development, safety and health, promotion channels, etc.</p> <p>Complaint Hotline: +886-4- 26575790 #8005 Email: angel-wang@turvo.com.tw</p>
Government agencies Zone	<p>Contact window: General Manager's Office</p> <p>Focus topics : Regulatory compliance, corporate governance, safety and health, environmental protection, etc.</p> <p>Complaint Hotline: +886-4-26575790 Email: turvoesg@turvo.com.tw</p>
Supplier Area	<p>Contact: Taiwan Factory (Turvo)</p> <p>Focus topics : procurement standards, green procurement, supplier management, etc.</p> <p>Complaint Hotline: +886-4- 26575790 Email: johnnie-chiang@turvo.com.tw</p>
Customer Area	<p>Contact window: Business Office</p> <p>Focus topics : product quality and delivery time, customer privacy, customer service and satisfaction, etc.</p>

	Complaint Hotline: +886-4- 26575790 #6001 Email: emily-siao@turvo.com.tw
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1.2 Communication analysis and the process of identifying stakeholder concerns.

Turvo collects sustainability-related issues based on the Sustainable Development Goals (SDGs), industry regulations and standards, and the organization's annual objectives.

Through various stakeholder communication channels, designated departmental representatives engage with stakeholders on a regular or ad hoc basis. By assessing the impacts generated through business operations—both those affecting stakeholders and those potentially influencing the company's operations—Turvo consolidates and identifies key stakeholder concerns. The details are presented in the following table.

Stakeholders	Focus on topics	Main communication channels	Communication frequency
Investors	Operational performance, ethical business practices, risk management, regulatory compliance, innovation and research & development, sustainable products and services, corporate governance, information security, and ethical conduct, as well as greenhouse gas management, climate change strategies, green operations, and social welfare initiatives.	<ul style="list-style-type: none"> •Board of Directors Audit/Remuneration Committee • Regular shareholders' meeting • Dharma seminar • Public Information Observation Station • Corporate website •ESG sustainability report/annual report 	<ul style="list-style-type: none"> • 4 times (inclusive) or more/year • 2 times (inclusive) or more/year • 1 game/year • 2 times (or more)/year • Monthly/quarterly/annual/irregular • Timely •each year
Staff	Occupational safety and health, energy conservation and carbon reduction Personnel appointment, compensation and benefits, training and development Employee retention , labor rights, human rights protection , workplace diversity , water resource management, waste management , etc.	<ul style="list-style-type: none"> •Two-way communication meetings •Labor-management meetings •Education and training courses • Internal website/Email notification • Official Announcement/Appeal 	<ul style="list-style-type: none"> •Irregular •Once every quarter •Irregular •Irregular

		Mailbox	
Government agencies	Compliance with regulations : Safety and health laws , Environmental protection, corporate governance laws, Water resources , waste management laws, Information security, labor-related laws, etc.	<ul style="list-style-type: none"> •Official letter/telephone consultation •Participate in outreach meetings •Regulatory briefing •Visits by competent authorities 	<ul style="list-style-type: none"> •Irregular •Irregular •Irregular •Regular/irregular
Supplier	Supplier sustainable management, legal compliance, Waste management, energy conservation and carbon reduction , Labor human rights, greenhouse gas management, etc.	<ul style="list-style-type: none"> •Written audit •Written/field assessment •On-site audit 	<ul style="list-style-type: none"> •Irregular •One year/time •One year/time
Client	Product quality, product safety, Customer relationship management, customer privacy , Compliance with regulations, energy conservation and carbon reduction , Sustainable product services, etc.	<ul style="list-style-type: none"> •Customer complaint handling and response •Customer satisfaction survey •Client meetings •Phone/email/website 	<ul style="list-style-type: none"> •Irregular •year •Irregular •Irregular

The above focus topics were analyzed with reference to the GRI Sustainability Reporting Standards (GRI Standards). Following the steps of identification, prioritization, validation, and review, we assessed these topics to determine the scope of material issues to be disclosed in this Report, as well as the key sustainability challenges the Company faces both internally and externally, thereby enabling a comprehensive evaluation of our sustainability performance.

The process for determining material topics is as follows:

Implementation items	The process and significance of identifying material topics
1. Identification	<p>.When identifying stakeholders, department heads assess their level of importance to determine primary and secondary stakeholders. The five primary stakeholder groups identified are investors, customers, employees, suppliers, and government agencies.</p> <p>.Through discussions within the ESG Committee, 26 sustainability-related issues were consolidated and defined as the scope for identifying material topics to be disclosed in the report.</p> <p>.Reviewed the material topics of domestic and international peer companies, as well as global sustainability trends and developments.</p>

	<p>.To ensure the objectivity, completeness, and inclusiveness of the material topics, stakeholder surveys were conducted.</p>
2. Sorting	<p>The prioritization method for determining material issues is as follows: Based on the 26 sustainability topics consolidated by the ESG Committee, a stakeholder survey was conducted among five stakeholder groups to assess their level of concern. Additionally, a separate survey assessing the degree of impact of 20 topics across two major dimensions was administered to corporate executives. In 2024, the stakeholder survey yielded 225 valid responses: 121 from employees, 20 from shareholders, 5 from customers, 73 from suppliers, 1 from government agencies, and 5 from other respondents. The executive impact survey collected 63 valid responses.</p> <p>All topics were statistically ranked based on the average scores, and through ESG Committee deliberations considering both the company's operational influence and the degree of internal impact, 12 material topics were identified.</p>
3. Confirm	<ul style="list-style-type: none"> To ensure compliance with the GRI principles of completeness and stakeholder inclusiveness, and to strengthen the connection between annual material topics and the company's core competencies, the preliminary identification results of material topics were reviewed by ESG Committee members. This review took into account international benchmarking trends and factors related to business development strategies. The ESG Committee convened to confirm 12 material topics, 8 secondary topics, and 5 other topics. Among them, the 12 material topics were designated as the material disclosure scope of this Report. In accordance with GRI 2021 Standards, Sections 3-1 to 3-3, Turvo provides responses to each material topic within the Report, confirming their relevance and assessing potential associated risks.
4. Inspection	<p>In the next edition of the Report, we will continue to review the identified material topics and further strengthen communication with stakeholders to verify whether adjustments to the materiality matrix—covering future material and secondary topics—are necessary.</p>

1.2.1 Data analysis of the level of concern and impact of sustainability issues

In the process of identifying material topics, it is essential to assess not only the level of stakeholder concern for each issue but also the degree of impact each key issue has on the company's operations.

In 2024, Turvo Technology's Sustainability Committee conducted surveys among various stakeholder groups as well as internal mid- to senior-level managers to evaluate both the level of concern and the degree of impact of sustainability issues.

Based on the statistical analysis, 12 material topics and 8 secondary topics were identified. The average scores and their rankings in terms of direct and indirect impacts are presented in the following table.

Serial number	Focus on topics	Attention and impact								illustrate	focus on degree	Impact degree	Direct/Indirect Positive and negative Impact
		I n v e s t o r s	s u p p l i e r	c l ie n t	st af f	O p er at o r	gov ern me nt age nci es						
1	operational performance	•	•		•	•	O	Operating income and cost profit, earnings per share (EPS), assets/liabilities, operating conditions, etc.	4.40	3.85	Forward: 0 Negative : 3.85		
2	Salary and Benefits	•	•	O	•	•		Improvement and management of employee salary systems, vacation systems, retirement systems, and various welfare systems.	4.38	3.64	Forward: 0 Negative : 3.64		
3	Product quality and Safety	•	O	•	•	•		The company maintains good quality in product manufacturing and establishes a product recall mechanism and high-quality culture. The company does not use harmful substances and eliminates conflict minerals.	4.57	4.15	Forward: 0 Negative : 4.15		
4	Customer Relationship Management	•	O	•	•	•		Customer service, customer complaint handling procedures, customer satisfaction surveys and other measures to continuously deepen customer trust.	4.34	3.82	Forward: 0 Negative : 3.82		
5	Integrity management and business ethics	•	•	O	•	•		The organization has mechanisms for ethical integrity, such as anti-corruption, unfair competition, anti-trust and monopoly behavior, and has a complaint reporting process.	4.27	3.73	Forward: 0 Negative : 3.73		
6	Energy Resource Management	•	•	O	•	•		Management and activities of various energy-saving and carbon-reduction measures, such as the purchase and installation of energy-saving equipment and related energy-saving measures.	4.12	3.82	Forward: 0 Negative : 3.82		

7	Occupational Safety and Health	●	●	O	●	●	O	Create a safe working environment and implement employee occupational health and safety management policies, such as injury prevention and treatment, occupational disease prevention, and employee health promotion.	4.37	3.64	Forward: 0 Negative : 3.64
8	Supplier Sustainability Management	●	●	O	●	●		Supply chain management strategies and guidelines not only audit quality, delivery time, and capabilities, but also emphasize assessment and guidance of suppliers in environmental, social, and corporate governance aspects.	4.23	3.88	Forward: 0 Negative : 3.88
9	Information Security	●	●	O	●	●		Establish an information security organization to conduct education and training on information security management-related policies to strengthen the organization's resilience to information security incidents and threats.	4.20	3.73	Forward: 0 Negative : 3.73
10	Professional ethics	●	●	O	●	●		Employees should abide by professional ethics, safeguard intellectual property rights, respect personal privacy, be honest and anti-bribery, be honest and pragmatic, and get along harmoniously with colleagues and supervisors.	4.27	3.73	Forward: 0 Negative : 3.73
11	Risk Management	●	●	O	●	●		We have established risk management mechanisms in the areas of environment, society, corporate governance and various operations, and have implemented risk control and prevention processes.	4.25	3.73	Forward: 0 Negative : 3.73
12	Product Innovation	●	●	O	●	●		Actively engage in product innovation and industrial transformation, and propose innovative R&D and management practices in technology , processes and products.	4.28	4.03	Forward: 0 Negative : 4.03
13	Human Rights Protection and Diversity and Inclusion	O	O		●	●		We value the protection of human rights and are committed to the implementation of fair principles and diverse and inclusive policies (e.g., no child labor, no harassment or discrimination, no forced labor, and freedom of association).	4.22	3.30	Forward: 0 Negative : 3.30

14	Training and Development	O	O	●	●		Employees should abide by professional ethics, safeguard intellectual property rights, respect personal privacy, be honest and anti-bribery, be honest and pragmatic, and get along harmoniously with colleagues and supervisors.	3.99	3.70	Forward: 0 Negative : 3.70
15	Industrial Relations	●	O	●	●	O	Labor-management negotiations, employee communication and grievance mechanisms, employee satisfaction, and responses to major operational changes.	4.25	3.36	Forward: 0 Negative : 3.36
16	Regulatory Compliance	O	O	●	●	●	Comply with relevant laws and regulations on environment, society, corporate governance, products, etc.	4.34	3.76	Forward: 0 Negative : 3.76
17	Green Manufacturing	O	O	●	●		Comply with green-related laws and regulations such as environment, society, corporate governance, and products.	3.89	3.50	Forward: 0 Negative : 3.50
18	Water Resource Management	●	O	●	●		water use and wastewater discharge , as well as measures such as water conservation, recycling, and wastewater treatment.	4.18	3.73	Forward: 0 Negative : 3.73
19	Waste Management	●	O	●	●		Control and manage general waste and industrial waste, and quantify and compile reduction and recycling strategies and implementation results.	4.09	3.58	Forward: 0 Negative : 3.58
20	Climate change adaptation methods	●	O	●	●		Inventory and disclosure of greenhouse gas emissions, and formulation of carbon emission reduction strategies and implementation management.	3.82	3.61	Forward: 0 Negative : 3.61

Note: Direct and indirect impact degree: ● Direct impact degree of tissue O Indirect impact degree of tissue:

Definition: Material Topic $\geq 4\bullet$, Minor issues $< 4\bullet$

Concern level assessment score: 1 = no concern, 2 = low concern, 3 = moderate concern, 4 = high concern; 5 = very concern

Impact rating: 1 = no impact, 2 = low impact, 3 = moderate impact, 4 = high impact; 5 = extreme impact

1.3 Material Topics Prioritization and Response

Based on the results of stakeholder identification, the ESG Committee convened a meeting to discuss the key stakeholders of the 2024 ESG sustainability report.

The ESG Committee held a review meeting on February 10, 2025, to prioritize key stakeholder

concerns for 2024, their level of concern, and the extent of their immediate or potential impact on the economy, environment, and society. The meeting was held based on industry benchmarks, with the Committee maintaining the number and number of major and minor issues for 2024. Minutes of the meeting were prepared and submitted to the Chairman for review and approval.

Therefore, the 12 Material Topic and 8 minor issues disclosed in 2024 are as follows:

Stakeholder Materiality Concern	high	Corporate Governance and Taxation	Human rights protection and diversity and inclusion, Training and development, industrial relations	Operational performance, salary and benefits, information security Product quality and safety, energy resource management Customer relationship management, occupational safety and health, integrity management and business ethics, professional ethics, supplier sustainability management, risk management, product innovation
		Green value chain	Regulatory Compliance	
	Moderate	Social Welfare	Climate change adaptation methods	Green Manufacturing Water Resource Management Waste Management
	Low			Air pollution control and greenhouse gas emissions
		Low	Moderate	high
The extent of the immediate or potential impact on the economy, environment, and society (including human rights/human populations)				

Note: Significant issues , secondary issues

1.3.1 Responses to Key and Secondary Sustainability Topics

In 2024, we identified 12 material and 8 non-material topics. The following summarizes the corresponding management actions and related measures.

Corporate Governance /Economics			
project	GRI Guidelines	Importance to Turvo International Co., Ltd	Promotion measures
operational performance	201: Economic Performance 202: Market Position	Business performance is achieved through continuous profitability to achieve the goal of sustainable operation, develop new customers and increase market share, and create new employment	Keep abreast of economic conditions and increase capital expenditures when appropriate. Expand customer base and market share,

		opportunities.	Control costs and expenses.
	207: Tax Payments Collection/payment terms	Collection terms are important to the company. Payment terms are important to suppliers.	Establish authority or methods for managing collection and payment between customers and suppliers.
	416-2: Customer Health and Safety 417: Product Service Product quality and delivery time	Customers attach great importance to product quality and delivery time It is also an important factor in building trust and a good reputation with customers.	Passed ISO 9001 quality management system certification and quality assurance procedures and operating standards.
Product quality and safety	416-2: Customer Health and Safety 417: Product Service Product quality and delivery time	Customers attach great importance to product quality and delivery time, which are also important factors in building trust and good reputation with customers, and we must also implement the protection of customer privacy.	Passed ISO9001 quality management certification (procedures, operating standards, etc.) and continue to maintain its effectiveness.
Customer Relationships manage	416-2: Customer Health and Safety 417: Product Service Product quality and delivery time	Customer satisfaction with products, services and services is an important factor in building trust and a good reputation with customers.	Regular annual customer satisfaction surveys, requiring the responsible unit to make improvements within a specified period of time for customer complaints.
Integrity management and business ethics	2-18: Highest Governance Unit Performance evaluation 2-15: Conflict of Interest	Keeping shareholders satisfied is a very important task for a company. Implementing a business integrity policy is important for a company to establish credibility and reputation.	Establish company charters and clearly define shareholder dividend distribution procedures. Established the "Code of Conduct for Integrity Management".
Supplier Sustainability Management	308-1: Supplier Environmental Assessment 414: Supplier Social Assessment	TURVO promotes sustainable development of the business, it is necessary to establish partnerships with manufacturers in the supply chain, and each supplier must comply with environmental and social responsibility regulations.	Formulate "Supplier Management Measures" to establish trust-based and stable partnerships with suppliers, grow together, and build a sustainable supply chain.
Information Security	418: Customer Privacy	We are committed to protecting the information security of our customers, employees and suppliers, and ensuring that their privacy and confidential information is protected from unauthorized access, use or	It is expected that the ISO 27001 information security management system will be introduced to ensure effective management and control of information security.

		disclosure.	
Professional ethics	2-15 Conflict of Interest 205: Anti-corruption 206: Anti-competitive behavior	Employees should abide by professional ethics and safeguard intellectual property rights, respect personal privacy, and be honest, trustworthy and pragmatic in anti-corruption and anti-bribery behavior.	Formulate a "Code of Conduct for Integrity Management." Implement this policy based on the principles of fairness, honesty, trustworthiness, and transparency for employees and stakeholders to follow.
Risk Management	2-25: Remediating Negative Shocks Program TCFD Climate Risk and Adaptation	In the face of operational, environmental and other risks faced by global companies, it is necessary to establish a risk management mechanism that can respond quickly, reduce losses and continuously safeguard the interests of stakeholders.	Control the operational impact and damage caused by risks in accordance with the "Risk Management Policy" and implement relevant response measures.
Product Innovation	416: Customer Health and Safety 417: Product Service TCFD Product Transformation	To build a more complete corporate integrity management, formulate employee ethics standards, avoid conflicts of interest, and create a sustainable business environment.	Establish a "Code of Conduct for Integrity" for employees and stakeholders to follow.
Regulatory Compliance	2-27: Regulatory Compliance	Honest business practices are the foundation of our policy and the foundation for building trust, credibility and reputation.	Honest business practices must be based on compliance with laws and regulations, formulate and implement systems to combat corruption, bribery and conflict of interest avoidance.
Green Manufacturing	417: Marketing and Labeling, Products and Services	Comply with green-related laws and regulations such as environment, society, corporate governance, and products.	Introducing green process equipment within the company, so that green manufacturing can be implemented.
Environmental aspects			
Energy Resource Management	304 : Energy 2-27: Regulatory Compliance	In response to global environmental trends and in line with the country's overall greenhouse gas reduction strategy, we monitor the company's greenhouse gas emissions.	Reduce water and electricity consumption for efficient energy management.
Climate	303-1,2,3: Water and Drainage	The discharge of domestic sewage and industrial wastewater	In accordance with the ISO 14001 environmental

change adaptation methods	2-27: Regulatory Compliance	complies with the management standards within the park, reducing management costs and complying with the provisions of the Water Pollution Prevention and Control Act.	management system and the Water Pollution Prevention and Control Act, we regularly commission a third-party testing company approved by the Ministry of Environment to conduct effluent testing and complete the declaration.
Waste Management	306-3 : Waste 2-27 : Regulatory Compliance	Waste violates environmental regulations and if fined, it will affect the company's reputation and corporate image.	According to ISO 14001 Environmental Management System The factory has established a waste management procedure to strengthen classification and control at the source. TCLP testing is conducted on sludge and waste lubricating oil every year, and qualified disposal companies are commissioned to carry out waste disposal.
Water Resource Management	303-1,2,3: Water and Drainage 2-27: Regulatory Compliance	Improve water resource management measures, reduce water shortage risks, implement water management and reduction, and increase recycling and reuse.	Based on water usage characteristics, wastewater is mainly categorized into cooling towers, process wastewater, domestic water, and rainwater, and preliminary wastewater treatment and recycling are carried out.

Social aspects

Occupational Safety and health	403: Occupational Safety and Health	Comply with the Occupational Safety and Health Act and provide employees with a safe, healthy, high-quality and friendly workplace.	Formulate an annual "Occupational Safety and Health Management Plan" and implement it accordingly. Establish a hazard identification and control mechanism based on ISO45001 provisions.
Salary and Benefits	2-18: Compensation Policy 2-19: Salary Decision Process 2-21: Annual total	Provide industry-competitive overall compensation strategies and systems to attract and retain outstanding talents.	Formulate " Salary Operation Management Measures " for supervisors at all levels to follow.

	compensation ratio		
Industrial Relations	401: Labor-Employment Relations 402: Industrial Relations	The company regards its employees as its most important partners and hopes to create a harmonious, challenging, and sustainable learning and growth working environment.	We provide an overall salary and benefits system that is competitive in the industry, as well as a harmonious working environment, to build the cohesion of our employees.
Human Rights Protection and Diversity and Inclusion	406: No Discrimination 408: Child labor prohibited 409: No forced labor	Comply with relevant laws and regulations such as the Labor Standards Act and the Gender Equality in Employment Act to protect their labor rights and interests.	Formulate " Work Rules " and " Operational Standards for Illegal Harm While Performing Duties ", which include provisions related to human rights protection such as workplace violence, workplace bullying, sexual harassment, and employment discrimination.
Training and Development	404: Training and Development	Establish a mechanism that prioritizes employee development and supplements it with performance evaluation to foster and develop employees' personal abilities.	Formulate " Employee Education and Training Management Measures " and "Performance Appraisal Management Measures " for supervisors at all levels to follow.

1.4 The Impact of Corporate Sustainability

1.4.1 Relationship and Impact of Material Topics Across Turvo Technology's Value Chain

Perpetual Tasks	Material Topic	GRI Standards Specific Topics SASB Standards - Hardware	upstream	TURVO's products			downstream	Operational importance			
			Procurement stage	R&D	Sustainability	Environmental protection	Customer Use	Revenue growth	Customer satisfaction	Employee morale	Operational risks
Operational performance	Business performance	201 Economic Performance 202 Market Position	◎	◎	◎	◎		◎	◎	◎	◎
	Product quality and full	416 Customer Health and Safety 417 Product and Service TC-HW-230a.1 Product Safety	◎	◎	◎	◎	◎	◎	◎	◎	◎
	Customer Relationship Management	416 Customer Health and Safety 418 Customer Privacy TC-HW-230a.1 Product Safety	◎	▲	◎	▲	◎	◎	◎	◎	◎
Corporate Governance	Integrity management Business Ethics	2-9 Governance Structure and Composition 2-15 Conflict of Interest	◎	◎	◎	◎	▲	◎	◎	◎	◎
	Professional ethics	205 Anti-corruption, 206 Anti-competition 406 No Discrimination, 409 No Forced Labor	◎	◎	◎	◎	▲	◎	◎	◎	◎
	Risk Management	2-25 Procedures for Remediying Negative Impacts TCFD material risks/transition risks	◎	◎	◎	◎	▲	◎	◎	◎	◎
	Information Security	418 Customer Privacy	▲	◎	◎	◎	▲	◎	◎	◎	◎
	Product Innovation	416 Customer Health and Safety 417 Product Services , TCFD Product Transformation	◎	◎	◎	◎	◎	▲	◎	◎	◎

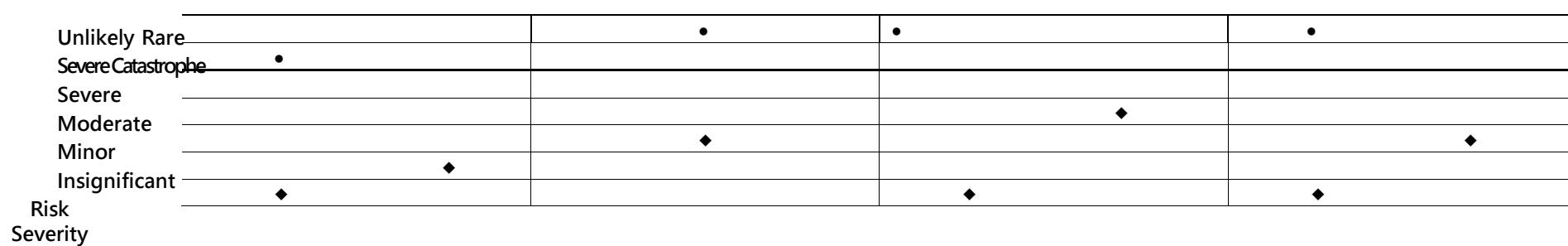
Sustainable Environment	Energy Resource Management	305-1,2,7 Carbon Emissions 2-27 Regulatory Compliance	◎	◎	◎	◎	◎	◎	◎	◎	◎
Supplier Management	Supplier Sustainability Management	204 Food Procurement, 308 Environmental Assessment 414 Social Responsibility Assessment TC-HW-430a.1 RBA Audit TC-HW-430a.2 RBA Improvement TC-HW-440a.1 Material Procurement	◎	◎	◎	◎	◎	◎	◎	◎	◎
Friendly workplace	Compensation and Benefits	2-18: Compensation Policy 2-19: Salary Decision Process 2-21: Annual total compensation ratio	◎	◎	◎	◎	◎	◎	◎	◎	◎
	Occupational Safety and Health	403: Occupational Safety and Health	◎	◎	◎	◎	◎	◎	◎	◎	◎

Note: ◎ Significant impact ▲ Partial impact

1.4.2 Risk Management of Material Topics

In 2024, twelve material topics were identified and assessed based on the severity and likelihood of associated risks. The following table provides a detailed analysis and explanation of the risk considerations, risk assessment, and corresponding management measures.

		Operational performance		Compensation and Benefits		Product quality and safety		Customer Relationship Management	
Risk Consideration	★Strategy ●Operations ◆Hazard	front: Operating performance surplus ★ ●	Negative: Operating performance loss ★ ●	front: Normal operation and payment of salaries and benefits ●	Negative: Salaries and benefits are not being operated and distributed normally ● ◆	front: Product quality and safety meet the standards ●	Negative: Product quality and safety Not meeting standards ● ◆	front: Good customer relations and high customer satisfaction ●	Negative: Customers complain and have poor satisfaction ● ◆
Risk Assessment and Management Measures		This year's operating performance is in the red	There will be pressure to digest the increased inventory in the first half of 2024. Possible loss	Provide an industry-competitive overall compensation and benefits system to attract and retain outstanding talents	If the company has labor conditions such as excessive overtime, large-scale layoffs of employees	Our company attaches great importance to product quality and safety assurance, and establishes product management and safety operation standards	If the product is defective and the customer deducts the money, you may suffer losses. Analyze the causes of product defects, set up a special task force to improve within a specified period, and implement preventive measures	Turvo conducts regular customer satisfaction surveys and handles customer complaints promptly.	Customer complaints are not handled or are handled improperly, resulting in poor satisfaction and no subsequent orders.
Risk Occurrence Probability		Weak consumer demand, customers postponed or partially cancelled orders, and business units planned to actively develop new customers			At the very least, the company may be fined and announced by the authorities, which may affect the company's internal and external image and reputation.				If customer relations and satisfaction are poor, the customer's subsequent orders may be reduced at best, or even cancelled, affecting operational performance.
Almost Certain		See this report 2. Corporate Governance and Integrity Management	See this report 6. Friendly workplace		See this report 【3.3 Product quality and delivery time】		See this report 3. Operational Performance and Customer Management		
Likely					●			●	
Possible		●							



	Integrity management and business ethics	Energy Resource Management	Occupational Safety and Health	Supply Chain Sustainability Management
Risk Consideration	Integrity, business ethics and compliance with laws and regulations are important beliefs of our company. ★ ●	The company complies with environmental regulations, effectively reduces electricity consumption and purchases green electricity ● ◆	Our company complies with the "Occupational Safety and Health Risk Assessment Procedure", implements hazard identification and risk assessment, and establishes a healthy and safe working environment.	The product quality yield is low and does not meet customer requirements. This is related to the raw materials provided by the supplier. ● ◆
Strategy				
Operations				
Hazard				
Risk Assessment and Management Measures	The company has established a code of integrity management, signed labor contracts and provided promotional training to prevent and reduce the probability of occurrence, and established a complaint mechanism and channel to facilitate timely handling. If there is any violation of integrity or ethics reported or reported by the media, it will have a serious impact on The company's reputation and	Our factory and administrative offices have implemented effective measures to reduce electricity consumption and process oil consumption and regularly review whether they meet the standards. If a violation occurs, the company will be subject to official penalties, deadlines for improvement, or even fines from the government, which will increase costs and affect the company's reputation.	The company has established the "Occupational Safety and Health Management Manual" and its organizational staffing, and submitted it to the official for review and filing. It has also passed the ISO 45001 Occupational Safety and Health Management System certification. If a safety and health incident occurs, it may lead to employee injury and loss of work time, or even death. Serious occupational	If the product yield rate does not meet the customer's requirements, the customer will return the product or ask for compensation, causing financial losses to the company and a serious impact on its reputation. Abnormal raw materials will affect the yield rate of the product process, causing product scrapping and affecting customers and company revenue.

image affect customer orders Single meaning		accidents may result in official penalties and deadlines for improvement, which may also affect reputation.	
Probability of Risk Occurrence	See this report 【 2.5 Integrity Management and Business Ethics 】	See this report 5. Sustainable Environment	See this report 6.6 Workplace Health and Safety
most Certain LiLikely Possible Unlikely			
Risk Severity Severe Major Moderate Minor Insignificant	• • • • •	• • • • •	• • • • •

		Information Security	Professional ethics	Risk Management	Product Innovation
Risk Consideration		Protecting customer and personal privacy is important, but protecting the company's intellectual property and trade secrets, such as patents, is even more important.	The company complies with environmental regulations, effectively reduces electricity consumption and purchases green electricity	Our company complies with financial, environmental, labor, and health and safety laws and regulations, and rarely violates laws.	We attach importance to the research and development and innovation of new products, as well as the improvement of process quality, with the goal of achieving product added value and profit
★Strategy		● ◆	● ◆	●	★ ●
●operations		We are committed to protecting the information security of our customers, employees and suppliers, ensuring that their privacy and confidential information are not accessed, used or disclosed without authorization.	Our company has implemented effective reduction of electricity consumption in each process, and regularly and legally treats and declares wastewater and waste.	The company has established risk management systems such as "Issue Identification and Risk Management Procedures" to respond to the risks of business operations and reduce the impact of risks after they occur.	Product innovation is an important R&D and operation strategy of TURVO. Every year, new products or improved products are launched to meet customer needs, which not only meets customer needs but also increases the company's revenue.
◆Hazard		Our company has introduced ISO 27001 information security management system to ensure effective information security management	If a violation occurs, the company will be fined by the government and given a deadline to rectify the situation. In serious cases, it may lead to employee injuries and other occupational hazards, affecting the company's reputation.	If operational risks arise, the impact and losses on the company will be assessed based on the severity of the incident and managed in a tiered manner.	
robabil ity of Risk occurre nce		See this report 2.7 Information Security	See this report 2.5 Business and Professional Ethics	See this report 2.8 Risk Management	See this report 3.5 Product quality
Almost Certain					
Risk everi ty	Likely				
	Possible			●	●
	Unlikely				
	Rare	●	●		
	Severe				
Major				◆	

Moderate			
Minor	◆		◆
Insignificant	◆		

1.5 Implementing the United Nations Sustainable Development Goals (SDGs)

To implement the United Nations Sustainable Development Goals (SDGs), Turvo Technology continues to focus on six key goals: SDG 3 (Good Health and Well-being), SDG 4 (Quality Education), SDG 5 (Gender Equality), SDG 6 (Clean Water and Sanitation), SDG 12 (Responsible Consumption and Production), and SDG 13 (Climate Action). Through the establishment of 2024 targets and corresponding management measures across economic, environmental, and social dimensions, the company is taking concrete actions to create sustainable impact.

Economic aspects			
SDGs target: 12 Responsible consumption and production 13 Climate Action		12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	13 CLIMATE ACTION 
Company Goals	Management measures	Corresponding to SDGs goals	Corresponding chapter
Disclose relevant information to assist the government in promoting corporate governance blueprint	Disclose the company's non-financial information with reference to internationally accepted reporting standards.	12.b	Report Overview and Scope
Responding to climate change and energy supply risks Actively identify the risks brought by climate change and continuously control the impact and damage of extreme climate on operations	Develop adaptation policies and solutions for real risks such as floods, typhoons, power outages, and rising temperatures, and actively implement relevant response measures to ensure rapid resumption of operations after disasters.	13.3	6.8 Climate Change Strategy and Management

Environmental aspects			
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SDGs Target: 06 Clean Water and Sanitation 13 Climate Action		 		
Company Goals	Management measures		Corresponding to SDGs goals	Corresponding chapter
Promote water and energy conservation	Rainwater collection tanks and solar panels		June 3, June 4	6.3 Energy Management 6.4 Water Resources Management
Scope 1 and 2 introduce greenhouse gas Scope 3 inventory and verification work	Commission a consulting company to provide guidance and introduce a carbon steward system to assist in collecting carbon emission data and issue a carbon inventory report		13.3	6.2 Greenhouse Gas Inventory
Social aspects				
SDGs Target: 03 Health and Safety 04 Quality Education 05 Gender Equality		  		
Company Goals	Management measures		Corresponding to SDGs goals	Corresponding chapter
Improve employees' knowledge and skills	Each unit can organize its own education and training or participate in external training courses, and make flexible adjustments based on individual needs. We provide effective career training plans and occasionally hire professional lecturers to teach professional and technical courses.		04.4	7.3 Training and Development
Promoting independent inspection and management measures for occupational safety and health, prevent disasters in the factory and reduce risks	1. In accordance with relevant occupational safety laws and regulations, "ISO 45001 Occupational Safety and Health Management System" and relevant occupational safety laws and regulations, formulate occupational safety and health work codes, identify hazardous operations, establish independent inspection and safe operation standards, and prevent various potential hazards and accidents. 2. Provide free health checkups to employees on a regular basis every year, collect statistics and analyze possible		03.4 03.8	7.7 Occupational Safety and Health 7.8 Health Promotion Activities

	pathogenic factors based on the health checkup results, implement grading according to health risk management, track high-risk health groups, promote workplace health promotion and occupational disease prevention, and provide employees with comprehensive medical care services.		
Prohibit gender discrimination in recruitment, appointment, salary, promotion, training, etc.	The company has established "Work Rules" and submitted them to the relevant government agencies for review and filing, clearly stipulating policies and systems that prohibit gender discrimination.	05.1,05a, 05b	7.1 Talent Policy and Commitment



2. Corporate Governance and Ethical Business Practices

Turvo International Co., Ltd. major sustainability management topics and goals related to corporate governance—such as ethical business practices, risk management, and regulatory compliance—are outlined below. The short-, medium-, and long-term indicators for each material topic are summarized in the following table.

	Short-term indicators (2024-2025)	Medium-term indicators (2026-2029)	Long-term indicators (2030 and beyond)
Corporate Governance	The corporate governance evaluation ranking is within 65% of all listed companies	The corporate governance evaluation ranking is within 50% of all listed companies	The corporate governance evaluation ranking is within 50% of all listed companies
Regulations follow	Violations of corporate or tax laws : 0	Violations of corporate or tax laws : 0	Violations of corporate or tax laws : 0

• Material Topic Goals and Performance: Corporate Governance and Ethical Business Practices

In its approach to corporate governance and sustainable management, Turvo International Co., Ltd adheres to the principles of ethical business practices and transparent information disclosure. The company complies with regulations, enhances operational performance, strengthens internal control and personnel management mechanisms, and maintains ISO management system certifications. These efforts aim to cultivate a strong corporate culture grounded in business philosophy and ethical standards. The goals and performance related to this material topic are outlined as follows:

◆ Corporate Governance

2025 Goals	2024 Goals	2024 Performance Achievement
The corporate governance evaluation ranking is within 50% of all listed companies	The corporate governance evaluation ranking is within 65% of all listed companies	The corporate governance evaluation ranking is within 65% of all listed companies → Achieved

◆ Regulatory compliance

2025 Goals	2024 Goals	2024 Performance Achievement
Violation of Companies Act or tax regulations: 0	Violation of Companies Act or tax regulations: 0	0 items → achieved

2.1 Company Overview

Turvo International Co., Ltd.. was established in December 1987 and is currently located in the

Taichung Port Technology Industrial Park. The company specializes in the development and manufacturing of precision metal components. Utilizing advanced CNC lathes, milling machines, turn-mill compound machines, as well as high-end multi-axis equipment and workstations from Germany and Switzerland, Turvo delivers high-quality, highly skilled, and stable production processes.

Our technological capabilities are applied across various types of metal components, with a comprehensive range of processing techniques including turning, milling, drilling, grinding, precision gear machining, forging, die casting, injection molding, stamping, heat treatment, surface treatment, and assembly. These processes support the production of high value-added products and services.

Turvo 's core business focuses on the development and production of precision metal parts, with applications in automotive engine systems, steering systems, transmission systems, safety systems, and chassis systems. In addition, our products are widely used in industrial communication connectors, sensors, temperature control equipment, industrial automation, medical device components, and high-end bicycle parts.

Company Name	Turvo International Co., Ltd.
Headquarters Location	No. 27, Jing 2nd Road, Taichung Port Science and Technology Industrial Park, Wuqi District, Taichung City
Founding date	December 1987
Stock listing	September 2019, stock code: 2233
Chairman	Liu ,Chunchang
President	Tsai ,Mingtung
Capital	602,881,000 yuan (January 3, 2025)
Number of employees	410 employees (Taiwan plant as of December 31, 2024)

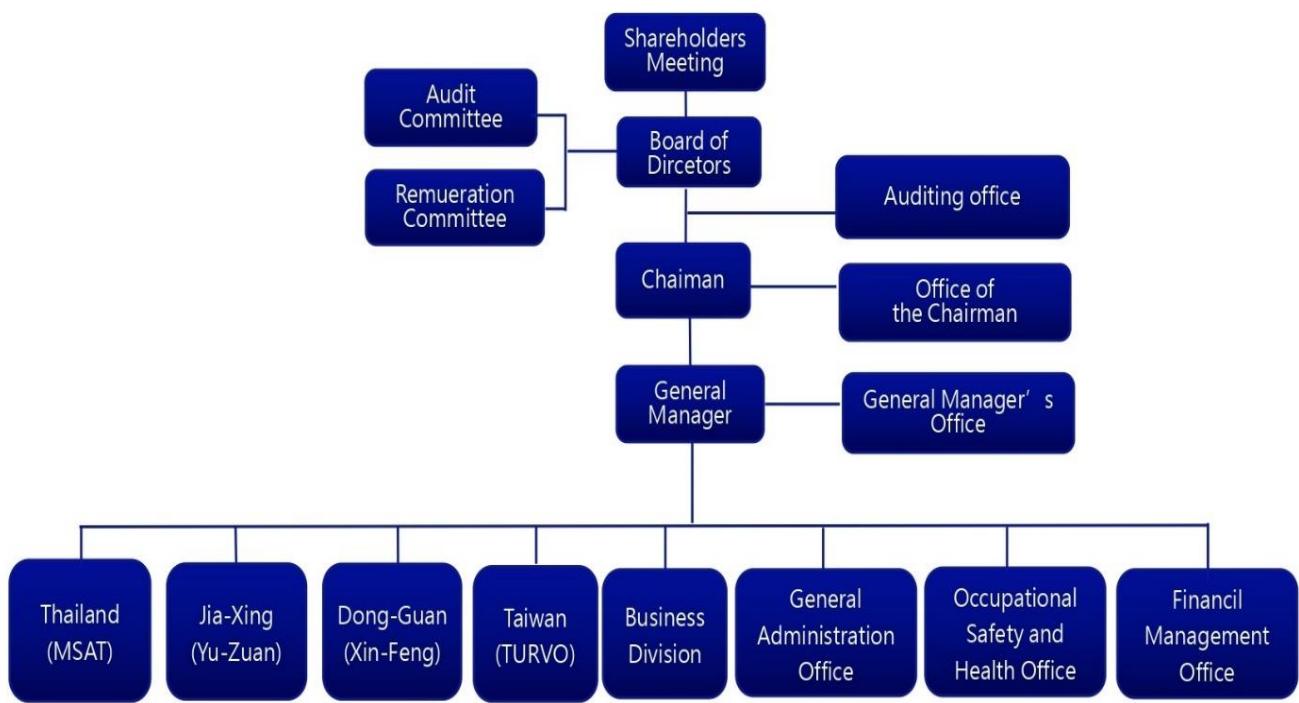




2.1.1 Company Establishment and Major Events in the Past Decade

year	Company Establishment and Major Milestones in the Past Decade
1987	December: Turvo International Co., Ltd. was established with a capital of NT\$2,000,000.
1998	June: Passed IBM certification. August: Passed ISO 9002 certification.
2005	July: Expanded the scale and moved the factory to the China-Hong Kong Export Processing Zone. The company name was changed to Turvo International Co., Ltd.
2008	October: Became the preferred supplier of Robert Bosch.
2009	January: Approved by the Investment Review Commission for indirect investment in Dongguan Xinfeng Hardware Machinery and Plastic Industry Co., Ltd. in mainland China through a third party.
2010	July: Approved by the Investment Commission for indirect investment in Zhejiang Yuzuan Precision Components Co., Ltd. in mainland China through a third party. September: Approved by the Financial Supervisory Commission, Executive Yuan, for the public offering of shares. October: Approved by the Taiwan Stock Exchange for trading on the Emerging Stock Exchange .
2011	August: Approved by the GreTai Securities Trading Center of the Republic of China for listing of its shares. November: Officially listed on the Taiwan Stock Exchange.
2019	September: Approved by the Taiwan Stock Exchange for stock listing.
2021	January: Groundbreaking ceremony for the new Wuqi factory in the China-Hong Kong Export Processing Zone. March: In cooperation with the Export Processing Zone Administration of the Ministry of Economic Affairs, the Zhonggang Export Processing Zone was renamed the Taichung Port Science and Technology Industrial Park. Change the relevant signs of the company's current address area.
2022	July: Launched the company's first own-brand product, "TUF ONE Planetary Reducer", marking a milestone in its transition from OEM to own-brand.
2024	June: The second plant in Taichung Harbor Science Park was completed and put into use.
2025	January: The new plant obtained LEED Silver certification in January 2025.

2.1.2 Organizational Structure



2.1.3 Business Functions of Major Departments

Department	Responsible for business
Chairman's Office	<ol style="list-style-type: none"> 1. Assist in the review of forwarded documents and tracking of execution cases. 2. The chairman arranges the schedule and contacts, and carries out the tasks assigned.
Audit Office	<ol style="list-style-type: none"> 1. Drafting and implementing annual audit plans. 2. Audit and evaluate the implementation of internal control systems and various rules and regulations. 3. Evaluate the soundness, rationality and implementation effectiveness of the company's internal control system.
General Manager's Office	<ol style="list-style-type: none"> 1. Project planning and promotion. 2. Supervise and manage overseas subsidiaries. 3. Integrate the company's organizational human resources strategy and planning. 4. The company's medium- and long-term strategic development planning. 5. Plan and implement matters resolved by the board of directors. 6. Formulate and implement internal control, management and systemic rules and regulations. 7. Formulate, plan and supervise the company's business management guidelines and quality policy objectives. 8. Planning, supervision and preparation of important investment projects, as well as the implementation and supervision of formulation and decision-making. 9. Provide recommendations on the company's core decision-making, operational optimization, target development, execution and business performance analysis.
Taiwan Factory (Turvo) Production Department	<ol style="list-style-type: none"> 1. Understand daily production progress and machine utilization . 2. Overall management of oil products required for production throughout the factory. 3. Plan staff training and implementation of organizational development strategies. 4. Safekeeping, verification and inventory of product inventory quantity and accounts . 5. Other production-related work and cross-departmental coordination and support matters. 6. Promote 6S organization and rectification to strengthen quality concept and cost concept. 7. Cooperate with business departments to achieve production and sales coordination goals, and communicate, coordinate and support cross-departmental affairs. 8. Responsible for the formulation, implementation and control of annual production targets, KPI performance indicators, annual personnel and production department budgets. 9. Responsible for product manufacturing, on-site management, environmental protection and safety in the workplace, and responsible for the planning and management of production line operations and other related matters.
Taiwan Factory (Turvo) Materials Management Department	<ol style="list-style-type: none"> 1. Supervise and plan education and training within the department. 2. Safekeeping, verification and inventory of product inventory quantity and accounts . 3. Develop inventory plans, promote and analyze the execution of discrepancy data. 4. Drafting, implementing and controlling the annual budget, and formulating and executing the procurement plan. 5. Cooperate with business departments to achieve production and sales coordination goals, and communicate, coordinate and support cross-departmental affairs. 6. Develop production plans based on the overall factory production situation, control production progress, and hold production coordination meetings when necessary.

Department	Responsible for business
Taiwan Factory (Turvo) Quality Department	<ol style="list-style-type: none"> 1. Quality document management. 2. Instrument calibration management. 3. Supplier quality management. 4. Confirm the final quality status of the product. 5. Promote continuous improvement of the department's work. 6. Lead the company's quality improvement activities. 7. Coordinate and handle issues across departments. 8. Monitor the quality of product production at all stages. 9. Establish and improve quality control and quality statistics programs. 10. Lead company measurement system analysis to meet customer requirements. 11. Lead the handling of major quality anomalies and customer complaints within the factory. 12. Plan and supervise the education and training work of various departments and the execution of subordinates' work.
Taiwan Factory (Turvo) Engineering Department	<ol style="list-style-type: none"> 1. Meet order requirements. 2. Maintain machine maintenance and repair. 3. Plan the arrangement of space for equipment. 4. Machine life limit determination and elimination mechanism. 5. Prepare and control the budget for machine repair costs. 6. On-site mold and jig issuance, management and maintenance. 7. Maintenance and upkeep of production equipment. 8. Reduce tool stagnation and control various spare parts. 9. Maintain the proper operation of the machines (including factory facilities) within the factory. 10. Solve engineering and technical problems related to the production of multi-axis machines . 11. Establish, manage and write standard maintenance specifications for equipment. 12. Solve engineering and technical problems related to tool production and optimize processes. 13. machine processing procedures , solve problems and improve efficiency. 14. Production and processing machine engineering technical problem solving and related education and training.
Taiwan Factory (Turvo) Gearbox Business Division	<ol style="list-style-type: none"> 1. Engaged in the research, design, and manufacturing of gearboxes 2. Facilitating cross-organizational resource integration for gearbox products to achieve operational goals. 3. Responsible for gearbox assembly, inspection, storage, quality control, coordination of product delivery, and maintenance of factory equipment.
Business Office	<ol style="list-style-type: none"> 1. Manage the sales expansion of business-related products at home and abroad. 2. Responsible for coordinating the execution of business unit affairs.
Business Department 1 Business Department 2	<ol style="list-style-type: none"> 1. Design changes and customer complaint handling. 2. Accounts receivable and payable management. 3. Track and manage the progress of new development projects. 4. Compilation of operating income statistics and performance reports. 5. Introduce the company's technology and R&D capabilities to the outside world.

Department	Responsible for business
	<ol style="list-style-type: none"> 6. Develop potential customers (according to the company's development direction). 7. Develop new markets and new customers, and submit development reports on a regular basis . 8. Manage and track customer performance daily and complete annual sales forecasts. 9. Maintain business quotation system, quotation system input and progress tracking. 10. customer inquiries , provide customer quotations, and track customer feedback. 11. Accept and respond to customer orders, coordinate factory scheduling and respond to customer delivery dates to meet customer needs. 12. Organize business department related reports, such as group performance reports, executive strategy meetings, monthly Ministry of Economic Affairs export statistics, factory-level performance reports and other sales statistics.
Technical Research Office	<ol style="list-style-type: none"> 1. Control the integration and promotion of R&D resources. 2. Assist overseas factories in the research, improvement, development and application of existing and new technologies. 3. Manage product development, research, and design, and oversee the execution and performance of R&D plans.
R&D Department	<ol style="list-style-type: none"> 1. New product quotation and cost analysis. 2. Customer project design and plan execution. 3. Research, development and application of new technologies. 4. Engineering technical problem solving and related education and training. 5. Development and improvement of production technology, processing tools, and testing methods. 6. Design, development, improvement, proofing, testing, production line planning, and technical data establishment of new products.
Biotechnology Department	<ol style="list-style-type: none"> 1. Customized development and optimization. 2. Research, development and application of new technologies. 3. Engineering technical problem solving and related education and training. 4. Development, improvement and optimization of production technology, processing tools and testing methods. 5. Design, development, proofing, testing, production line planning, and technical data establishment for new product cutting tools, tools, and programs.
General Management Office	<ol style="list-style-type: none"> 1. Provide staff services and general affairs. 2. Training and organizational development strategy and planning. 3. Responsible for planning human resource strategies and systems. 4. Corporate information management systems, computer networks, telecommunications, and information security matters.
Human Resources and Administration Department	<ol style="list-style-type: none"> 1. Handle the company's personnel related matters. 2. Plan personnel training and organizational development strategy implementation to achieve the company's operating objectives. 3. Manage administrative and general affairs to ensure smooth daily operations and meet the needs of colleagues. 4. Provide services to colleagues and execute general affairs, and provide a comfortable working environment for all colleagues. 5. Assist overseas branches in organizational planning, personnel dispatch and training to meet the management objectives of the General Administration Office.

Department	Responsible for business
	<ol style="list-style-type: none"> 6. Conduct training and development needs analysis, plan and implement the company's training and development plans, and evaluate the effectiveness of training and development. 7. fixed assets, maintenance , general affairs, documents and other related matters as well as procurement to ensure smooth operation of the company's internal control system. 8. Establish a talent development system that is consistent with the company and its overseas branches, make good use of the system to train employees, and strengthen the company's human capital.
Information Technology Department	<ol style="list-style-type: none"> 1. Information system introduction planning and implementation. 2. Information strategy planning and ensuring information security. 3. Build a complete information architecture to improve operational efficiency. 4. Improve information system functions to enhance organizational operational efficiency and maintain stable operation of information systems.
Occupational Safety and Health Department	<ol style="list-style-type: none"> 1. Statutory labor safety and health matters. 2. Guide and assist each unit in implementing the company's safety and health management matters. 3. Formulate, plan, supervise and promote the company's safety and health management matters.
Finance Management Division	<ol style="list-style-type: none"> 1. Financial risk management. 2. Coordinate all stock - related matters. 3. Short-term financial management and long-term investment evaluation and management. 4. Planning and promotion of other major financial projects. 5. Coordinate the planning and management of financial and accounting related matters. 6. Supervise and control the finance and accounting of overseas subsidiaries.
Accounting Department	<ol style="list-style-type: none"> 1. Various tax planning and declarations. 2. Establishment, evaluation and implementation of accounting systems. 3. Cost control analysis, expense control supervision and integration. 4. Prepare and analyze financial statements and budgets for management and policy formulation by decision-making units.
Finance Department	<ol style="list-style-type: none"> 1. Credit control operations. 2. Fund management and financing planning and scheduling. 3. Short-term financial management and long-term investment operations. 4. Regular announcements and reporting by the Public Information Observation Station. 5. Organize shareholders' meetings and manage all stock- related matters.

2.2 Corporate Governance

Turvo International Co., Ltd.. (Stock Code: 2233) was established in 1987 and is a professional manufacturer specializing in precision metal component machining. The company utilizes CNC lathes, milling machines, turn-mill compound machines, precision grinding machines, advanced measurement instruments, and continuous process improvement to ensure high-quality production.

Our customer base spans across various sectors, including automotive, bicycle components, consumer electronics, industrial applications, and medical device components.

Turvo's R&D efforts focus on process design for new products, process optimization for existing products, as well as the design and development of customized machining and inspection equipment. We are committed to the continuous pursuit of advanced manufacturing technologies to expand the breadth and depth of customer service.

With years of experience in design, manufacturing, and system integration, TURVO has successfully developed high-precision planetary gear reducers, which are promoted globally under its own brand TUF ONE. Upholding this spirit of innovation, we continue to create limitless possibilities and deliver shared value for our customers and end users.

Headquarters and Subsidiaries

The company also operates an overseas manufacturing facility in China, with a total global workforce of approximately 1,201 employees.

1. Headquarters : No. 27, Jing 2nd Road, Taichung Port Technology Industrial Park, Wuqi District, Taichung City, Taiwan
2. Xinfeng Plant : No. 45, Shangxing Road, Shangjiao Industrial Zone, Chang'an Town, Dongguan City, Guangdong Province, China
3. Yuzuan Plant : No. 69, Hongfu East Road, Yaozhuang Town, Jiashan County, Jiaxing City, Zhejiang Province, China

2.2.1 Business philosophy and corporate vision

The core philosophy of TURVO is "Keep Life Moving."

We aspire to contribute to humanity through products manufactured with superior quality.

Since its establishment in 1987, TURVO has adhered to the following core business philosophy: honesty and integrity, quality-oriented practices, youthful energy, and teamwork.

Our operating principles and core values are as follows:



Turning professional / Customer first spirit / Precise work attitude / Management efficiency of vertical integration / Open and enterprising attitude

2.2.2 Governance

Board of Directors

Corporate Governance and Human Rights Commitment

Turvo Company upholds operational transparency, values shareholders' rights and interests, and ensures the effective functioning of the Board of Directors as the cornerstone of sound corporate governance. The Board has established the Audit Committee and the Remuneration Committee under its authorization. The charters of both committees have been approved by the Board and serve to assist the Board in performing its supervisory duties and achieving the Company's corporate governance objectives.

To fulfill its corporate social responsibility and safeguard the fundamental human rights of all employees, customers, and stakeholders, the Company supports and adheres to the spirit and core principles of international human rights conventions. Turvo is committed to respecting and protecting human rights, ensuring that all internal and external personnel are treated fairly and with dignity, and actively promotes related policies and practices.

The operations of the Board of Directors are conducted in accordance with the "Rules of Procedure for the Board of Directors." The Board convenes at least once per quarter to review the Company's operational performance and discuss future development strategies. All Directors maintain a high level of self-discipline. When a proposal involves a Director's personal interest, the Director shall, in accordance with Article 32 of the Company's "Corporate Governance Best Practice Principles" and the "Rules of Procedure for the Board of Directors," explain the material details of the interest at the meeting. If the matter may be detrimental to the Company's interests, the Director shall refrain from participating in discussion and voting on the proposal and shall not act as a proxy for another Director in exercising voting rights. Such recusal matters are clearly stipulated in the "Rules of Procedure for the Board of Directors."

Duties and Authorities of the Board of Directors

The duties and authorities of the Board of Directors include the following:

1. Reviewing and approving the Company's operational plans.
2. Reviewing the annual and semi-annual financial reports.
3. Establishing or amending internal control systems, and evaluating the effectiveness of such systems.
4. Establishing or amending procedures for major financial and business transactions, including the acquisition or disposal of assets, engagement in derivative transactions, extension of loans to others, and provision of endorsements or guarantees.
5. Reviewing proposals for the public offering, issuance, or private placement of equity-related securities.
6. Appointment and dismissal of senior executives in charge of finance, accounting, or internal audit.
7. Reviewing donations to related parties or significant donations to non-related parties.
8. Promoting the vision, strategies, and verification schedule for sustainable development.
9. Reviewing other material matters as required under Article 14-3 of the Securities and Exchange Act, or matters stipulated by law, the Articles of Incorporation, or regulatory authorities that must be submitted to the shareholders' meeting or the Board of Directors for resolution.

Educational and Professional Backgrounds of Board Members

Job title	Name	Gender	Main experience
Chairman	Representative of Shenxing Industrial Co., Ltd.: Liu Junchang	male	Master of Business Administration, Feng Chia University General Manager of Turvo Internationa Co., Ltd.
Director	Representative of Shenxing Industrial Co., Ltd.: Lin Zhicheng	male	Graduated from the Department of Industrial Engineering, Feng Chia University National Chung Hsing University Senior Executive Master's Program - Business Leaders General Manager of Shenxing Industrial Co., Ltd.
Director	Hongju Investment Co., Ltd.: Yang Chengjun	male	ZTE University EMBA Master Head of Jincheng Investment Co., Ltd. Chairman of Yi Chuan Machinery Industry Co., Ltd. YAMA SEIKI Founder and Chairman General Manager of Yawei Electromechanical Co., Ltd. Sales and Service Assistant of Chengtai Machinery Co., Ltd. Export Business Manager of Chengtai Machinery Co., Ltd. Supervisor of the Taiwan Science Park Science and Technology Industry Association Director of the Taichung Industrial Zone Manufacturers Association

Director	Shenxing Industrial Co., Ltd. Representative: Si Qingxing	male	Graduated from Nankai University of Technology, majoring in electrical engineering Supervisor of Turvo International Co., Ltd.
Director	Representative of Shenxing Industrial Co., Ltd.: Liu Dongliang	male	Master of Business Administration, Longhua University of Science and Technology Director of Panasonic Taiwan Co., Ltd.
Director	Representative of Shenxing Industrial Co., Ltd.: Cai Chongting	male	Master of Business Administration, California State University, San Bernardino Manager of the Marketing Planning Center of Shenxing Industrial Co., Ltd.
Independent Director	Huang Liheng	male	Master of Business Administration, Private Feng Chia University Executive Vice President of Liancheng Food Co., Ltd. Chief Financial Officer of Yiding Optoelectronics Co., Ltd. Supervisor of Changtian Technology Co., Ltd. Chief Financial Officer of Vigor Bakery Co., Ltd.
Independent Director	Yi Changyun	male	Master of Business Administration, Private Feng Chia University Director of the Audit Group of Anhou Jianye Joint Accounting Firm Independent Director of Zheng Shen Enterprise Co., Ltd.
Independent Director	Luo Shimin	male	PhD, Graduate Institute of International Business, National Taiwan University Master of Mechanical Engineering, National Taiwan University Bachelor of Mechanical Engineering, National Taiwan University Director of Zuan Chuan Industrial Co., Ltd. Director of Chunghwa Picture Tubes Co., Ltd. Manager of Jieyang Optoelectronics Co., Ltd. Team Leader of Lijie Computer Co., Ltd.

Continuing Education for Board Members

In addition to possessing relevant industry backgrounds and practical management experience, all members of the Board of Directors participated in continuing education programs in 2024 in accordance with the “Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE- and TPEx-listed Companies.” The Company also discloses the completion status of such programs on a regular basis.

The training courses covered topics including financial accounting, financial regulations, environmental, social, and governance (ESG) issues, as well as professional ethics and legal responsibilities. These programs are designed to enhance the Directors' governance competencies, strengthen their understanding of sustainability-related risks and opportunities, and support informed decision-making aligned with corporate sustainability goals.

The continuing education hours completed by the Directors are summarized as follows:

Job Title	Name	Study Date	Organizer	Course Name	Training Hours	Compliance with Training Requirements
Chairman	Shenxing Industrial Co., Ltd. Representative: Liu chun chang	2024.07.20	Business Development Research Institute	Corporate Governance and Business Sustainability Workshop	3	yes
		2024.11.22	Securities and Futures Market Development Foundation of the Republic of China	2014 Insider Equity Trading Legal Compliance Seminar	3	yes
Director	Shenxing Industrial Co., Ltd. Representative: Lin Zhicheng	2024.06.21	Securities and Futures Market Development Foundation of the Republic of China	Advanced Practical Seminar for Directors and Supervisors (Including Independent) and Corporate Governance Managers [Opportunities and Challenges of Taiwan's Industrial Transformation under Geopolitical Conditions - Exclusive Analysis by	3	yes

Job Title	Name	Study Date	Organizer	Course Name	Training Hours	Compliance with Training Requirements	
Director	Hongju Investment Co., Ltd. Representative of Hongju Investment Co., Ltd.: Yang Dehua (Note 1)	2024.11.08	Securities and Futures Market Development Foundation of the Republic of China	PMI/NMI]			
				Advanced Practical Seminar for Directors and Supervisors (Including Independent) and Corporate Governance Managers [Insider Trading and Corporate Governance]	3	yes	
				Discussing the three major principles of honest management, corporate governance and sustainable management and their practical cases	3	yes	
		2024.08.27	China Corporate Governance Association	information security governance strategies of listed companies from the perspective of ESG corporate sustainable development	3	yes	

Job Title	Name	Study Date	Organizer	Course Name	Training Hours	Compliance with Training Requirements
Director	Hongju Investment Co., Ltd. Representative of Hongju	2024.11.09	China Corporate Governance Association	the information security governance of listed companies from the perspective of ESG corporate sustainable development	3	yes
	Investment Co., Ltd.: Yang Chengjun (Note 2)	2024.11.22	China Corporate Governance Association	An Introduction to Carbon and Energy Management by Listed Companies from a Sustainable Environmental Perspective	3	yes
Director	Shenxing Industrial Co., Ltd. Representative: Liu Dongliang	2024.06.21	Securities and Futures Market Development Foundation of the Republic of China	Advanced Practical Seminar for Directors and Supervisors (Including Independent) and Corporate Governance Managers [Opportunities and Challenges of Taiwan's Industrial Transformation under Geopolitical Conditions - Exclusive Analysis by	3	yes

Job Title	Name	Study Date	Organizer	Course Name	Training Hours	Compliance with Training Requirements
				PMI/NMI]		
		2024.11.08	Securities and Futures Market Development Foundation of the Republic of China	Advanced Practical Seminar for Directors and Supervisors (Including Independent) and Corporate Governance Managers [Insider Trading and Corporate Governance]	3	yes
Director	Shenxing Industrial Co., Ltd. Representative: Cai Chongting	2024.06.21	Securities and Futures Market Development Foundation of the Republic of China	Advanced Practical Seminar for Directors and Supervisors (Including Independent) and Corporate Governance Managers [Opportunities and Challenges of Taiwan's Industrial Transformation under Geopolitical Conditions - Exclusive Analysis by PMI/NMI]	3	yes
		2024.11.08	Securities and Futures Market Development Foundation of the Republic of China	Advanced Practical Seminar for Directors and	3	yes

Job Title	Name	Study Date	Organizer	Course Name	Training Hours	Compliance with Training Requirements
				Supervisors (Including Independent) and Corporate Governance Managers [Insider Trading and Corporate Governance]		
Director	Representative of Shenxing Industrial Co., Ltd.: Si Qingxing	2024.11.13	Internal Audit Association of the Republic of China	Analysis of regulations and practices regarding capital lending, endorsement guarantees, and acquisition and disposal of assets	6	yes
Independent Director	Huang Liheng	2024.07.03	Taiwan Stock Exchange	2024 Cathay Pacific Sustainable Finance and Climate Change Summit	3	yes
		2024.10.01	China Independent Directors Association	[ESG Sustainability Forum] 2024: A Win-Win for the Environment and the Economy: Taiwan's ESG Implementation Path	3	yes
Independent Director	Yi Changyun	2024.04.02	China Corporate Governance Association	Corporate Governance and Securities Regulation	3	yes
		2024.10.04	Securities and Futures Market Development Foundation of the Republic of China	2013 Annual Insider Trading Prevention Promotion Conference	3	yes
Independent Director	Luo Shimin	2024.12.03	Internal Audit Association of the Republic of China	On the Salary-Working Cycle and Labor Incident Law from the	6	yes

Job Title	Name	Study Date	Organizer	Course Name	Training Hours	Compliance with Training Requirements
				Perspective of Corporate Governance		

Note 1: Yang Dehua, representative of Hongju Investment Co., Ltd., was dismissed on 23/12/2013.

Note 2: Hongju Investment Co., Ltd. appointed Yang Chengjun as its representative on December 23, 2013.

Board Diversity and Independence

1. Board Diversity :

To strengthen corporate governance and ensure a sound and balanced composition of the Board of Directors, the Company has adopted the “Corporate Governance Best Practice Principles.” Article 20 of the Principles stipulates that the composition of the Board shall consider diversity, and that an appropriate diversity policy shall be formulated based on the Company’s operational characteristics and needs.

The diversity policy covers two key dimensions:

Basic attributes and values, including gender, age, nationality, and cultural background; and Professional knowledge and skills, such as expertise in law, accounting, industry, finance, marketing, or technology, as well as professional competencies and industry experience.

2. Governance Objectives and Implementation:

The Board of Directors provides strategic guidance, supervises management performance, and is accountable to the shareholders’ meeting. The Company’s corporate governance framework ensures that the Board exercises its authority in compliance with applicable laws, the Articles of Incorporation, and resolutions of the shareholders.

All Directors possess the necessary knowledge, skills, and professional competence to fulfill their duties, including industry insight, management capability, and decision-making acumen. The Company continues to arrange diversified training programs for Board members to enhance decision-making quality, strengthen supervisory functions, and further improve overall Board effectiveness.

Specific Management Objectives and Achievement Status of Board Diversity Policy

Management Objectives	Achievement
Directors who also serve as company managers should not hold more than one-third of the board seats	Achieved

At least one-third of the independent directors must have accounting or industry expertise	Achieved
Independent directors shall account for no less than one-third of the board seats	Achieved
The term of office of an independent director should not exceed three consecutive terms	Achieved

*Board Competencies and Knowledge

Job title	director Name	Country of Citizenship	Republic of China	Independent director's term of office	Industry experience	Professional capabilities				
						Decision-making ability	Leadership	International Market	Industry knowledge	Crisis Management
Chairman	Shenxing Industrial Co., Ltd. Representative: Liu Chunchang	Over 70 years old	v	Less than 3 years	Industry, Government, Mechanical processing	v	v	v	v	v
Director	Shenxing Industrial Co., Ltd. Representative: Si Qingxing	60-69 years old	v	3 to 9 years	Business and Finance	v	v	v	v	v
Director	Hongju Investment Co., Ltd. Representative: Yang Chengjun	50-59 years old	v	More than 9 years	electricity	v	v	v	v	v
Director	Shenxing Industrial Co., Ltd. Representative: Lin Zhicheng	40-49 years old	v	More than 9 years	Industry, Government, Mechanical processing	v	v	v	v	v
Have employee status		Gender	male	Independent director's term of office	Industry experience	Decision-making ability	Leadership	International Market	Industry knowledge	Crisis Management
		male	v	Less than 3 years	Industry, Government, Mechanical processing	v	v	v	v	v
		male	v	3 to 9 years	Business and Finance	v	v	v	v	v
		male	v	More than 9 years	electricity	v	v	v	v	v
		male	v	More than 9 years	Industry, Government, Mechanical processing	v	v	v	v	v

Job title	director Name	Country of Citizenship	Gender	age	Independent director's term of office	Industry experience	Professional capabilities		
							Decision-making ability	Leadership	International Market
Director	Shenxing Industrial Co., Ltd. Representative: Liu Donglian g	Shenxing Industrial Co., Ltd. Representative: Liu Donglian g	male	Over 70 years old	More than 9 years	Industry, Government, Mechanical processing	v	v	v
Director	Shenxing Industrial Co., Ltd. Representative: Tsai Chong-ting	Shenxing Industrial Co., Ltd. Representative: Tsai Chong-ting	male	60-69 years old	v	Business and Finance	v	v	v
Independent Director	Yi Changyun	Republic of China	male	50-59 years old	v	electricity	v	v	v
Independent Director	Huang Liheng	Republic of China	male	40-49 years old	v	Over 70 years old	v	v	v
Independent Director	Luo Shimin	Republic of China	male	Less than 3 years	v	3 to 9 years	v	v	v
Have employee status		male		Over 70 years old	v	More than 9 years	v	v	v
Have employee status		male		60-69 years old	v	3 to 9 years	v	v	v
Have employee status		male		50-59 years old	v	Less than 3 years	v	v	v
Have employee status		male		40-49 years old	v	Over 70 years old	v	v	v
Have employee status		male		Less than 3 years	v	60-69 years old	v	v	v

Directors ' remuneration

Remuneration Policy, Standards, and Composition, Procedures for Determining Remuneration, and the Relationship with Business Performance and Future Risks

(1) Remuneration Policy, Standards, and Composition:t :

According to Article 23 of the Company's Articles of Incorporation, the remuneration of all directors shall be determined by the Board of Directors based on their participation in the Company's operations and the value of their contributions, with reference to standard practices in the industry.

In addition, if the Company records a profit for the year, Article 26 of the Articles of Incorporation provides that: “After deducting accumulated losses from the year’s pre-tax earnings (before the distribution of employee and director compensation), no more than 1.7% of the remaining amount may be allocated as directors’ compensation.”

The Company conducts regular assessments of directors’ remuneration in accordance with the “Board Performance Evaluation Policy” and the “Remuneration Policy for Independent Directors, Directors, and Managers”. The performance evaluations and reasonableness of compensation are reviewed and approved by the Remuneration Committee and the Board of Directors.

For managerial personnel, remuneration is determined in accordance with the “Remuneration Policy for Independent Directors, Directors, and Managers”, aiming to reward and recognize employees’ contributions. Bonuses are granted based on the Company’s annual operational performance, financial condition, business outcomes, and individual performance.

Additionally, as per Article 26 of the Articles of Incorporation, if the Company records a profit for the year: “After deducting accumulated losses from the year’s pre-tax earnings (before the distribution of employee and director compensation), 3.5% to 7% of the remaining amount may be allocated as employee compensation.”

Managerial bonuses are granted based on the performance evaluation results conducted in accordance with the Company’s Performance Management Guidelines, which consider both departmental performance and individual performance scores.

(2) Remuneration Determination Procedures :

To regularly assess the remuneration of directors and managerial officers, the Company refers to the evaluation results from the “Board Performance Evaluation Policy” for directors and the “Performance Appraisal Policy” applicable to managers and employees.

The performance assessment and reasonableness of compensation for both directors and managers are reviewed annually by the Remuneration Committee and approved by the Board of Directors.

In addition to considering individual performance achievement rates and contributions to the Company, the evaluation process also takes into account the Company’s overall operational performance, industry risks, future development trends, and evolving business conditions.

The Company periodically reviews and adjusts its remuneration system in accordance with actual operational status and applicable regulations, aiming to strike a balance between sustainable business development and effective risk management.

(3) The Link Between Business Performance and Future Risks:

The Company reviews its remuneration policies, payment standards, and related systems with

primary consideration given to overall business performance. Compensation is determined based on performance achievement levels and individual contributions, with the goal of enhancing the effectiveness of the Board of Directors and the organization as a whole.

All performance targets for managerial officers are integrated with risk control mechanisms, ensuring that potential risks within their scope of responsibilities are properly managed and mitigated. Remuneration is granted based on actual performance results and evaluation ratings, which are further linked to the Company's broader human resources and compensation policies.

Key decisions made by the management team are undertaken with balanced consideration of various risk factors. The performance outcomes of these decisions are reflected in the Company's profitability, thereby establishing a direct connection between executive compensation and risk management performance.

Board Operations

In 2024, the Board of Directors convened five meetings. The attendance of each director is summarized as follows:

Job title	Name	Number of Meetings Scheduled (A)	Meetings Attended (B)	Meetings Attended by Proxy	Attendance Rate (%) [B/A]
Director	Liu chunchang, Representative of Shexing Industrial Co., Ltd.	5	4	0	80%
Director	Representative of Shexing Industrial Co., Ltd. - Lin Zhicheng	5	4	0	80%
Director	Representative of Shexing Industrial Co., Ltd. - Si Qingxing	5	5	0	100%
Director	Liu Dongliang, Representative of Shexing Industrial Co., Ltd.	5	5	0	100%
Director	Representative of Shexing Industrial Co., Ltd. - Tsai Chong-ting	5	5	0	100%
Director	Hongju Investment	5	5	0	100%

	Co., Ltd. Representative - Yang Dehua (Note 1)				
Independent Director	Yi Changyun	5	5	0	100%
Independent Director	Huang Liheng	5	5	0	100%
Independent Director	Luo Shimin	5	5	0	100%

Note 1: Yang Dehua, representative of Hongju Investment Co., Ltd., was dismissed on 23/12/2013.

Other Disclosures:

1. In the event that any of the following situations occur during Board operations, the Company shall disclose the meeting date, session, agenda item, the opinions of all independent directors, and how the Company addressed those opinions:

(1) Matters specified in Article 14-3 of the Securities and Exchange Act:

The Company has established an Audit Committee, and matters falling under Article 14-5 of the Securities and Exchange Act apply. Please refer to the “Audit Committee Operations” section of the Annual Report for relevant information.

- (2) In addition to the above, any board resolutions for which independent directors have expressed objections or reserved opinions that are recorded or submitted in writing:None.

2. Execution of Director Recusal in Conflict-of-Interest Matters

The implementation of director recusal in matters involving conflicts of interest shall disclose the following information: The name of the director 、 The agenda item 、 The reason for the required recusal (conflict of interest) 、 Whether the director participated in the discussion or voting

Board Date	Name of Director	Board Term	Proposal content	Reasons for conflict of interest	Participation in voting
2024/1/11	Shenxing Industrial Co., Ltd. Representative: Liu Chunchang	The 8th Session of the 15th Session	Review the company's 2013 Executive Annual Bonus distribution plan and submit it for approval.	Director concurrently serves as the company's manager	Chairman Liu Chunchang, a person related to this case, did not participate in the vote due to the principle of conflict of interest. The resolution was passed by the other directors present without objection and was then implemented.

2024/3/7	Shenxing Industrial Co., Ltd. Representative: Liu Chunchang	The 9th Session of the 15th Session	Review the salary adjustment proposal for the company's managers and submit it for approval.	Director concurrently serves as the company's manager	Chairman Liu Chunchang, a person related to this case, did not participate in the vote due to the principle of conflict of interest. The resolution was passed by the other directors present without objection and was then implemented.
2024/5/6	Shenxing Industrial Co., Ltd. Representative: Liu Chunchang	The 10th Session of the 15th	Review the second year-end bonus distribution plan for managers of the company in 2013 and submit it for discussion .	Director concurrently serves as the company's manager	Chairman Liu Chunchang, a person related to this case, did not participate in the vote due to the principle of conflict of interest. The resolution was passed by the other directors present without objection and was then implemented.
2024/5/6	Shenxing Industrial Co., Ltd. Representative: Liu Chunchang	The 10th Session of the 15th	Review the company's 2013 managerial employee compensation distribution plan and submit it for discussion.	Director concurrently serves as the company's manager	Chairman Liu Chunchang, a person related to this case, did not participate in the vote due to the principle of conflict of interest. The resolution was passed by the other directors present without objection and was then implemented.
2024/5/6	Shenxing Industrial Co., Ltd. Representative: Liu Chunchang	The 10th Session of the 15th	Review the company's 2014 manager salary proposal and submit it for discussion.	Director concurrently serves as the company's manager	Chairman Liu Chunchang, a person related to this case, did not participate in the vote due to the principle of conflict of interest. The resolution was passed by the other directors present without objection and was then implemented.

Performance Evaluation

duration, scope, method, and content of the board's self-evaluation (or peer-evaluation) :

- Scoring criteria : 1 point for complete compliance, 0.75 points for most compliance, 0.5 points for partial compliance, 0.25 points for a few compliances, and 0 points for no compliance. The final score is the total score divided by the total number of questions x 100.

Board Member Performance Evaluation - Average Score of All Directors		
Evaluation facets	2023	2024
A. Understanding of company goals and missions	97	96

B. Awareness of Directors' Duties	99	100
C. Degree of participation in company operations	97	94
D. Internal relationship management and communication	97	94
E. Professional and Continuing Education of Directors	97	100
F. Internal Control	97	99

Evaluation cycle	Evaluation period	Scope of assessment	Evaluation method	Assessment Content
Conducted Once a Year	2024.01~2024.12	Board of Directors	Board of Directors Internal self-evaluation	1. The degree of participation in the company's operations. 2. Improve the quality of board decision-making. 3. Composition and structure of the board of directors. 4. Election and continuing education of directors. 5. Internal control.
Conducted Once a Year	2024.01~2024.12	Board Member	Board of Directors Self-evaluation	1. Understanding of company goals and tasks. 2. Awareness of directors' responsibilities. 3. The degree of participation in the company's operations. 4. Internal relationship management and communication. 5. Professional and continuing education of directors. 6. Internal control.
Conducted Once a Year	2024.01~2024.12	Audit Committee	Internal self-assessment of the Audit Committee	1. The degree of participation in the company's operations. 2. Awareness of the responsibilities of functional committees. 3. Improve the quality of decision-making by functional committees. 4. Composition of functional committees and selection of members. 5. Internal control.
Conducted Once a Year	2024.01~2024.12	Remuneration Committee	Remuneration Committee Internal self-	1. The degree of participation in the company's operations. 2. Awareness of the responsibilities of functional

			evaluation	<p>committees.</p> <p>3. Improve the quality of decision-making by functional committees.</p> <p>4. Composition of functional committees and selection of members.</p> <p>5. Internal control.</p>
Conducted Once Every Three Years	111.10~112.09	Board of Directors Performance Evaluation	External evaluation agency: Taiwan Investor Relations Association	<p>1. Board composition and professional development.</p> <p>2. The quality of board decisions.</p> <p>3. Effectiveness of the board of directors' operations.</p> <p>4. Internal control and risk management.</p> <p>5. The extent of the board's involvement in corporate social responsibility.</p>

Enhancing Board Functionality and Performance Evaluation Mechanism

To fulfill its commitment to sound corporate governance, the Company continues to strengthen the functionality and operational effectiveness of the Board of Directors through clearly defined performance goals and regular evaluations.

In line with this objective, on August 6, 2020, the Board approved amendments to the Board Performance Evaluation Policy, establishing a structured approach to assess board effectiveness and promote continuous improvement.

At the end of each fiscal year, the Office of the President consolidates relevant board activity records and distributes self-assessment questionnaires to all board members. The results of these assessments are compiled into a formal evaluation report and submitted to the Board of Directors for review, discussion, and improvement planning.

This process reinforces accountability, promotes transparency, and ensures that the Board continues to align with best practices in corporate governance and sustainable development.

On August 7, 2023, the Board of Directors approved the appointment of Ms. Lee Yi-Yen, Assistant Vice President of the Office of the President, as the Company's Corporate Governance Officer. Ms. Lee possesses over three years of managerial experience in financial roles within public companies, in line with regulatory requirements.

The Corporate Governance Officer is responsible for: Organizing meetings of the Board of Directors, the Audit Committee, the Remuneration Committee, and the Shareholders' Meeting in accordance

with the law.

Assisting directors in onboarding and ongoing professional development.

Providing directors with the necessary information to perform their duties.

Assisting directors in complying with applicable laws and regulations.

The Board of Directors operates in full compliance with the Rules of Procedure for Board Meetings and all relevant laws and governance guidelines. The Company's Chief Accounting Officer and Chief Internal Auditor also attend board meetings and provide necessary reports for directors' reference.

To further enhance board members' competencies, the Company arranges external training programs and guest lectures by external experts.

Board and Committee Performance Evaluation by External Experts

In accordance with the Company's Board and Functional Committees Performance Evaluation Policy, an external independent professional institution or team of external experts and scholars shall be engaged to conduct a performance evaluation of the Board of Directors at least once every three years.

In November 2024, the Company conducted the 2024 performance evaluation of the Board of Directors, individual directors, and functional committees. The evaluation results and findings were formally reported to the Board of Directors on January 8, 2025.

Audit Committee

1. Key Responsibilities and Focus Areas of the Audit Committee:

The Company's Audit Committee is composed of three independent directors. The primary purpose of the Audit Committee is to assist the Board of Directors in fulfilling its oversight responsibilities for the quality and integrity of the Company's accounting, auditing, financial reporting processes, and internal controls.

The key matters reviewed by the Audit Committee include, but are not limited to, the following::

- Financial statement audits and accounting policies and procedures.
- Matters involving the directors' personal interests.
- Internal control system and related policies and procedures.
- Fraud prevention program and fraud investigation and complaint reporting.
- Significant asset or derivative transactions.
- Corporate risk management.
- Significant capital loans and endorsements or guarantees.
- The appointment, dismissal, remuneration, qualifications, independence and performance

evaluation of certified public accountants.

- Raising or issuing securities.
- Appointment and removal of finance, accounting or internal audit directors.
- Derivative financial products and cash investment situations.
- Performance of duties by the Audit Committee.
- Audit Committee Performance Evaluation Self-Assessment Questionnaire.
- Regulatory compliance.

2. Audit Committee Operations:

As of the end of December 2024, the Company's Audit Committee convened five meetings. The attendance of the independent directors is summarized as follows:

Job title	Name	Meetings Scheduled to Attend (A)	Meetings Scheduled to Attend (B)	Attendance by Proxy	Attendance Rate (%) 【B/A】
Independent Director	Yi Changyun	5	5	100%	100%
Independent Director	Huang Liheng	5	5	100%	100%
Independent Director	Luo Shimin	5	5	100%	100%

Remuneration Committee

In accordance with Article 14-6 of the Securities and Exchange Act, TURVO Technology established the Remuneration Committee in 2011.

On November 3, 2022, the Board of Directors resolved to appoint members of the 5th Remuneration Committee, with a term from November 3, 2022 to August 30, 2025. The current committee is composed of three independent directors:

Convener: Independent Director Huang Li-Heng

Independent Director Yi Chang-Yun

Independent Director Lo Shih-Min

The responsibilities of the Remuneration Committee include the following, with recommendations submitted to the Board of Directors for discussion:

Periodically reviewing and proposing amendments to the Committee Charter.

Establishing and regularly reviewing policies, systems, standards, and structures for performance evaluation and compensation of directors and managerial officers.

Periodically evaluating and determining the compensation of directors and managerial officers.

The Committee is composed of three members.

The 5th term of the Remuneration Committee is from November 3, 2022 to August 30, 2025.

As of the end of December 2024, the Committee held four meetings.

The qualifications and attendance records of the members are as follows:

Job title	Name	Meetings Scheduled to Attend (A)	Meetings Scheduled to Attend (B)	Attendance by Proxy	Attendance Rate (%) 【B/A】
Convener	Huang Liheng	4	4	0	100%
Member	Yi Changyun	4	4	0	100%
Member	Luo Shimin	4	4	0	100%

Corporate Governance Evaluation Improvement Goals

In the current year, the Company's Corporate Governance Evaluation score fell within the bottom 65% range. The following key areas for improvement and corresponding measures have been identified and prioritized:

Currently, all nine members of the Board of Directors are of the same gender. In order to enhance board diversity, the Company intends to follow governance best practices and will propose to the Board of Directors to appropriately consider appointing directors of different genders in future board compositions.

Information Disclosure

TURVO Technology maintains an official website (<https://www.turvo.com.tw/>), where it discloses key corporate information, including company profile, product offerings, and financial data. The Company has designated spokespersons and deputy spokespersons who are responsible for handling and responding to matters related to shareholder rights.

In addition to holding investor conferences from time to time, or participating in investment forums organized by institutional investors to present business performance and future outlook, the Company

also uploads relevant materials to the Market Observation Post System (MOPS) for stakeholder reference.

Furthermore, in compliance with applicable regulations and prevailing industry practices, the Company regularly discloses information regarding its business activities, organizational structure, financial status, and operational performance.

2.3 Ethical Business Practices

Material Topic: Ethical Business Practices and Corporate Integrity	
Management Policy	<p>Policy: Comply with principles of integrity, business ethics, and applicable laws and regulations.</p> <p>Objective: Pursue continuous growth and sustainable operations by adhering to ethical business conduct, professional ethics, and all relevant environmental, labor, occupational safety and health, and corporate governance laws and regulations, thereby enhancing overall corporate competitiveness.</p> <p>Commitment: Implement integrity and ethical practices through due diligence and proactive communication, comply with legal requirements, and protect the rights and interests of stakeholders.</p> <p>Management Measures:</p> <ol style="list-style-type: none">1. Establish effective internal control systems and management mechanisms to ensure ethical and integrity-based corporate conduct.2. Adhere to relevant regulatory requirements and collaborate with government initiatives to promote sustainable development in the manufacturing industry.3. Emphasize business and professional ethics, respect intellectual property rights, and protect personal and customer privacy.4. Strengthen communication with all stakeholders to align with their expectations for the Company's sustainable development.

The Company conducts its business activities based on the principles of fairness, honesty, integrity,

and transparency.

To implement its ethical business policy and proactively prevent unethical conduct, the Company has established a "Code of Integrity" and a "Code of Ethical Conduct", both approved by the Board of Directors.

These codes clearly define the responsibilities of the Board and management, and uphold integrity as a core corporate value. The guidelines apply to all directors, managerial officers, employees, and individuals with substantial control over the Company.

The Company discloses its integrity policy through its internal website, annual report, and official website, ensuring that suppliers, customers, and other business partners fully understand the Company's commitment to ethical conduct and the standards that govern its operations.

The Company has appointed the Office of the General Manager as the designated unit responsible for promoting ethical business practices. Adequate resources and qualified personnel have been allocated to ensure the effective implementation, revision, interpretation, and consultation of relevant operating procedures and codes of conduct, as well as to manage the recording and documentation of reported cases and oversee compliance.

The responsible unit reports to the Board of Directors at least annually, ensuring transparency and accountability in the execution of integrity-related policies.

The unit's core responsibilities and key areas of focus include:

1. Assist in integrating integrity and ethical values into the Company's business strategies, and develop appropriate anti-fraud measures to ensure that all business practices are conducted in accordance with applicable laws and regulations.
2. Regularly analyze and assess the risk of unethical conduct within the business scope, formulate corresponding preventive measures, and establish standard operating procedures (SOPs) and behavioral guidelines related to daily operations and commercial activities.
Additionally, implement mutual supervision and checks-and-balances mechanisms in high-risk business processes to minimize the occurrence of dishonest conduct.
3. Promote and coordinate integrity policy awareness and training programs across all levels of the organization to foster a culture of ethical behavior.
4. Develop and maintain an effective whistleblowing mechanism, ensuring that reports are handled confidentially, fairly, and in a timely manner.

5. Support the Board of Directors and management in reviewing the effectiveness of integrity-related preventive measures, and regularly evaluate and report on the Company's compliance with relevant procedures and internal controls.
6. Prepare, maintain, and properly archive documentation related to the integrity management system, including integrity policies, compliance declarations, implementation commitments, and execution status.
7. Ensure transparency and accountability by maintaining documented evidence of the implementation of the integrity management framework, and make such records available for internal audit and governance review.

2.3.1 Ethical Business Conduct

To ensure fairness and transparency in business operations, the Company seeks to prevent dishonest behavior by agents, suppliers, customers, or other business partners, including the offering, solicitation, or acceptance of bribes.

When conducting such assessments, the Company may implement appropriate audit procedures to evaluate the integrity of its business partners. These procedures may cover, but are not limited to, the following aspects, to better understand their commitment to ethical business practices:

1. The enterprise's country of origin, operating locations, organizational structure, business practices, and jurisdiction of tax/payment.
2. Whether the enterprise has established a business integrity policy, and the extent to which it has been effectively implemented.
3. Whether the enterprise operates in a jurisdiction with a high risk of corruption.
4. Whether the enterprise belongs to an industry sector that is considered high risk for bribery or corruption.
5. The enterprise's long-term operational performance and reputation.
6. Feedback from other business partners regarding the enterprise's industry reputation and ethical standing.
7. Whether the enterprise has a known history of dishonest or unethical behavior, including corruption, bribery, or unlawful political contributions.

2.3.2 Implementation Results

The Company regularly conducts employee education and training programs to promote the principles

of ethical and honest business practices. In addition, anonymous reporting channels have been established to encourage employees to understand and adhere to integrity standards. These initiatives help strengthen the Company's ethical culture and enhance the overall effectiveness of its integrity management practices

.Unit: Person

category \ year	2023	2024
New employees (Note 1)	77	178
Serving staff	403	422

Note 1: Employees within their probationary period (the first three months of employment) are regarded as new employees. Upon successful completion of the probation period and passing the performance assessment, they are confirmed as full-time employees of the Company.

Reporting and Complaint Mechanism

Turvo upholds the principles of human rights protection, intellectual property rights, and the prevention of improper benefit transfers that may harm the interests of the Company, customers, or suppliers. To ensure the effective implementation of ethical and honest business practices, an independent audit department has been established to conduct both regular and ad-hoc internal audits each year.

In addition, Turvo has set up accessible and transparent reporting and complaint channels to enable internal and external stakeholders to raise concerns. Each case is handled with due diligence, confidentiality, and fairness to ensure timely and appropriate responses. Through these mechanisms, the Company aims to mitigate operational risks and foster a culture of integrity and positive engagement with stakeholders.

Implementation Results in 2024:

No supervisors or employees were found to have violated the Company's integrity principles during the year.

2.4 Business Philosophy and Ethical Practices

2.4.1 Business Philosophy

Since its establishment in 1987, Turvo has upheld a business philosophy rooted in integrity, quality, youthful vitality, and teamwork. While pursuing profitability and sustainable growth as its core

objectives, the Company is committed to maintaining information transparency, creating higher added value for its products, and continuously strengthening the professional competence and leadership capabilities of its teams. Through these efforts, Turvo strives to enhance overall operational performance and achieve long-term sustainable development.

2.4.2 Ethics and Compliance with Laws and Regulations

Turvo places great importance on employee integrity and ethical behavior. To reinforce its commitment to sound corporate governance, the Company has established and implemented several policies, including the Corporate Governance Code of Practice, Code of Ethical Conduct, Code of Conduct for Integrity Management, Insider Trading Prevention Measures, and Reporting and Complaint Procedures.

These policies are made publicly accessible through the Company's internal website and online learning platforms, ensuring that all employees can easily review and understand them. They are also integrated into employee training and education programs to promote corporate social responsibility, ethical awareness, and compliance culture across the organization.

Furthermore, employment contracts for new hires include clauses related to trade secret protection and confidentiality obligations, reinforcing the Company's zero-tolerance stance on corruption and misconduct while fostering a culture of integrity and accountability. "Turvo's training programs are aligned with the Responsible Business Alliance (RBA) Code of Conduct. The Company will continue to roll out comprehensive compliance training courses, with the following projected participation targets:"

year factory	Taiwan Factory	
	Supervisor level (Directors, managers, mid- to senior-level management positions and above)	New employees
Year (2025/2026)	40 people	50 people

Note : Supervisor refers to supervisors at the section chief level or above, while employees refer to non-supervisory staff or engineers.

All business partners we interact with adhere to the highest integrity standards set out in the "Code of Ethical Conduct," "Code of Conduct for Integrity," and "Regulations for Preventing Insider Trading," implementing our corporate culture and business philosophy of "integrity and honesty."

Anti-bribery and Anti-corruption

Turvo has established a Code of Ethical Conduct to ensure proper business operations and uphold fair competition. Any form of illicit gain—such as corruption, extortion, or misappropriation of funds—is strictly prohibited.

All of Turvo's business activities and external interactions, including communications with government agencies, order negotiations with customer representatives, product inspections, quality audits, and testing procedures, must adhere to the principles of integrity and transparency. The Company explicitly forbids kickbacks, unauthorized promotional fees, or any direct or indirect exchange of cash or benefits under the guise of various expenses, publicity fees, service fees, or travel arrangements. Acts intended to obtain improper monetary, material, or other benefits are strictly prohibited.

In 2024, Turvo conducted comprehensive annual assessments for all suppliers using a detailed evaluation form covering qualification rates, return rates, on-time delivery, product quality, and delivery accuracy. For newly selected outsourcing and raw material suppliers, dedicated audits were carried out to ensure compliance with integrity management requirements. Prior to any purchase transaction, suppliers are required to voluntarily commit to complying with relevant RoHS and REACH regulations and to source materials exclusively from conflict-free regions.

Furthermore, Turvo's Taiwan facility will fully implement a Supplier Integrity and Confidentiality Commitment in 2025. This policy will clearly stipulate that suppliers, their employees, and affiliated entities must comply with Turvo's procurement and contracting procedures, uphold fair and honest transactions, and firmly reject any form of bid rigging, bribery, or favoritism.



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2.5 Compliance with Laws and Regulations

Turvo strictly complies with all applicable laws and regulations. The Company regularly compiles and analyzes business-related legislation to ensure ongoing compliance with evolving regulatory requirements. In the event of new or amended laws and regulations, the responsible departments promptly review existing practices, assess compliance gaps, and assist in disseminating relevant information to all units.

To safeguard the Company's legitimate rights and interests, Turvo continuously strengthens its legal compliance framework by updating its internal legal knowledge base and developing targeted educational and promotional materials to enhance employees' awareness of relevant laws and regulations. Through these proactive initiatives, the Company ensures that all employees understand and comply with applicable legal requirements, thereby reinforcing a robust culture of compliance, integrity, and corporate accountability.

The Company has compiled the following table summarizing its compliance with key legal frameworks, internal regulations, and procedures related to corporate governance, environmental protection, economic management, and social responsibility. The table also discloses whether any violations occurred during 2024 to demonstrate the Company's commitment to full legal compliance and responsible corporate conduct.

category	Important legal sources in Taiwan	Company's Corresponding Measures or Procedures	Any Violations of Laws or Regulations in 2024
Corporate Governance	Company Law, Code of Corporate Governance Practice, Code of Conduct for Listed Companies, Audit Committee Articles of Association, Compensation Committee Articles of Association, Securities and Exchange Act, etc.	Articles of Association of the Company, Code of Corporate Governance Practices, Code of Ethical Conduct, Code of Integrity in Business Operations, Measures for Preventing Insider Trading, Procedures for Reporting Reports and Complaints, etc.	The Company has always acted in accordance with the law and has not been subject to any significant monetary or other non-monetary penalties.
Staff Labor rights and conditions	Labor Standards Act, Employment Services Act, Gender Equality in Employment Act, Labor Insurance Act, Labor Pension Act, National Health Insurance Act,	Review and approval of work rules, review and approval of the list of representatives for labor-management meetings, management methods for the appointment of new employees, management methods for	In 2024, there will be no record of violations of labor human rights and working conditions, nor will there be any fines.

Health and Safety	Employee Welfare Fund Act, Labor Leave Rules, Implementation Measures for Labor-Management Meetings, etc.	employee resignation and transfer, management methods for salary operations, and management methods for employee rewards and punishments .	forced labor at our company's operating locations.
	Occupational Safety and Health Act, Enforcement Rules of the Occupational Safety and Health Act, Labor Health Protection Rules, Labor Safety and Health Facilities Rules, Labor Safety and Health Education and Training Rules, etc.	Review of occupational safety and health work codes, review of occupational safety and health organization and personnel, ISO 45001 occupational health management system and related procedures, etc.	In 2024, the company violated Article 45 of the Occupational Safety and Health Facilities Rules and Article 6, Paragraph 1, Clause 1 of the Occupational Safety and Health Act - For power-operated machinery that poses a significant risk, an emergency brake device that can quickly stop the machine in an emergency is not installed. To improve the above-mentioned incidents, our company has gradually installed emergency stop button devices on the machines and has strengthened and regularly promoted relevant matters that personnel should pay attention to when operating the machines. In 2024, the company violated Article 3, Paragraph 1 of the Occupational Safety and Health Management Regulations and Article 23, Paragraph 1 of the Occupational Safety and Health Act - failing to appoint occupational safety and health business supervisors and managers in accordance with the scale and nature of the business . The Company is actively recruiting relevant dedicated personnel, and Grade A and Grade B personnel will be in

			place in July and August 2024, respectively, to strengthen the management of occupational safety and health matters.
Environment	Basic Environmental Law , Climate Change Response Act, Waste Disposal Act, Resource Recycling Act, Air Pollution Prevention and Control Act, Noise Control Act, Drinking Water Management Regulations, Discharge Water Standards, Water Pollution Prevention and Control Act and its implementing rules, etc.	ISO 14001 environmental management system and related procedures, SOPs and forms, including wastewater treatment management procedures, waste management procedures, noise management procedures, etc. Introducing the ISO 14064 greenhouse gas inventory system and issuing greenhouse gas inventory reports.	There will be no record of environmental protection violations or fines in 2024 .
Economy	Fair Trade Act, Patent Act, Copyright Act, Intellectual Property Act, Trade Secret	Labor contract, code of ethics, business integrity rules, management measures to prevent insider trading, sustainable information management procedures, intellectual property management measures, Personal data protection management measures, etc.	In 2024, the Company had no record of violating economic and social regulations and no fines imposed.
Society	Protection Act, Computer Processed Personal Data Protection Act, Civil Code , Infectious Disease Prevention and Control Act, Sexual Harassment Prevention and Control Act, etc.		
Product	Fair Trade Act, Computer Processing of Personal Data Protection Act, customer contracts, ISO, IATF process management systems, etc.	The IATF16949 automotive quality management system, ISO 13485 medical device quality management system, ISO 9001 quality management system, and related management methods and forms are integrated into the ERP system to effectively control and comply with international standards to avoid harming consumers.	In 2024, the Company did not incur any fines or compensation from customers due to leaking customer privacy. The Company complies with the Marketing and Communications Act and has no violations of laws or regulations regarding the health and safety of its products and services.

Cases involving penalties in 2024 were handled appropriately and resolved within the deadlines stipulated by the competent authorities. The Company will continue to enhance employees' legal awareness by providing accurate and up-to-date legal information through regular training sessions and internal

meetings, thereby strengthening overall compliance and governance practices.

2.6 Internal Audit and Management System

2.6.1 Internal Audit

To comprehensively review and evaluate the effectiveness of internal controls, and to measure the efficiency and effectiveness of operations, the reliability, timeliness, and transparency of reporting, as well as compliance with laws and regulations, Turvo has established an Audit Office as an independent internal audit unit reporting directly to the Board of Directors.

Audit process

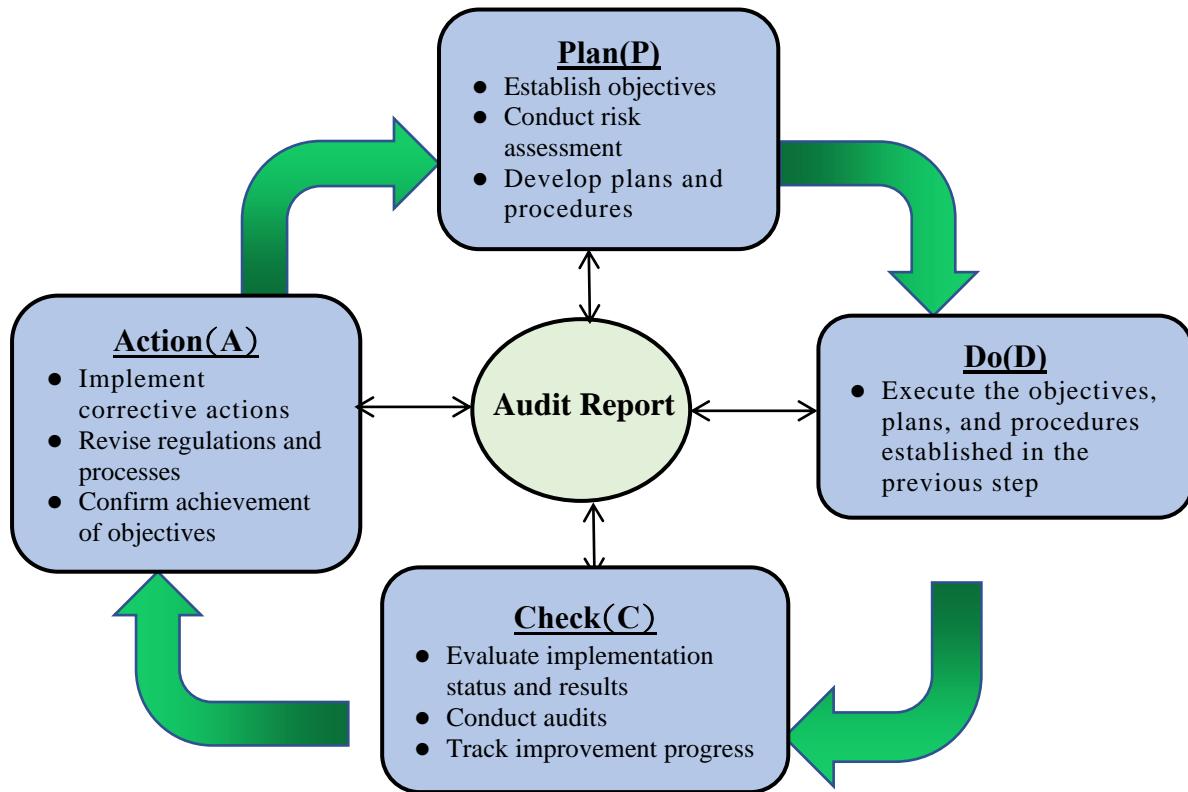
- (1) Formulate an annual audit plan based on the risk assessment results and perform audit operations in accordance with the annual audit plan .
- (2) Conduct special audits as needed and promptly inform management of existing deficiencies or potential risks .
- (3) After completing the audit work, issue an audit report and provide suggestions and improvement methods .
- (4) Continuously track the improvement of audit deficiencies and prepare quarterly follow-up reports until the improvement is confirmed to be complete .
review before the end of the month following the completion of the audit project .

Audit activities are conducted based on the results of risk assessments. The annual audit plan is formulated accordingly and implemented upon approval by the Board of Directors. Through these audit processes, the internal audit department monitors the effectiveness of internal controls at the management level and conducts special audits when necessary. Findings and recommendations are thoroughly communicated with the audited units to identify deficiencies and potential risks, thereby assisting management in improving operational efficiency and strengthening risk prevention mechanisms.

Upon completion of each audit, the internal auditor prepares a written audit report and a follow-up report, which are submitted to the independent directors for monthly review. In addition, the internal auditor reports on audit activities on a regular basis—at least once every quarter—during the meetings of the Audit Committee and the Board of Directors. These practices ensure effective oversight, transparency, and the continuous improvement of the Company’s internal control and governance systems.

In fiscal year 2024, a total of 65 deficiencies were identified through internal audits, all of which have been fully corrected. No major internal control deficiencies were found during the year. The design and implementation of the internal control system were determined to be effective. The Company's Statement on Internal Control has been disclosed in the annual report and submitted in accordance with applicable legal and regulatory requirements.

audit work management uses P-DCA to manage the work cycle as shown below:



2.6.2 Internal Management System

The Board of Directors and management have implemented the Company's internal control system in accordance with the Guidelines for the Establishment of Internal Control Systems by Public Companies and other applicable laws and regulations. In compliance with these requirements, Turvo has established comprehensive internal management systems to enhance operational efficiency, strengthen risk control, and improve product quality.

The internal management system is primarily categorized into the following three areas:

(1) Internal control system

The internal control system covers all aspects of the Company's operations, including core management functions such as planning, organization, and control. It also extends to eight major business process cycles—sales and collection, procurement and payment, production, payroll,

financing, real estate, plant and equipment management, investment, and research and development—as well as management controls over other operational activities and computerized information systems.

The primary objective of the internal control system is to ensure the efficient and effective operation of the organization, safeguard corporate assets, enhance the reliability and accuracy of information, and ensure full compliance with applicable laws and regulations.

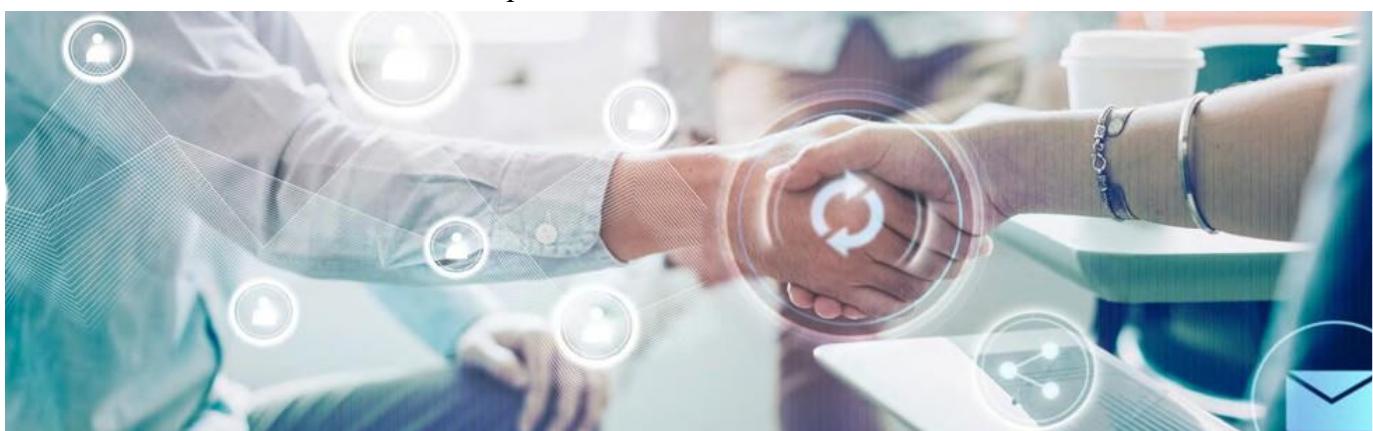
(2) ISO management system

Turvo has established ISO management systems covering production, quality, environmental protection, and occupational safety to ensure continuous improvement and compliance with international standards. The Company has obtained the following certifications: ISO 9001 for Quality Management, ISO 14001 for Environmental Management, ISO 45001 for Occupational Safety and Health Management, IATF 16949 for Automotive Industry Quality Management, ISO 13485 for Medical Device Quality Management, and ISO 14064-1 for Greenhouse Gas Inventory.

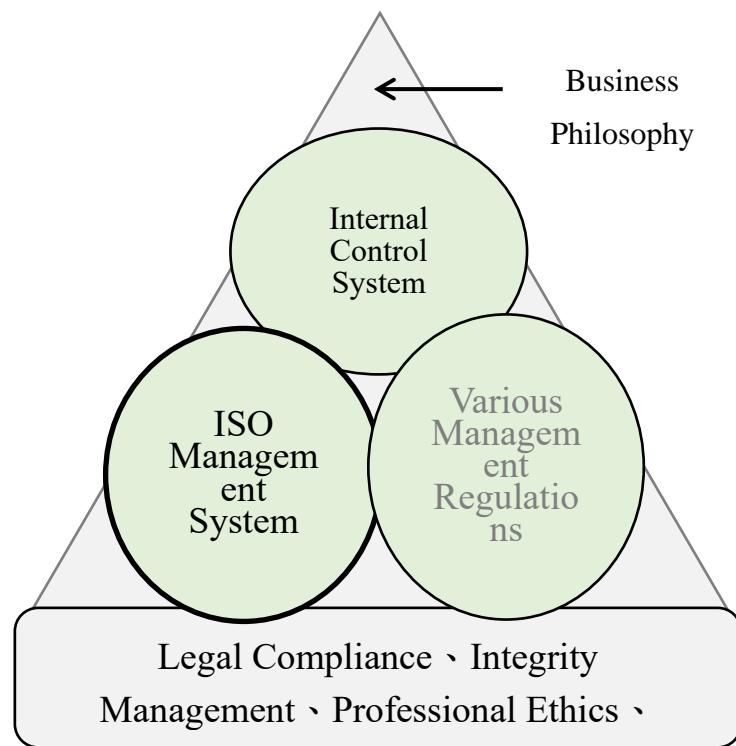
(3) Various management measures

For specific control areas associated with higher operational risks—such as personnel management systems, credit management processes, and various expense approval authorities—Turvo has established corresponding management measures to mitigate potential operational risks and strengthen internal control effectiveness.

The three internal control and management systems described above—the Internal Control System, ISO Management Systems, and various Management Procedures—are all founded on principles of regulatory compliance, integrity and ethics, and the Company's corporate culture and business philosophy. These systems operate effectively and are continuously improved in line with Turvo's commitment to sustainable business practices. Through this integrated approach, the Company enhances management efficiency, product quality, and value creation, thereby advancing its vision and mission of sustainable development.



internal control management system is as follows :



2.7 Information and Communication Security

Material Topic: Information Security	
Management Approach	
	<ul style="list-style-type: none">Policy : Comply with relevant laws and regulations on information security, protect shareholders, customers, suppliers and personal data protectionTo prevent hacker misconduct.Objective : To ensure the confidentiality, integrity and availability of the organization's business-related information and communication systems, and provide continuous Available Services .Commitment : Use due diligence and early warning communication methods to ensure that information within the organization is properly protected to avoid Data leak . <p>Management measures:</p>

	<ul style="list-style-type: none"> (1) Network security and access control , anti-virus software and other security measures to prevent illegal intrusion by hackers . (2) Virus protection: All servers are installed with virus protection software (MDR) and malware monitoring software. (3) Vulnerability management: Conduct regular vulnerability scans to fill vulnerabilities and track improvements. (4) Information security promotion : Information security promotion lectures are held from time to time.
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Information and Communication Security Risk Management Framework

In response to the concerns of internal and external stakeholders, Turvo has established an Information Security Management System (ISMS) and Sustainable Information Management Procedures by referencing international information security management practices, the Information Security Control Guidelines for Listed and OTC Companies, personal data protection standards, and relevant laws and regulations.

These procedures ensure that the Company's information and communications infrastructure, as well as its information systems, comply with confidentiality, integrity, availability, and legal requirements. Turvo also adopts a continuous improvement approach through the Plan-Do-Check-Act (PDCA) management model to integrate and strengthen its information security management system.

The implementation status of the Information Security Management System and the performance of the Sustainable Information Management Procedures for 2024 were reported to the Board of Directors on November 7, 2024, demonstrating the Company's ongoing commitment to transparency, accountability, and effective information security governance.

Information and Communication Security Risk Management Framework, Policy, Management Plans, and Resource Allocation

1. Information and communications security risk management framework and organizational operation model:

(1) The Company's Information Technology Department serves as the competent authority responsible for information and communication security. It oversees overall information security planning, risk management, promotion, and implementation. A dedicated Information Security Officer has been appointed to coordinate the daily operation and management of the Company's

information security system.

In October 2024, the Information Technology Department initiated the ISO 27001 Information Security Management System (ISMS) implementation and counseling process, with certification assessment scheduled for April 2025.

(2) The Company's Audit Office serves as the supervisory unit responsible for auditing information and communication security management. Within the Sustainability Development Committee's material risk assessment process, information security management is identified as a key item for regular risk evaluation and performance review to mitigate internal information security risks. The outcomes of these assessments, along with the progress of information security management initiatives, are periodically reported to the Board of Directors. The Audit Office also tracks the implementation and effectiveness of improvement measures on a regular basis to ensure the continuous enhancement of the Company's information security governance.

2. Information and Communication Security Objectives:

- (1) Ensure proper management and protection of the organization's information assets to maintain operational continuity and prevent business disruptions.
- (2) Identify and assess potential information security risks to prevent hacking, malware intrusion, and other forms of cyberattacks or system damage.
- (3) Enhance risk prevention and data privacy protection to avoid information leakage and safeguard the confidentiality of corporate and personal data..

3. Information and Communication Security Management Plans:

- (1) Network security and access control:
 - a. Enterprise-level firewalls, security policies, intrusion detection systems, and anti-virus solutions are deployed to prevent unauthorized access or hacking attempts.
 - b. Access rights to each operating system must be approved by the responsible supervisor prior to use, and all access records are logged and regularly reviewed to ensure accountability.
- (2) Virus protection:
 - a. All servers are equipped with Managed Detection and Response (MDR) systems and malware monitoring software to ensure real-time protection.
 - b. Endpoint computers are configured for automatic virus definition updates, and the status of antivirus software updates is checked regularly to maintain continuous protection.
- (3) Vulnerability Management:
 - a. Regular vulnerability scans are conducted to identify and remediate security weaknesses

promptly.

(4) Asset Preservation Management:

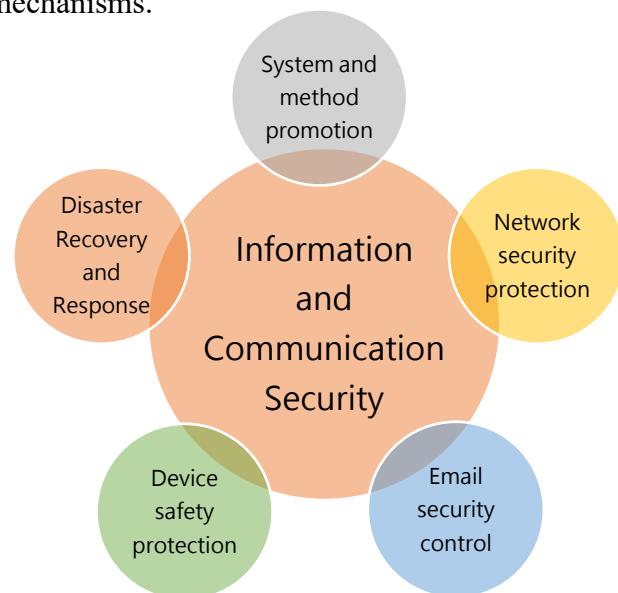
- a. Access control for the computer room and the entry and exit of computer hosts, servers and other equipment are all recorded and reviewed.
- b. An independent air-conditioning system is installed in the computer room to maintain optimal environmental conditions for stable system operation.

4. Resource investment in information and communications security:

The Company's Information Technology Department consists of four dedicated personnel responsible for managing the Company's overall information and communication security. Weekly internal meetings are held to review the monitoring status of information security facilities, address system anomalies, and ensure the effective operation of all systems.

Key information security tasks—such as operating system or critical software upgrades for system hosts and disaster recovery drills—are systematically planned and implemented. The Company also engages professional third-party organizations to conduct irregular vulnerability scans and promptly remediate any identified weaknesses. In addition, an annual information security upgrade budget is allocated for replacing outdated equipment to maintain a secure and stable information infrastructure.

During the most recent fiscal year, the Company did not experience any significant losses resulting from major information or communication security incidents, nor were any related measures required that could have materially affected operations. No events occurred that resulted in unquantifiable or unreasonably estimable impacts, demonstrating the effectiveness of the Company's information security governance and control mechanisms.



5. Information and Communication Security Management Measures and Implementation Status

Turvo's information and communication security management framework encompasses five key areas: policy implementation and employee awareness, network security protection, email security control, device security protection, and disaster recovery and emergency response.

Information and Communication Security Implementation Status

Education and Promotion of Policies and Regulations

1. In 2024, the Company initiated the ISO 27001 international information security certification counseling process and established multiple internal information security management regulations to strengthen governance and risk control.
2. All new employees completed the Information Security Awareness Training Course, ensuring that every staff member understands basic cybersecurity principles and the importance of data protection.
3. The Company conducted two information security awareness sessions for all employees, covering topics such as corporate security policies, threat identification, and best practices for mobile and remote work security.
4. A social engineering drill was organized to evaluate employees' awareness of phishing and fraud prevention, enhancing the Company's overall information security vigilance.

Cybersecurity Protection

1. The Intrusion Prevention System (IPS) actively blocked all external intrusion attempts, achieving a 100% interception rate.
2. The number of network disconnections of production equipment due to cybersecurity threats: 0. The number of network disconnections of production equipment caused by cybersecurity threats was zero (0).
3. The number of cybersecurity incidents involving system intrusions was zero (0).

Email Security Management

1. In 2024, there were zero reported cases of risk emails entering the company's system.
2. External emails are filtered through the SPAM SQR comprehensive email filtering system, effectively defending against various types of email attacks.



Device Security Protection

1. The installation rate of endpoint protection software on PCs and notebooks reached 100%, and the installation rate on information service servers also reached 100%.
2. There were no virus infections or intrusion incidents involving IT/OA equipment, and the number of virus incidents on production machines remained at zero per quarter.
3. Login permissions for managed information system servers and network management devices were strictly controlled, with no unauthorized or exceptional account logins detected.
4. System vulnerabilities were continuously improved, and host system protection was further strengthened.

Disaster Recovery and Emergency

1. Conducted one data center service failure simulation and one backup data restoration drill — both results met expectations.
2. Conducted one on-premises system failure simulation at Yeong Long's new plant, activating the backup system and offsite backup mechanism to ensure that critical system services were restored within the expected timeframe, minimizing operational losses.

2.8 Risk Management

Material Topic: Risk Management	
Management Approach	Policy : 1. Establish risk awareness among all employees, promote risk management culture, and implement comprehensive risk management. 2. Establish and improve risk management procedures and framework to ensure the integrity of risk management operations. 3. Understand internal and external environmental issues and respond to operational risks and changes. Objective: By understanding the global economic situation, climate change, and energy supply risks, we will proactively formulate corporate development strategies and adjust operating models to strengthen corporate governance, establish an effective risk management mechanism for sustainable development, and proactively implement relevant response measures. Commitment : Risk management is the responsibility of all employees. Every employee should have risk awareness and implement risk identification, measurement, and control procedures within their scope of work.

	<p>Management measures:</p> <p>Planned → Implement system disaster drills and recovery plans every year. the typhoon season every summer , a disaster prevention and emergency response team is on hand to respond to and handle disasters.</p> <p>Project-based → Regularly assess climate change, internal and external operations in the Sustainability Committee, and the severity and likelihood of major issues, so as to facilitate preventive or early response measures to reduce the company's losses or prevent serious disasters.</p>
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• Risk Management

To strengthen the functions of the Board of Directors and its risk management mechanism, the Company has established a "Risk Management Policy" approved by the Board of Directors. This policy includes risk categories, effective identification, risk analysis, and management responses and processes, as well as ongoing monitoring of the likelihood and severity of each risk. This policy aims to enhance the risk awareness of all employees, control various risks within an acceptable level, and ensure the integrity, effectiveness, and optimal efficiency of risk management.

Risk Management Mission: Build and maintain an effective risk management system with continuous improvement to reduce operating costs, ensure sustained profitability, create a high-quality working environment, and achieve the Company's sustainable business objectives. The goals, commitments, and management measures are outlined in the table below.

To ensure compliance with laws and regulations, demonstrate corporate operational capabilities, reduce the probability of incidents, minimize asset losses, and pursue corporate sustainability, the Company prioritizes sustainable development and risk management as fundamental considerations in business expansion.

To ensure the full integration of these principles into operational activities, the Company controls and responds to uncertainties through proactive management actions. We are committed to continuously establishing enterprise risk management systems, enhancing employees' risk management awareness, and actively identifying and managing risks and uncertainties.

2.8.1 Risks and Opportunities

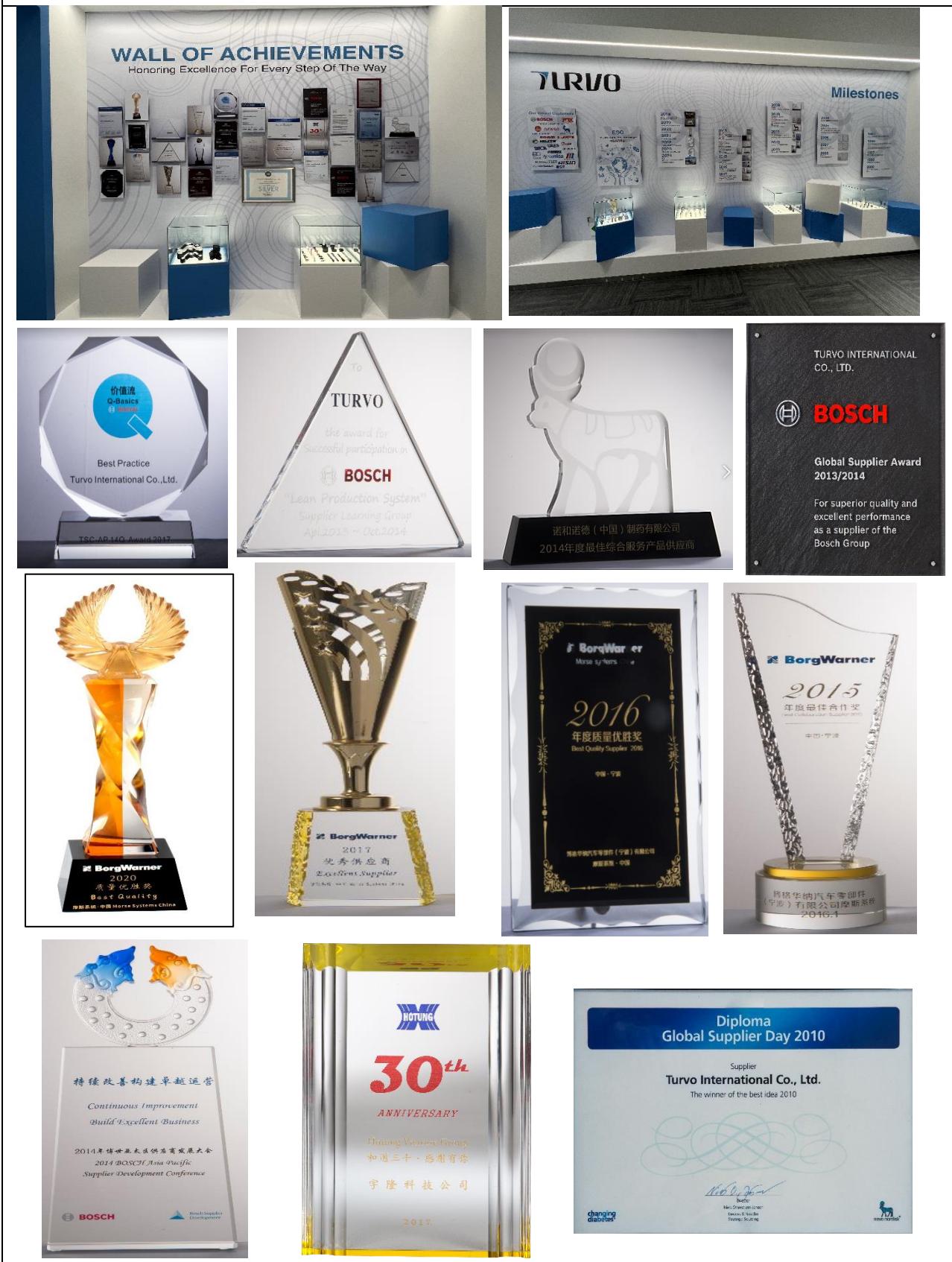
Risk Factors	Threats and Impacts	Response measures
Industry competition	Changes in industry and market supply and demand affect product shipments, creating business operation risks.	Pay close attention to changes in industry trends and develop customers in different industries to reduce and diversify operational risks caused by market changes.
Customer correspondence	Customer demand and market price fluctuations affect customer relationships.	We utilize CNC lathes, milling machines, and milling machines, along with advanced multi-axis machines and workstations from Germany and Switzerland, to deliver high-quality, efficient, and stable production processes. This allows for rapid prototyping and production, coupled with high-end precision testing equipment to stabilize product quality and enhance value-added products and services. In addition to rapidly meeting customer needs, we are committed to providing the necessary resources for ongoing operational management to ensure our customers maintain normal operations.
Business Operations	Sudden or unforeseen natural disasters or accidents may affect operations, cause financial burdens or give rise to other risks.	Establish emergency response plans and business continuity plans, and conduct regular drills to strengthen personnel response capabilities, shorten business interruptions, and minimize the impact and consequences of interruptions.
Environmental Safety and Health Management	Employee injuries in the workplace can cause the company to lose work hours and manpower. Preventing high-risk jobs and reducing the probability of injury is an important responsibility of environmental safety and health personnel.	Provide a safe workplace environment by providing education and training, emergency drills, and random factory inspections based on risk categories to identify potential risks in the workplace and ensure employee safety.
Impacts of climate change	The physical risks caused by climate change continue to increase, and the transformation risks require investment in equipment costs to manufacture green products.	Power Management: Adding a solar green power system and introducing energy-saving equipment (LED lighting, variable-frequency air conditioning) to optimize production scheduling and reduce energy waste. Water resource management: Introduce water-saving equipment (water-saving flushing equipment) and identify areas with high water consumption for improvement. Environmental management: Implement waste sorting, improve resource recycling rates, regularly monitor the working environment, and use low-carbon raw materials and processes to reduce carbon emissions.
Supply Chain	Improper handling of cutting fluids, scrap metal, and cooling water in precision machining can violate environmental regulations, leading to fines or plant shutdowns. Precision machining involves high-risk operations (such as high-speed	Establish a circular economy model, such as recycling cutting fluids and reusing scrap metal to reduce waste. Invest in wastewater treatment and waste gas recovery equipment to ensure compliance with regulations.

	cutting and welding), and occupational safety issues may lead to work-related accidents and corporate liability risks.	Provide safety training and personal protective equipment, and introduce automation and robotic arms to reduce human risks.
Information and Communication Security	With the development of technology, the information security risks faced by companies are increasing.	When implementing matters regulated by this policy, all relevant personnel must comply with the Intellectual Property Law, the Computer Processing of Personal Data Protection Act, and client contracts. We implement information security controls, including physical security, system security, and electronic document preservation measures. We are committed to fully protecting our clients' intellectual property and personal data.



2.9 Honor and Recognition

Award photos (customer recognition)



3. Operational performance, customer service and product quality

Turvo International Co., Ltd. specializes in the development, production, and manufacturing of precision metal components, providing global customers with reliable and secure metal manufacturing solutions and services. We collaborate with customers in developing high-end products and ensuring stable mass production supply, establishing ourselves as a trusted strategic partner. Our short-, medium-, and long-term plans for material issues related to operational performance and customer service are outlined below:

	Short-Term Targets (2024-2025)	Medium-Term Targets (2026-2029)	Long-Term Targets (2030+)
Business performance	Customer satisfaction rating $\geq 90\%$	Customer satisfaction remains above 93 points	Customer satisfaction remains above 93 points
Compliance	Violations of fair trade regulations: 0	Violations of fair trade regulations: 0	Violations of fair trade regulations: 0
	Violations of customer privacy or information security regulations: 0	Violations of customer privacy or information security regulations: 0	Violations of customer privacy or information security regulations: 0

Material Topic: Goals and Performance Achievement

To achieve robust growth in operational performance and deliver exceptional service with high customer satisfaction, Turvo has established the following material topic objectives and performance targets:

◆ Revenue and Customer Satisfaction

2025 Target	2024 Target	2024 Performance Achievement
Customer satisfaction ≥ 93 points	Customer satisfaction ≥ 90 points	Customer satisfaction: 93 points → Achieved

◆ Regulatory compliance

2025 Target	2024 Target	2024 Performance Achievement
Zero violations of fair trade regulations	Zero violations of fair trade regulations	Zero violations of fair trade regulations → Achieved
Zero violations of customer privacy or information security regulations	Zero violations of customer privacy or information security regulations	Zero violations of customer privacy or information security regulations → Achieved

3.1 Operational Performance and Challenges

Major Issues → Business Performance	
Management Approach	
	<p>Policy: Achieve profitable operations while safeguarding shareholder interests and delivering sustainable value.</p> <p>Objective : Good and stable financial performance to make the operation profitable.</p> <p>Through robust corporate governance and a global operational presence, we ensure sustainable operations by reducing waste, optimizing costs, and enhancing quality to drive profitability.</p> <p>Commitment : We employ rigorous due diligence and proactive stakeholder communication, comply with corporate laws and applicable business regulations, and steadily create economic value in accordance with ESG principles.</p> <p>Management measures:</p> <ul style="list-style-type: none">(1) Maintain a sound financial structure as a solid foundation to support sales, production, and research and development activities.(2) The Company remains committed to the precision metal processing and manufacturing business, driving continuous progress and growth to solidify Turvo's leading position in the industry.(3) The Company plans short-, medium-, and long-term capital utilization strategies, aiming to maximize returns on capital under a prudent management approach.

Turvo International Co., Ltd.'s Taiwan headquarters is located at Taichung Harbor Science Park, specializing in the development, production, and manufacturing of precision metal components. Since our establishment, we have upheld the principles of integrity, quality orientation, youthful vitality, and teamwork, advancing toward a technology-driven market R&D direction. We aim to surpass competitors through technological and product innovation to increase profitability, and to master trends in developing next-generation products.

Turvo 's vision : To become the most trustworthy cross-industry partner.

Turvo 's operating strategies are organized by functional areas as follows:

Production Strategy: Turvo International Co., Ltd. specializes in the processing, production, and sales of precision metal components. We consistently adhere to our operational objectives: "providing a safe working environment, effectively preventing occupational hazards, fulfilling environmental protection

responsibilities, and promoting green operations."

We leverage existing production facilities to enhance process technology and production efficiency while maintaining comprehensive management of raw materials and finished products. Through implementation of IATF 16949, ISO 9001, ISO 13485, ISO 14001, ISO 14064-1, and ISO 45001 standards, we achieve our quality, environmental, and occupational health and safety objectives.

•Sales strategy:

Existing customers → Provide market-competitive products and services.

Potential new customers → Actively develop potential customer groups for liquid cooling system-related applications using existing technologies

•R &D strategy: Actively expand diversified product portfolios in R&D strategy, emphasizing the integration of technological innovation with market demand.

Operational Strategy: Flatten organizational structures and strengthen project-based organizational frameworks. Enhance internal employee on-the-job training while actively recruiting outstanding external talent to strengthen competitive advantages.

Financial Strategy: Maintain a sound financial structure to provide strong support for sales, production, and R&D. Plan short-, medium-, and long-term capital utilization strategies to maximize financial returns.

The direct economic value generated and distributed over the past three years is summarized in the table below.

Unit: NT\$1,000

project	2022	2023	2024
Consolidated Revenue	3,350,323	3,337,485	3,658,705
Gross Profit from Operations	1,103,636	1,091,194	1,360,228
Profit Before Tax	774,813	571,240	786,742
Profit After Tax	613,553	529,930	657,896
Net profit attributable to owners of the parent company	622,346	533,958	661,028
Net profit attributable to non-controlling interests	(8,793)	(4,028)	(3,132)
Other comprehensive income	21,763	(32,632)	133,134
Total comprehensive benefits	635,316	497,298	791,030
Earnings per share (yuan)	10.32	8.86	10.96

Debt-to-Equity Ratio	30.80%	30.65%	33.38%
Return on Equity	18.63%	15.07%	17.23%
Shareholding ratio of directors and supervisors	23.43%	23.98%	25.51%

• Proportion of revenue contributed by major products in the past three years

Unit: NT\$1,000

product	year	2022		2023		2024	
		Amount	Proportion	Amount	Proportion	Amount	Proportion
Precision Metal Component Machining		3,350,323	100%	3,337,485	100%	3,658,705	100%
total		3,350,323	100%	3,337,485	100%	3,658,705	100%

• Production volume and output value by product category

Unit: 1,000 PCS, Metal Unit: 1,000 KG, NT\$1,000

Annual production value	2024	
	Annual Production Volume	Annual Production Value (NTD Thousands)
Precision Metal Component Machining	141,615	3,788,947
total	141,615	3,788,947

• The economic value of employee salaries and benefits, and payments to investors

Unit: NT\$1,000

project	year	2022		2023		2024	
		Amount	Proportion	Amount	Proportion	Amount	Proportion
operating costs		2,246,687		2,246,291		2,298,477	
Employee salary and welfare expenses (Note)		893,989		747,944		862,817	
Pay income tax		148,335		148,006		119,318	
Pay dividends		325,555		361,729		319,527	
Paying bank loan interest		7,423		2,823		10,121	

Note : Salaries, labor and health insurance, pensions and other employee benefits.

Future strategy: Developing private brands and diversifying product categories

Our company has evolved from OEM to branding, introducing its own brand, TUF ONE planetary reducers, to the world. Facing the rapidly changing and challenging future market environment, our company and its subsidiaries, upholding their long-standing commitment to technology development and manufacturing quality, will continue to strengthen technological innovation and research and development, improve operational performance, maintain high-quality performance, implement quality policies, save costs, and improve production efficiency. We will actively expand into new customers and new market segments to achieve higher profits.

The Company and its subsidiaries' development strategy focuses on deepening their presence in the precision metal component processing sector. With the rapid development and widespread application of artificial intelligence (AI) technology, the Company will leverage its extensive domain knowledge and resources to develop AI automation technology and actively position itself in the AI market. This strategy aims to create value through differentiation and uniqueness, embrace the AI automation wave, actively explore and strengthen the reducer market, and expand brand awareness. The Company will continue to focus on integrated service operations such as automation, forging, heat treatment, and multi-axis machining, expand core product applications and diversify its development, promote smart manufacturing, and create added value. The Company and its subsidiaries aim to become industry leaders and maximize value and profits for shareholders.

3.2 Main Products and Sales Areas

Our company is mainly engaged in the development and production of precision metal components.

Our products are widely used in various industries. The product structure is as follows:

Automotive metal parts: accounting for approximately 72% of revenue, products include gasoline and diesel direct injection system components, high-pressure oil pump components, transmission control units, valve timing control units, fuel cell-related components, ADAS, etc.

Bicycle parts: accounting for approximately 12% of revenue, products include front and rear shock absorbers, front forks, hubs, seat post parts, etc.

Medical metal parts: accounting for approximately 10% of revenue, products include insulin delivery system products and core components of insulin syringes.

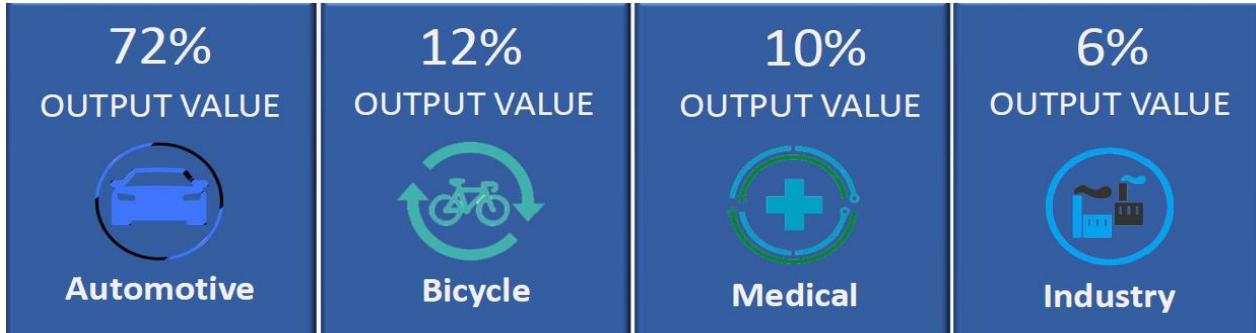
Industrial application parts: accounting for approximately 6% of revenue, the products are used in industrial automation, aerospace sensors and other fields.

The main products are classified as follows:

Main Products	Revenue share
Automotive metal parts	72%
bicycle parts	12%
Medical metal parts	10%

Industrial application parts	6%
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and applications:



As the degree of automotive electronics increases and the trend towards electric vehicles becomes clear, Turvo will continue to invest in R&D and development in related fields. technologies and products to enable continuous growth in business performance.

Sales location

Turvo International Co., Ltd. Co., Ltd.'s main sales areas include Taiwan, Asia, America and Europe.

Sales amount and proportion of major products in each region in the past three years

Unit: NT\$1,000

area\year	2022		2023		2024	
	Amount	Proportion%	Amount	Proportion%	Amount	Proportion%
Taiwan	641,087	19.14%	321,604	9.64%	425,040	11.62%
Asia	1,748,566	52.19%	1,924,628	57.67%	2,053,257	56.12%
USA	196,982	5.88%	164,285	4.92%	215,823	5.9%
Europe	763,688	22.79%	926,968	27.77%	964,585	26.36%
other	0	0%	0	0%	0	0%
total	3,350,323	100%	3,337,485	100%	3,658,705	100%

*Source: Turvo International Co., Ltd. Co., Ltd.

3.3 Customer Relationship Management and Service

Material Topic: Customer Relationship Management

Management Approach	Policy :Build and maintain strong customer relationships through attentive service and continuous improvement of customer satisfaction.
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	<p>Objective: Implement systematic customer relationship management practices—through both regular and ad-hoc engagement—to ensure order retention and achieve continuous improvement in customer satisfaction levels.</p> <p>Commitment : We employ proactive communication and early warning mechanisms, comply with applicable business laws and ethical standards, and uphold strict customer privacy protection measures.</p> <p>Management measures:</p> <ol style="list-style-type: none"> (1) Conduct regular customer satisfaction surveys to achieve sustainable operations and growth, placing high priority on customer feedback to maintain strong customer relationships. (2) Maintain excellent customer satisfaction scores and continuously improve service quality to ensure ongoing customer orders and loyalty. (3) Develop short-, medium-, and long-term customer satisfaction improvement plans to secure continuous business growth.
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Customer maintenance and satisfaction survey

In accordance with the "Customer Satisfaction Assessment Management Measures," we conduct regular customer satisfaction surveys: Sales department personnel conduct customer satisfaction surveys annually through visits, emails , phone calls , and questionnaires .

- Sales personnel will compile relevant data from the "Customer Satisfaction Survey" every year and compile a report based on the "Customer Satisfaction Scoring Standards."

Customer satisfaction surveys are key to achieving sustainable operations and growth. Based on the philosophy of strengthening customer satisfaction and leveraging the Enterprise Resource Planning (ERP) management system, we actively provide a win-win-win philosophy for customers, suppliers, and Turvo . Turvo aims to optimize solutions in areas such as cost, quality, and service (including delivery time). Regular customer satisfaction surveys serve as the cornerstone of long-term business development.

The results of the customer satisfaction survey in the past two years are as follows :

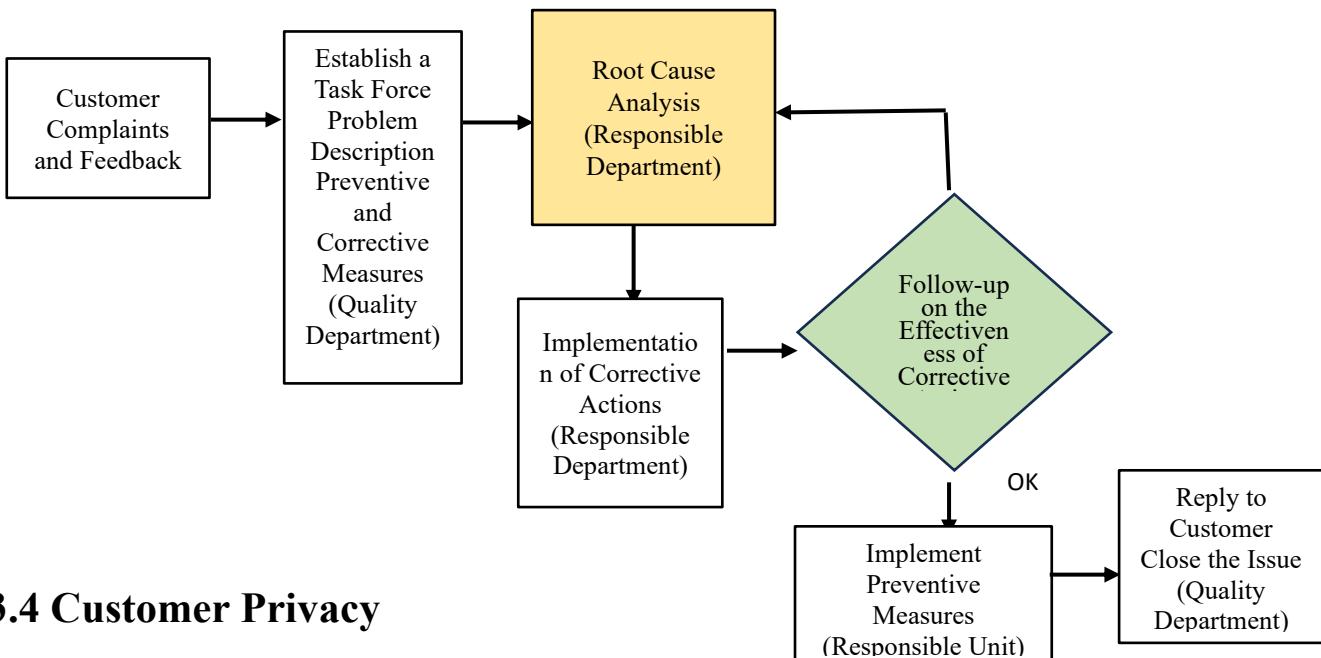
Metric	2023	2024	Target value
Average Satisfaction Score	92.0	93.0	≥90.0
Achievement Status	✓	✓	Met

•Customer feedback and handling

To promptly address customer questions and needs, in addition to the Sales Office , Business Engineering Section , and Quality Assurance Department handling issues in accordance with established standard operating procedures, our company has established a message system on our official website . Customers can directly submit their opinions through the message system provided on the official website to ensure that customer needs are addressed in a timely manner. Upon receiving a complaint, the company will immediately feedback the feedback internally for processing to protect their rights and interests.

•Brief flow chart of customer complaint handling mechanism

- (1) When a customer complains or provides feedback, the customer complaint handling procedure is initiated. The quality assurance department is responsible for confirming the abnormal content of the customer feedback and handling it immediately to reduce the recurrence rate of the same incident and the generation of customer complaints .
- (2) When customer complaints occur, we will use the 8D problem-solving method to establish an improvement team to identify the root cause of the problem, implement short-term and long-term countermeasures to improve the work, and finally review the implementation results. At the same time, we will establish an internal continuous improvement activity culture through staff re-education to continuously improve the quality level of Turvo products .



3.4 Customer Privacy

At the outset of each customer collaboration, Turvo enters into Non-Disclosure Agreements (NDAs) to ensure that trade secrets disclosed by both parties are properly protected and used. In addition, all employees are required to sign employment contracts upon onboarding, which include confidentiality obligations. Through these measures, Turvo reinforces its commitment to

"protecting the intellectual property rights of all business partners" by implementing robust confidentiality practices and enhancing information security, thereby strictly safeguarding the trade secrets of customers and suppliers.

As part of its confidentiality measures, Turvo has established a Document Control Management Policy applicable to all employees, to ensure the protection of customers' and suppliers' business secrets.

Confidentiality and Management Measures

1. Customer privacy is regarded as confidential corporate information. The Company has designated document storage rooms for safeguarding customer data. These rooms are secured with locks and access is restricted. All documents that are accessed, processed, or transmitted electronically are managed by dedicated personnel in each plant's Information Center. Access by unauthorized departments or individuals is strictly prohibited.
2. In the event that a customer's or supplier's confidential information is found to have been, or is suspected to have been, leaked, the Company will initiate emergency response measures immediately. Affected customers or suppliers will be promptly notified, and the Company will coordinate with them to discuss appropriate handling procedures and responsibilities, including potential compensation.

To strengthen information security, Turvo International Co., Ltd. strictly implements its internally established Information Security Management System (ISMS) to ensure the confidentiality, integrity, and availability of business data and documents. Through measures such as device security, network protection, and email security control, the Company aims to prevent customer information from being exposed, damaged, or lost due to external threats or improper internal management. These efforts not only enhance service quality but also reinforce customer trust.

In 2024, Turvo International Co., Ltd. did not incur any fines or compensation claims from customers due to the leakage of customer privacy.



3.5 Product Quality and Safety

Major Issues → Product Quality and Safety	
Management Approach	<p>Quality Policy: Excellent quality, customer satisfaction.</p> <p>Objective: Improve the yield rate of all product categories to ensure product quality and on-time delivery in line with customer requirements.</p> <p>Commitment : Utilize due diligence and early warning communication mechanisms to ensure product quality, safety, and on-time delivery in accordance with customer requirements. .</p> <p>Management measures:</p> <ul style="list-style-type: none">(1) The product output process complies with relevant international regulations and standards, as well as the laws of Taiwan.(2) Improve the yield rate across all product categories to ensure compliance with customer requirements on product quality, safety, and on-time delivery.(3) Provide customers with complaint channels to protect their privacy and rights.

As the most important issue in business management, our company insists on paying attention to and caring about quality management. We promise the following quality management measures:

The company's entire process, from customer order acceptance, product and process development, procurement, production, to shipping and after-sales service planning and operation, is committed to continuously improving and enhancing quality and technology, preventing defects, reducing variation and waste, and ensuring comprehensive customer satisfaction in product, price, quality, delivery, and service thereby improving the company's operational performance and achieving sustainable operations.

We attach great importance to the safety and health impacts of product use on customers, and continuously evaluate and improve at various stages such as product development, certification, and customer experience. These improvements are reflected in product quality to enhance product safety and reliability.

In accordance with international environmental product regulations, industry standards, and customer-specific requirements regarding the prohibition and restriction of hazardous substances, the Company fully complies with the EU Restriction of Hazardous Substances (RoHS) Directive.

We maintain effective communication channels with our customers and have established a Customer Complaint Management Procedure to handle product and service-related issues efficiently. Based on

this procedure, we implement strict controls on all components and materials, which also serve as our standard for managing prohibited and restricted chemical substances with suppliers, ensuring compliance with both regulatory and customer requirements regarding hazardous substances.

In addition to RoHS compliance, the Company also adheres to the EU Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) regulation. All products exported to the European Union comply fully with REACH requirements.

Our company's Safety and Health Department, a dedicated unit responsible for environmental safety management, has conducted a comprehensive review of knowledge, materials, production, and inspection. This review goes beyond the intake of materials, production process monitoring, and quality control of incoming and outgoing materials. Through outreach and education and training, we reinforce our employees' awareness of environmental regulations and incorporate them into daily operations. As a result, no violations of health and safety regulations related to products and services occurred in 2024. We also adhere to international regulations, customer requirements, and environmental trends, reviewing our current hazardous substance management practices and updating our hazardous substance management protocols to protect the global environment and mitigate impacts on ecosystems.

To implement raw material and supplier management, the Procurement Department has established a raw material supply chain management system, which monitors and controls incoming materials daily to effectively strengthen the identification of material quality compliance. Furthermore, shipped products meet customer health and safety specifications for products and services, as well as product and service information labeling.

The Quality Department promotes internal quality training programs (on-the-job training) and quality improvement projects (such as TPS activities and continuous improvement initiatives) to strengthen employees' problem-solving capabilities.



4. Sustainable supply chain management

Regarding the sustainable management of the supply chain, we have planned short-term, medium-term and long-term sustainable management goals and work plans as shown in the following table.

The short- and medium-term indicators are also major topic targets and performance results:

	Project	Short-term indicators (2024-2025)	Medium-term indicators (2026-2029)	Long-Term Indicators (2030 and beyond)
Sustainable supply chain	Proportion of qualified suppliers	≥90%	≥90%	≥90%
	Increase the proportion of local procurement suppliers	Raw materials: 92.00% Components: 93.00%	Raw materials: 92.00% Components: 93.00%	Raw materials: 92.00% Components: 93.00%
	Require suppliers to complete the "Supplier Integrity and Confidentiality Commitment Letter"	≥80%	≥80%	≥80%
RBA Compliance	Prohibition of hazardous substances	100% compliance	100% compliance	100% compliance
	Supplier due diligence on responsible minerals	100% usage of compliant minerals	100% usage of compliant minerals	100% usage of compliant minerals

Material Topic Objectives and Performance

◆ Proportion of qualified suppliers

Item	2025 Target	2024 Target	2024 Performance Achievement
Proportion of Qualified Suppliers	≥90%	≥90%	Achieved 92% → Target Met

◆ Increase the proportion of local procurement

Item	2025 Target	2024 Target	2024 Performance Achievement
Raw Materials	96%	92%	Achieved 95.5% → Target Met
Components	96%	93%	Achieved 95.9% → Target Met

◆ Execution of the “Integrity, Ethics, and Confidentiality Commitment Letter” by Suppliers

Item	2025 Target	2024 Target	2024 Performance Achievement
Signing Rate of Integrity, Ethics, and Confidentiality Commitment Letter	≥80%	≥80%	80% of suppliers completed → Target Met

◆ No use of harmful substances

Item	2025 Target	2024 Target	2024 Performance Achievement
Hazardous Substance Compliance Rate	100% Compliance	100% Compliance	100% Compliance → Target Met

◆ Supplier Due Diligence on Responsible Minerals

Item	2025 Target	2024 Target	2024 Performance Achievement
Responsible Minerals Usage Rate	100% Compliant Usage	100% Compliant Usage	100% Compliant Usage → Target Met

4.1 Supplier Management Policy and Commitment

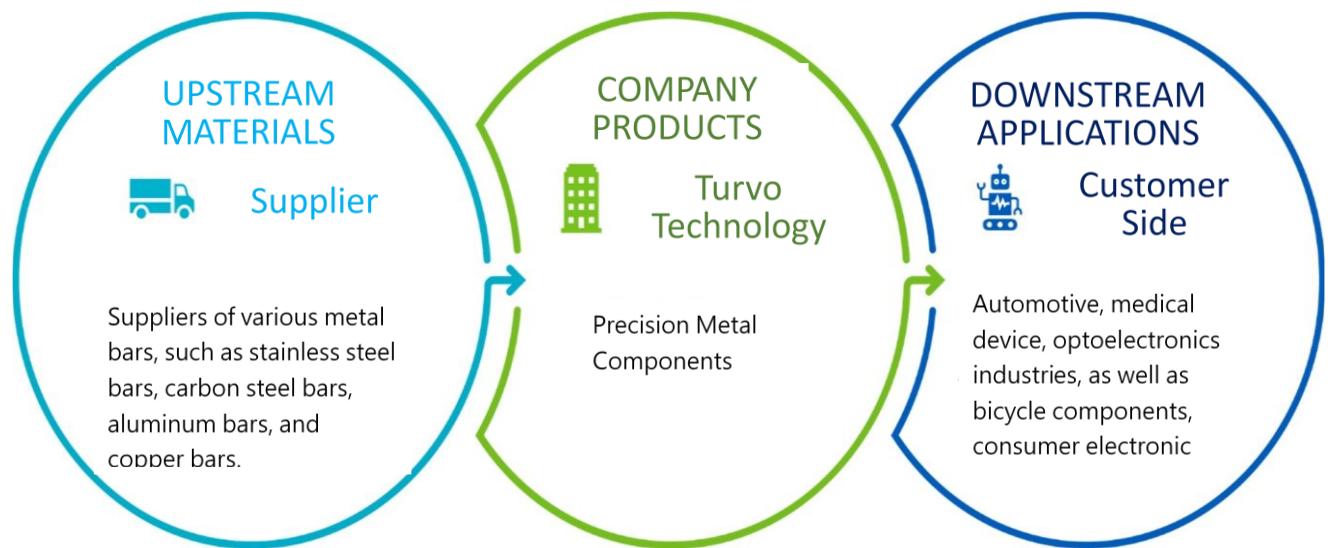
Major Issues → Supplier Sustainability Management	
Management Policy	<p>Policy : Establish and maintain a sustainable, resilient, and ethical supply chain that supports long-term business continuity and value creation.</p> <p>Objective : Build long-term partnerships with domestic and international suppliers based on trust, stability, and mutual growth, while minimizing operational disruption risks and ensuring sustainable supply chain development.</p> <p>Commitment : Through due diligence and early warning communication mechanisms, the Company ensures that all suppliers providing raw materials and</p>

	<p>components are qualified, and that they comply with the Company's specifications and requirements for such materials and parts.</p> <p>Management measures:</p> <ol style="list-style-type: none"> (1) Formulate "Supplier Management Measures" to conduct supplier quality evaluation and delivery management to ensure qualified supplier management. (2) Regularly hold supplier conferences to maintain good interaction and information exchange with them and create a win-win cooperative relationship. (3) Increase the proportion of local procurement suppliers and reduce energy consumption. (4) Major suppliers are required to commit to implementing social responsibilities and conduct self-assessments, while high-risk and high-transaction-volume manufacturers undergo on-site audits and implement environmental protection measures. (5) Raw materials must not contain hazardous substances or comply with RoHS international standards, and the use of conflict zone minerals is prohibited.
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To establish a sustainable supply chain and assist in its sustainable operations, Turvo International Co., Ltd. attaches great importance to the sustainable management of suppliers. According to the "Supplier Management Regulations", the company must conduct supplier reviews before dealing with suppliers. In addition to ensuring the quality, delivery time, price and service capabilities of suppliers, we also require suppliers to comply with relevant regulations such as occupational safety and health, environmental protection, and human rights. We are committed to jointly enhancing corporate social responsibility and creating a sustainable development partnership.

4.2 Industrial Supply Chain

Turvo International Co., Ltd. belongs to the precision metal processing manufacturing industry. Its upstream industry is mainly composed of metal material suppliers, and its downstream is the customer application end, covering automobiles, medical equipment, optoelectronics industry and bicycle parts, consumer electronics parts, and industrial applications, providing customers with a full range of precision metal processing services.



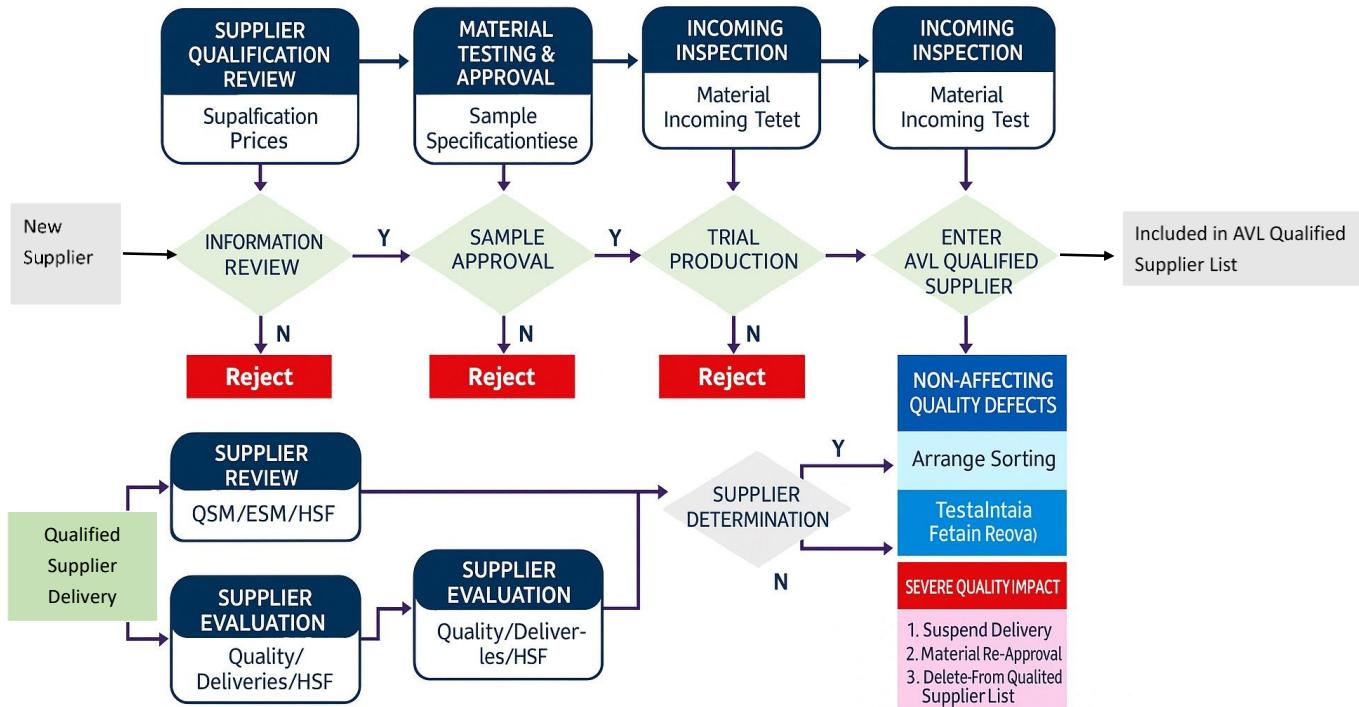
In response to changes in the international situation, our company has always maintained a good partnership with upstream suppliers. In principle, we regularly provide more than one month's demand for material preparation and production capacity arrangements to ensure a smooth supply of upstream raw materials.

4.3 Supplier Management

*New supplier introduction process

When a new supplier is onboarded, the purchasing department convenes the evaluation team, bringing together relevant departments to form an evaluation team to conduct the evaluation process. Our company requires all suppliers to submit basic information about the supplier, including a supplier wire transfer form, and sign a supplier integrity and confidentiality commitment letter, promising to comply with relevant RoHS and REACH laws and regulations and to use raw materials sourced from conflict-free areas. This commitment must be communicated to the entire upstream supply chain. The company's new supplier onboarding process is shown below:

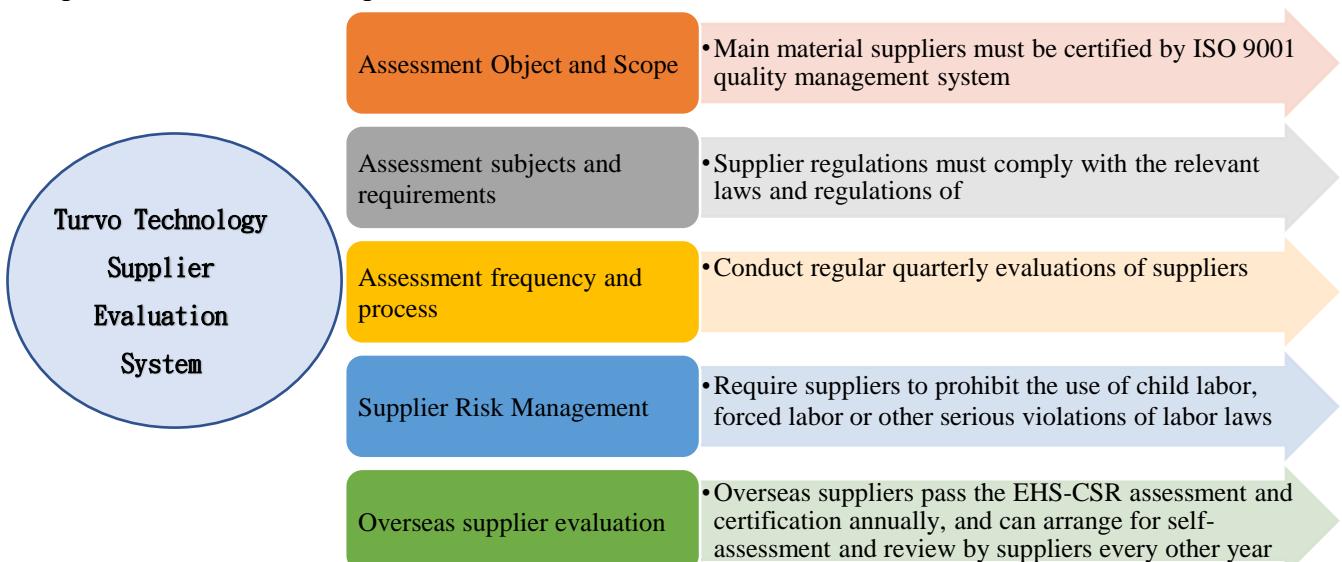




Supplier evaluation system

To carefully select suppliers, we have established a qualified supplier selection process and, through appropriate management and assessment, ensure that raw material and parts suppliers meet the company's and customers' needs in terms of product quality, delivery time, price, and technology. We also continuously improve to ensure a stable supply source, reduce the chance of supply shortages affecting production, and establish a mutually trusting and stable partnership with suppliers to achieve mutual growth and build sustainable supplier relationships.

Turvo International Co., Ltd. has established a supplier management system and regulations, conducts regular supplier evaluations and audits, and actively maintains long-term cooperative relationships with suppliers to reduce costs, ensure fast and flexible delivery, improve product competitiveness, maximize profits, and establish a win-win situation.



• Determination and handling of qualified supply evaluation results

Evaluation of qualified suppliers:

NO.	Evaluation Category	Assessment Indicator	Weight
1	Supply Fulfillment	Quality and reliability	60%
		Delivery accuracy	40%

• Evaluation Result Determination and Follow-up Actions:

grade	Score	New Supplier Classification	Action for Existing Suppliers
A	≥ 90	Qualified (Excellent)	Approved for procurement and delivery; may increase procurement share; potential strategic partner.
B	≥ 80 to <90	Qualified (Good)	Approved for procurement and delivery.
C	≥ 70 to <80	Qualified (Fair)	Approved for procurement and delivery.
D	<70	Not Qualified	Procurement unit will notify the supplier to make improvements within a deadline; failure to improve will result in disqualification.

Due to the characteristics of the industry and the strong relationships maintained with existing suppliers, no new suppliers were added in 2024.

Supplier evaluations were conducted for existing key raw material suppliers, and the results are summarized in the table below:

Number and grades of major raw material suppliers in 2024

level factory	A-level	B-level	C-level Qualified manufacturers with a score of 70 or above	D-level	total
Taiwan Factory	29	3	1	0	33

Note : There are four major raw material suppliers that have not been traded or audited.

• Supplier Audit

- ✓ To control the supply return rate, on-time delivery rate, and the number of times the customer's production line is affected, the company produces a "Supplier Assessment Form" every quarter, which is approved by the responsible supervisor and stored for review. The assessment standards are implemented in accordance with the "Supplier Assessment Form".

- ✓ The company conducts second-party audits based on its supplier audit plan, covering product safety and regulatory requirements, supplier performance, and quality management system certification standards. Purchasing and outsourcing personnel audit suppliers based on the "Supplier Audit Report" and keep records. Based on the audit results, a supplier audit deficiency report is issued and coaching is provided. Suppliers are continuously required to address deficiencies, and procurement is prohibited if they are unable to improve.

·Supplier coaching

- ✓ Suppliers with a D rating will be given priority for guidance.
- ✓ After the coaching schedule is completed, the overall operation of the supplier will be evaluated based on the supplier audit.
- ✓ If there is still non-compliance after the audit and evaluation, the purchase volume will be reduced, suspended or terminated .

·Supplier communication

- ✓ For any abnormal issues with suppliers, we will immediately arrange meetings to jointly review and improve and propose solutions.
- ✓ Purchasing conducts supplier evaluations and understands suppliers' cooperation plans and directions during visits.
- ✓ In the future, we will plan to hold supplier conferences regularly to communicate with suppliers, convey company goals, promote plans, and commend outstanding suppliers.

4.4 Local Procurement

Turvo considers suppliers to be crucial partners in its sustainable operations. We strive to collaborate with the entire supply chain to foster a sustainable industrial environment. In terms of procurement strategy, Turvo not only selects high-quality suppliers but also prioritizes local sourcing, meaning that the supplier's manufacturing facility is located in the same country as Turvo's production base. To support the local economies and employment opportunities of our production bases, Turvo prioritizes local suppliers. This localization of materials reduces unnecessary air and sea freight costs and the carbon footprint of material transportation. This not only fulfills our environmental responsibility of energy conservation and carbon reduction , but also directly reduces procurement costs.

We categorize Turvo International Co., Ltd. 's suppliers into primary material (raw materials) and secondary material (accessories) suppliers based on their procurement type. The following table shows the local and overseas procurement status of Turvo International Co., Ltd.'s raw materials suppliers handled by its Taiwan factory in 2024 :

- Percentage of suppliers of primary and secondary raw materials sourcing locally in 2024

Number of Suppliers	Procurement Regio		Taiwan	
	Primary	secondary	Primary	secondary
Local Suppliers	26	542		
Total Suppliers	35	552		
Local procurement ratio	74.29%	98.19%		

The percentage of local sourcing for Turvo International Co., Ltd.'s primary and secondary raw materials in 2024 is shown in the following table:

Procurement Regio	Number of primary and secondary raw material suppliers in 2024	
	Primary	secondary
Taiwan	74.29%	98.19%
Others (including China)	25.71%	1.81%
total	100%	100%

4.5 Suppliers implement social responsibility

To establish a sustainable supply chain and support its sustainable operations, Turvo International Co., Ltd. attaches great importance to the sustainable management of suppliers. Before any business is conducted with suppliers, the company must conduct supplier reviews. In addition to ensuring the quality, delivery time, price, and service capabilities of suppliers, we also require suppliers to comply with relevant regulations such as occupational safety and health, environmental protection, and human rights. We are committed to jointly enhancing corporate social responsibility and creating a sustainable development partnership.

Furthermore, the company has established a supplier Corporate Social Responsibility Commitment based on the Responsible Business Alliance. Suppliers are required to commit to compliance with social responsibilities covering labor, health and safety, the environment, ethics, and management systems. This commitment ensures a safe working environment, respect and dignity for employees, and environmentally friendly and ethical business operations. The company requires suppliers to minimize issues related to the environment, human rights/labor, corporate ethics, and labor standards, and to proactively prevent the risk of production stoppages caused by strikes, fostering a mutually beneficial relationship with suppliers.

Turvo requires its suppliers to adhere to the RBA Code of Conduct and sign a "Supplier Integrity and Confidentiality Commitment," pledging that all activities will comply with relevant laws and ethical standards. We plan to hold supplier conferences to continuously explain Turvo's

sustainability goals and management policies to suppliers. We will also conduct regular audits to confirm that suppliers' sustainability performance meets the requirements of various management systems, ensuring that they consistently meet our expectations.

Supplier Social Responsibility Management Self-Assessment Form contains five major items:

Labor	Health and Safety	Environment	Business Ethics	Management System
Freely Chosen Employment Young Workers Working Hours Wages and Benefits Humane Treatment Non-Discrimination Free dom of Association	Occupational Safety Emergency Preparedness Occupational Injury and Illness Industrial Hygiene Physically Demanding Work Machine Safeguarding Sanitation, Food, and Housing Health and Safety Communication	Environmental Permits and Reporting Pollution Prevention and Resource Reduction Hazardous Substances Solid Waste Air Emissions Materials Restrictions Water Management Energy Consumption and Greenhouse Gas Emissions	Integrity and Compliance No Improper Advantage Disclosu re of Information Intellec tual Property Fair Business, Advertising and Competition Respo nsible Sourcing of Minerals Privacy	Integrity and Compliance No Improper Advantage Disclosu re of Information Intellec tual Property Fair Business, Advertising and Competition Responsible Sourcing of Minerals Privacy

project	year	2023	2024
Number of new suppliers (Note 1)		11	17
Number of supplier assessments (Note 2)		536	630

Note 1: The supplier survey covers newly selected outsourcing or raw material suppliers for each respective year.

Note 2: The number of supplier evaluations refers to suppliers assessed in each quarterly review.

4.6 Ethical Sourcing

Building a sustainable environment in collaboration with our suppliers is one of Turvo's core development goals.

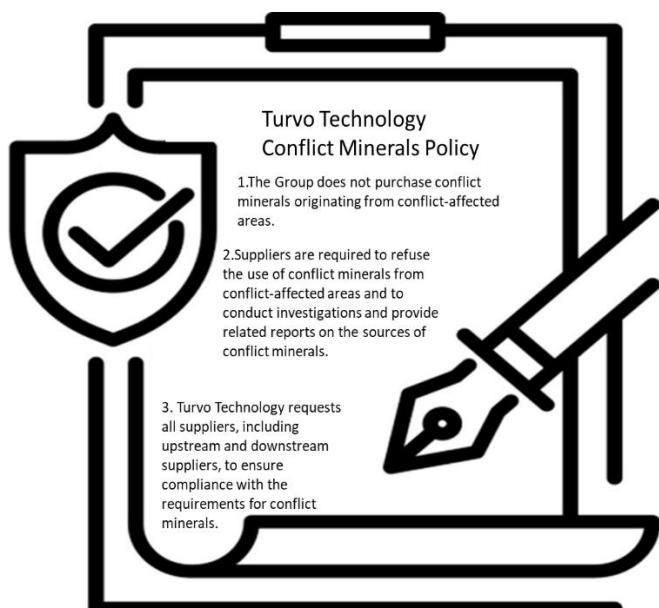
Through our procurement practices, we aim to influence suppliers to adopt sustainable management approaches. To this end, we have clearly stated our commitment to avoiding the use of conflict minerals and require our suppliers to comply with relevant regulations such as RoHS and REACH, and to source raw materials only from non-conflict regions. This requirement must also be communicated throughout the upstream supply chain.

Additionally, suppliers are required to commit to not using prohibited or restricted substances and must provide Hazardous Substance-Free (HSF) test reports. For raw material suppliers involved in R&D validation processes that may affect significant environmental aspects, the procurement team requires them to align with environmental management practices and comply with relevant regulations in order to minimize potential pollution risks.

***Comply with hazardous substances management regulations**

To protect health and environmental safety, Turvo International Co., Ltd. complies with the EU RoHS Directive (2011/65/EU), the EU REACH Regulation, and California Proposition 65. At the same time, we are committed to adhering to chemical substance regulations established by various countries and customers. We also require our suppliers to comply with restrictions or prohibitions on regulated hazardous substances.

Responsible Mineral Sourcing



Turvo International Co., Ltd. currently collaborates with its suppliers to source raw materials from non-conflict regions and jointly adheres to the Responsible Business Alliance (RBA) Code of Conduct.

We are committed to not procuring or using materials originating from conflict-affected and high-risk areas. The Company communicates its conflict minerals policy to all suppliers, requiring their full commitment and compliance, including the traceability of the sources of tantalum, tungsten, tin, gold, and cobalt used in their products.

In addition, suppliers are required to comply with relevant regulations such as RoHS and REACH, and to ensure that all materials sourced are from non-conflict regions. This obligation must be extended throughout the upstream supply chain to ensure that all materials, products, or components delivered to Turvo International Co., Ltd are free from the direct or indirect use of conflict minerals.

5. Innovation and R&D

Turvo International Co., Ltd. is committed to developing and enhancing the quality of precision metal products. Sustained profitable growth is a strategic priority for Turvo International Co., Ltd., encompassing: product development and innovation, patent acquisition, trade secret protection, regulatory compliance, product quality management, and market potential assessment. We have established short-term, medium-term, and long-term targets as outlined in the following table:

Material Topic	Target Metric	short term (2024-2025)	Medium-term (2026-2029)	Long-term (After 2030)
Innovation and R&D	R&D expenses as percentage of revenue	1-2 patents	2-3 patents	3-4 patents
	R&D expenses as percentage of revenue	7%	7.5%	8%
Legal Compliance	Product law and patent regulation violations	0 cases	0 cases	0 cases

Material Topic Goals and Performance

Turvo International Co., Ltd. is committed to product research and development, innovation, patent development, product quality management, and regulatory compliance.

The following table demonstrates the achievement of key targets and performance metrics:

◆ Innovation and R&D

2025 Target 2024 Target 2024 Performance Achievement

2025 Target	2024 Target	2024 Performance
1-2 patents approved	1-2 patents approved	No patents approved → Not achieved
R&D expenses at 7% of revenue	R&D expenses at 7% of revenue	7.05% → Achieved

◆ Regulatory compliance

2025 Target 2024 Target 2024 Performance Achievement

2025 Target	2024 Target	2024 Performance
Product labeling or patent regulation violations: 0	Product labeling or patent regulation violations: 0	Product labeling or patent regulation violations: 0 → Achieved

5.1 Product R&D and Innovation

Turvo International Co., Ltd. is dedicated to product development and quality enhancement, continuously pursuing excellence and growth, with sustained profitable expansion as a core strategic objective.

Our R&D strategy focuses on three product categories: speed reducers, liquid-cooling quick connectors, and bicycle components. We are actively developing solutions for artificial intelligence (AI) servers and humanoid robots, transforming our production capabilities and market competitiveness. Specific policies and management approaches for innovation and R&D are as follows:



Material Topic → Innovation and R&D	
Management Policy	<p>Policy: Focusing on innovation and R&D, we promote sustainable metal products and advance toward industry leadership.</p> <p>Objectives : Develop high-efficiency, energy-saving speed reducers, bicycle components, and liquid-cooling quick-connect couplings to drive revenue growth and enhance brand value.</p> <p>Commitment : Through supply chain collaboration and internal innovation, we strengthen product design and green process development to enhance sustainable competitiveness.</p> <p>Management measures :</p> <ul style="list-style-type: none">(1) Collaborate with suppliers to develop new products(2) Strengthen design and manufacturing capabilities through internal and external R&D talent development(3) Ensure new products incorporate energy efficiency, durability, and environmental protection requirements, progressively achieving sustainable

manufacturing

Turvo International Co., Ltd.'s R&D initiatives focus on three strategic areas: product innovation and upgrading, capacity expansion, and sustainable operations.

Product innovation and upgrading

Turvo is actively developing next-generation automotive components, including precision components for hydrogen energy systems and Advanced Driver Assistance Systems (ADAS). The company is also expanding R&D efforts in AI server liquid cooling systems and robotics-related components, while strengthening its medical device product portfolio and increasing the proportion of high-value products.

Capacity expansion plan

Turvo's expanded manufacturing facility at Taichung Harbor commenced mass production in Q2 2024, tripling monthly production capacity. The new facility specializes in planetary reducer production and incorporates automated production systems.





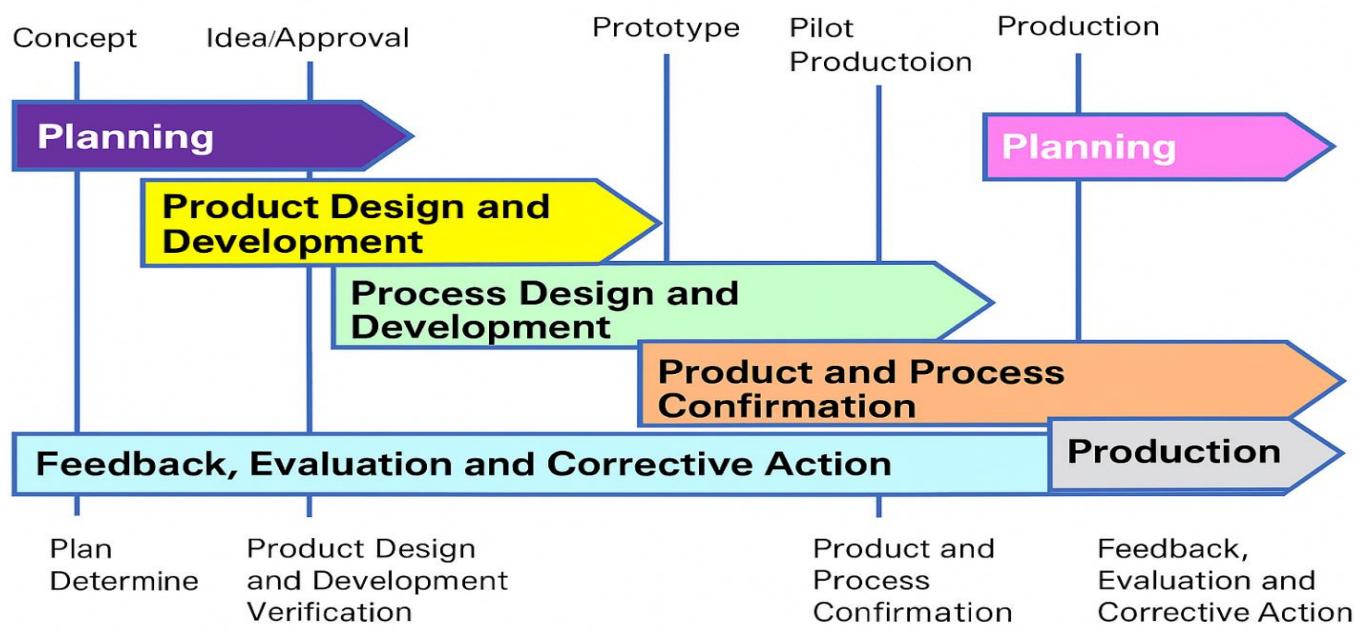
Sustainable business development

Turvo is actively advancing sustainability transformation and submitted carbon reduction commitments to the Science Based Targets initiative (SBTi) in mid-2024. In addition to implementing specific carbon reduction initiatives, the company has introduced solar power generation systems, established wastewater recycling and treatment facilities, and invested in green building certification, demonstrating commitment to environmental stewardship and corporate social responsibility.

Through these R&D and development strategies, Turvo International Co., Ltd. is committed to continuously enhancing competitiveness in precision manufacturing, R&D innovation, customer collaboration, and global presence, while expanding expertise in emerging areas such as AI servers and robotic reducers.

R &D innovation management process

→ Turvo's R&D process is as follows:



R&D Expenses as Percentage of Revenue (Last Two Years):

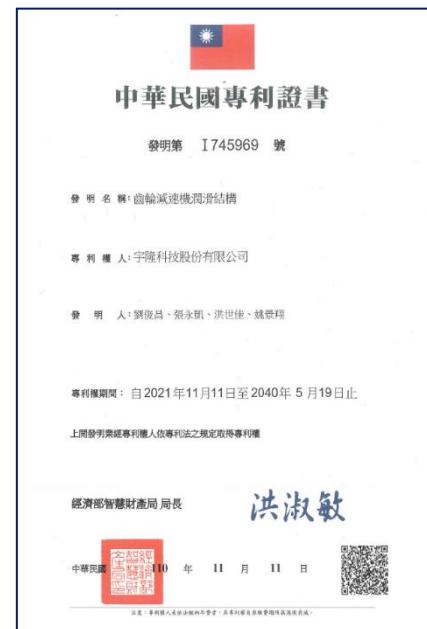
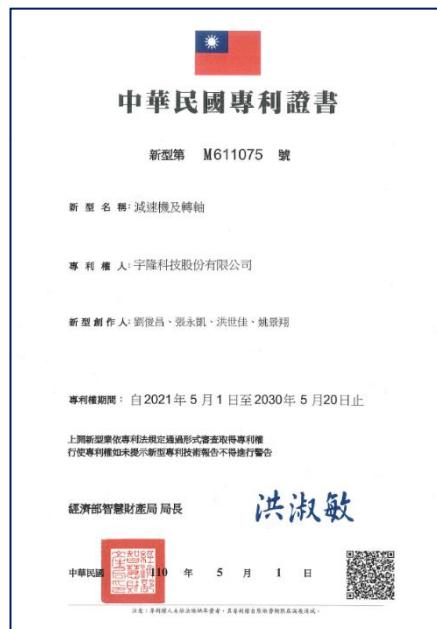
Unit: NT\$1,000

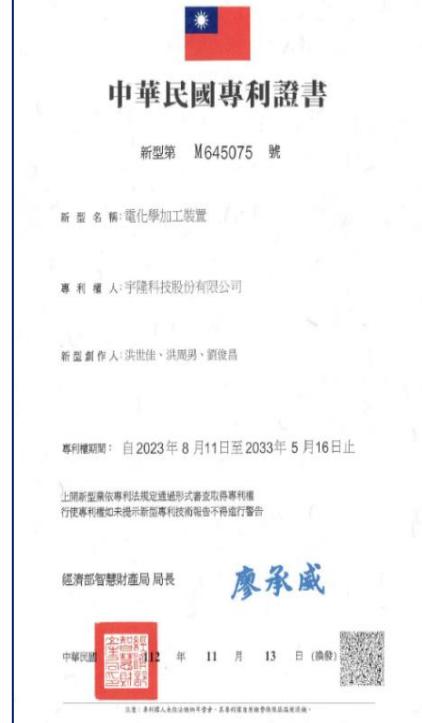
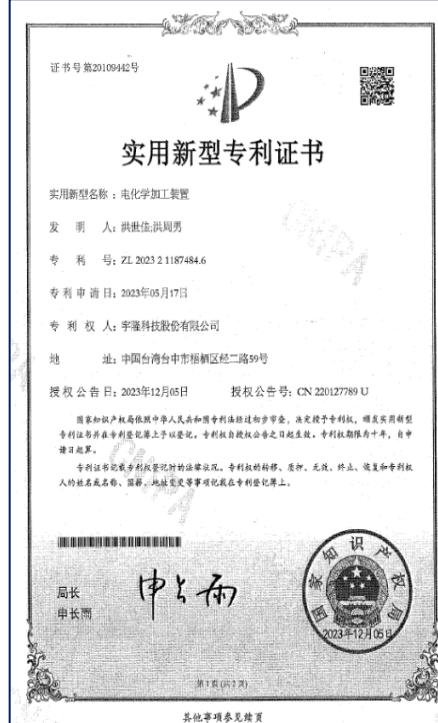
Cost Items year	R&D expenses	Proportion of revenue(%)
2023	224,708	6.73%
2024	257,984	7.05%

Patents Obtained for Products Developed Over the Past Five Years:

2 invention patents and 5 utility model patents were obtained, as detailed in the following table:

category Annual etc.	Invention Patents	Utility Model Patents	total
2020	0	2	2
2021	1	1	2
2022	0	0	0
2023	1	2	3
2024	0	0	0
Currently valid patents	2	5	7
Total patents obtained	2	5	7





5.2 Green and Sustainable Product R&D and Services

1. Continuous Improvement of Processing Technology and Production Automation to Reduce Waste and Enhance Energy Efficiency

Turvo International Co., Ltd. is committed to environmental protection and sustainable development. Our production processes prioritize energy and resource efficiency, material recycling, and continuous optimization of material utilization. We maintain ISO 14001 (Environmental Management System) and ISO 45001 (Occupational Health and Safety Management System) certifications, striving to minimize environmental impacts and improve overall environmental performance.

2. Product Services

Our software and production machinery focus on cutting mechanics and stress optimization, enabling intelligent adjustment of tool loads to improve tool efficiency while protecting spindles, cutting tools, and workpieces, thereby accelerating prototype completion time. Monitoring software is employed to track tool variations and prevent quality abnormalities in workpieces. Production costs are precisely calculated to optimize early-stage processes and achieve optimal quantitative performance models. Low-carbon cutting fluids are utilized to support tooling operations, reducing atomization emissions and oil mist recovery requirements. The introduction of an intelligent management and control system, with tooling as the focal point, accelerates prototype completion, proactively prevents excessive defect generation, avoids energy waste, and thereby achieves environmental protection objectives, better meeting customers' urgent prototyping needs while continuously enhancing competitiveness.

5.3 Trade Secret Protection Achievements

Turvo International Co., Ltd. prioritizes trade secret protection and implements comprehensive measures to ensure information security and confidentiality. First, when utilizing systems such as Enterprise Resource Planning (ERP) and Product Lifecycle Management (PLM), we enforce strict account management protocols. All employees must complete an application process and authenticate using assigned credentials. The system grants appropriate permissions based on functional requirements, ensuring access is limited to information and functions necessary for job responsibilities. A hierarchical permission structure ensures that only authorized personnel can access and modify specific data and functions. This rigorous control mechanism helps prevent insider threats while ensuring external parties adhere to appropriate confidentiality and security standards when interfacing with our systems.

Second, we conduct regular employee training to educate staff on identifying, handling, and protecting trade secrets. This includes secure usage of electronic systems and document management platforms, as well as confidentiality agreements that must be observed when engaging with external parties.

Finally, we establish explicit confidentiality agreements with business partners and suppliers, clearly defining conditions and restrictions for sharing trade secrets to ensure external parties comply with our confidentiality standards. Through these comprehensive measures, we safeguard the integrity and confidentiality of our trade secrets, thereby protecting our competitive advantage and corporate value.

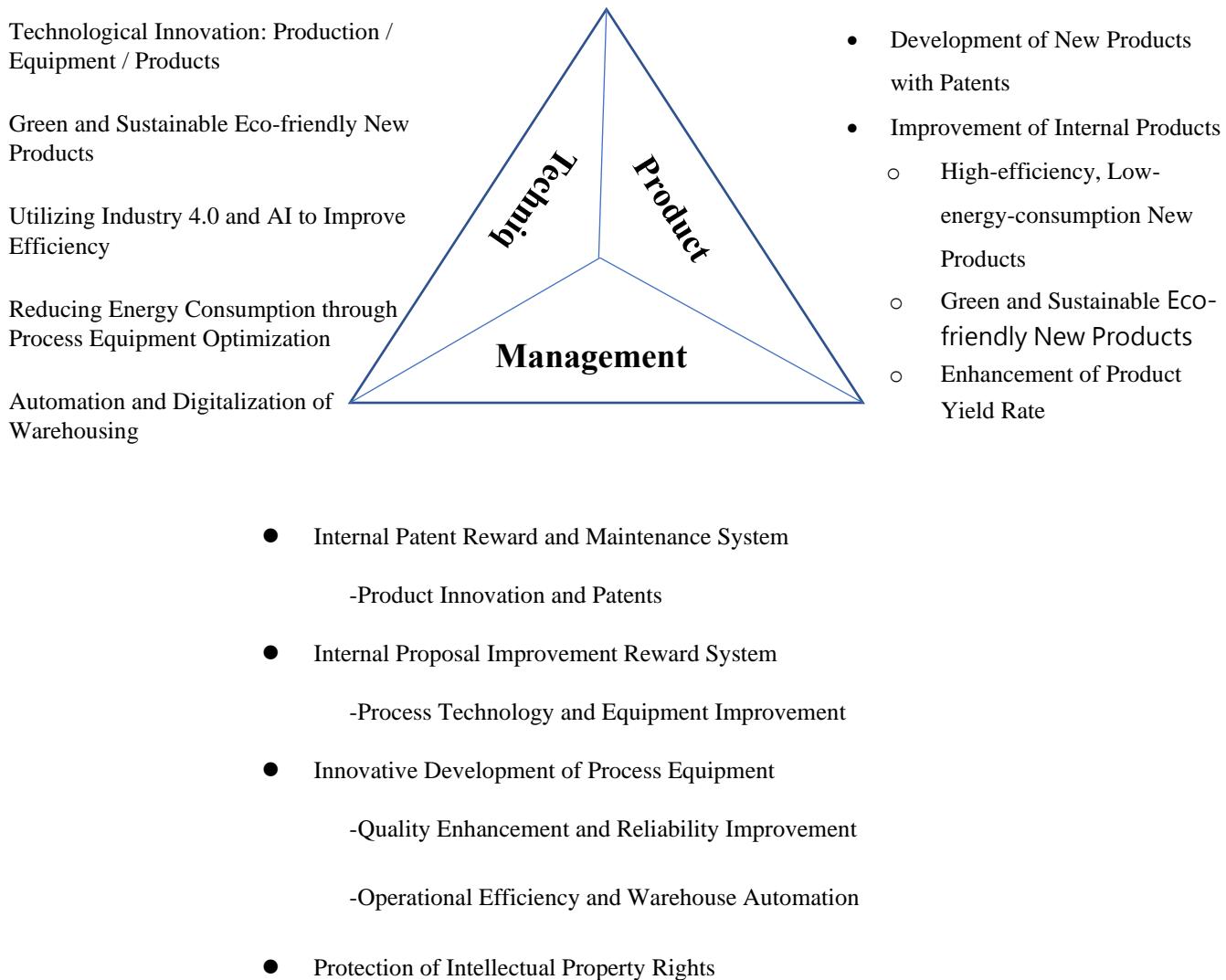
Turvo International Co., Ltd. recognizes that trade secrets are fundamental to sustainable industry development. Beyond implementing protective measures to actively defend trade secrets, we actively participate in initiatives to enhance corporate awareness of trade secret protection.

5.4 Future Innovation and R&D Strategies

Turvo International Co., Ltd. continues to actively explore new opportunities in manufacturing,

production, sales, and related business and procurement activities through its R&D center, while improving the quality and functional value-add of various newly developed products to maintain the competitiveness of the company's products and technologies.

The company's future technology, product, and management strategies are illustrated in the following diagram:



6. Environmental Sustainability

In response to climate change, Turvo's short-term, medium-term, and long-term environmental management targets are as follows:

Material Topic	Target Metric	Short-term (2024-2025)	Medium-term (2026-2029)	Long-term (After 2030)
Energy conservation and carbon reduction	Electricity savings (per million NT\$ revenue)	1% reduction annually	1% reduction annually	1% reduction annually
	Greenhouse gas emissions reduction (per million NT\$ revenue)	1% reduction annually	1% reduction annually	0.5% reduction annually
	Environmental regulation violations	0 items	0 items	0 items
Waste Management	Compliant waste disposal	100% through licensed vendors	100% through licensed vendors	100% through licensed vendors
	Waste regulation violations	0 cases	0 cases	0 cases
Air Pollution	Air pollution regulation violations	0 cases	0 cases	0 cases
Water resources	Water savings (per million NT\$ revenue)	1% reduction annually	0.5% reduction annually	0.5% reduction annually
	Wastewater discharge regulation violations	0 cases	0 cases	0 cases

Material Topic Goals and Performance

Turvo is committed to fulfilling its corporate social responsibility and environmental stewardship, advancing toward corporate sustainability. The company has established short-term, medium-term, and long-term energy conservation and carbon reduction targets with associated implementation plans to minimize potential societal and environmental impacts. Goals and achievement levels for the past two years are shown in the following tables.

■ Energy conservation and carbon reduction

2025 Target	2024 Target	2024 Performance
1% electricity savings (per million NT\$ revenue)	1% electricity savings (per million NT\$ revenue)	Electricity savings → Not achieved
1% GHG emissions reduction (per million NT\$ revenue)	1% GHG emissions reduction (per million NT\$ revenue)	Emissions reduction → Not achieved
Environmental regulation violations: 0	Environmental regulation violations: 0	Environmental regulation violations: 0 → Achieved

Note: Due to the expansion of the plant and the inclusion of newly integrated facilities previously leased from external sites, the total floor area, equipment, revenue, and number of employees increased. As a result, the energy conservation and carbon reduction targets were not achieved in 2024.

■ Waste Management

2025 Target	2024 Target	2024 Performance
Compliant waste disposal: 100% through licensed vendors	Compliant waste disposal: 100% through licensed vendors	100% handled by licensed vendors → Achieved
Waste regulation violations: 0	Waste regulation violations: 0	Waste regulation violations: 0 → Achieved

■ Air pollution

2025 Target	2024 Target	2024 Performance
Air pollution regulation violations: 0	Air pollution regulation violations: 0	Air pollution regulation violations: 0 → Achieved

■ Water Resource Management

2025 Target	2024 Target	2024 Performance
Water savings: 1% (per million NT\$ revenue)	Water savings: 1% (per million NT\$ revenue)	Water savings → Not achieved
Wastewater discharge regulation violations: 0	Wastewater discharge regulation violations: 0	Wastewater discharge regulation violations: 0 → Achieved

Note: Due to the expansion of the plant and the installation of additional cleaning equipment, the water conservation target was not achieved in 2024.

6.1 Environmental Policy and Commitment

To comply with international environmental regulations and national environmental laws, Turvo Technology has established an ISO 14001 Environmental Management System to ensure environmental quality and fulfill environmental protection standards. The Company is committed to environmental protection, energy conservation, and carbon reduction. It actively promotes industrial waste reduction, resource recycling, and continuous improvement, while encouraging the participation of all employees in green initiatives. In addition, the Company advocates correct environmental practices among suppliers and the public to protect the natural ecosystem and achieve sustainable green operations.

• Turvo's Environmental Policy

Regulatory Compliance: Adhere to international conventions and national environmental laws, establish robust environmental management systems, and ensure environmental quality.

Resource Efficiency: Commit to environmental protection, energy conservation, industrial waste reduction, and resource recycling.

Employee Engagement: Promote proper environmental protection practices, cultivate pollution prevention and waste reduction habits, and encourage full employee participation in green environmental initiatives.

Continuous Improvement: Regularly audit and review implementation effectiveness, pursue continuous improvement, and strive for sustainable operations.

Corporate Transparency: Provide environmental information and facilitate experience exchange to enable the public, customers, and suppliers to understand the company's environmental policies.

Corporate Responsibility: Disclose environmental policies and implementation status, contributing to harmonious coexistence with nature on Earth.

To achieve these commitments, all employees must continuously improve performance through systematic, well-trained implementation of the environmental management system requirements.

Environmental Management System

Regarding environmental protection, Turvo International Co., Ltd. strives to comply with relevant domestic laws and regulations while aligning with international standards. We have implemented an ISO 14001 environmental management system and established documented environmental management procedures. All relevant departments must implement these requirements.

To maintain effective operation of the environmental management system and continuously improve environmental work effectiveness, the responsible units maintain environmental management oversight through internal management mechanisms, continuously improving environmental systems and reducing negative environmental impacts.

In 2024, Turvo International Co., Ltd. incurred no fines from regulatory authorities for environmental regulation violations.



Appointment of Environmental Personnel

In response to rapid environmental changes and the need for effective environmental pollution prevention and control, Turvo has appointed a Class A Wastewater Treatment Specialist to minimize the environmental and human health impacts of incidents. Personnel have participated in external training organized by government environmental protection agencies and have developed strong capabilities in pollution prevention and equipment management.

Category	Required Personnel	Actual Personnel	Compliance Status
wastewater	1 (Class A wastewater treatment specialist)	1	Compliant

Environmental Management Policy

In recent years, rising environmental awareness and increasingly stringent pollutant emission standards have driven the company to continuously invest in pollutant testing and treatment to fully implement pollution prevention, control, and energy conservation and carbon reduction initiatives. Through continuous implementation and verification of management systems, the company promotes environmental sustainability. Environmental-related expenses and benefits for 2024 are as follows:

Unit: NT\$

Year 2024	Amount (NT\$)	Benefits
Environmental inspection fees	188,876	<ol style="list-style-type: none"> 1. Testing of raw wastewater and effluent to ensure compliance with Water Pollution Control Act and industrial park standards. 2. Air: Flue gas testing including perimeter odor, VOCs, and particulate matter to ensure emissions meet standards. 3. Occupational Environment: Scheduled inspections based on factory raw materials to ensure working environment does not cause significant physical, mental, or health impacts on employees. 4. Drinking water: Ensure daily drinking water, E. coli, and total colony counts meet drinking water standards.
Industrial waste disposal fees	1,279,612	Regulatory Compliance: Properly handle and dispose of waste generated during production processes and employee activities.
Air pollution fees	51,478	Implement the "polluter pays" principle to improve air quality and protect public health .
Soil and groundwater remediation fees	1,894	Implementing "polluter pays" principle, contributions to Water Pollution Control Fund dedicated to pollution remediation, water quality monitoring, treatment facility construction, R&D, and public sewage system construction to maintain clean water resources, improve environment, and enhance public health.
Water and sewage management fees	279,180	Industrial park requirements for proper sewage treatment to protect environment and public health and ensure normal operation of sewage systems..
Wastewater treatment plant setup	6,679,323	Regulatory Compliance: Reduce pollution to soil and groundwater.
Wastewater treatment plant O&M costs	149,993	Ensure the normal operation of wastewater treatment plants to meet discharge standards and maintain public environmental health
Fixed pollution sources and exhaust facilities	1,996,824	Regulatory Compliance: Maintain normal equipment operation and effectively improve air quality.

Management costs (Environmental verification and related document fees)	338,000	Achieve environmental sustainability KPIs through management system verification (e.g., ISO 14001, ISO 14064-1).
Total Environmental Expenditure	10,965,180	Foundation for future planning of voluntary greenhouse gas reduction initiatives.

Material Topic → Energy Resource Management and Energy Conservation and Carbon Reduction	
Management Policy	<p>Policy : Energy conservation and efficient management and low-carbon manufacturing.</p> <p>Objective : Respond to global environmental trends, align with national greenhouse gas reduction strategies, understand corporate greenhouse gas emissions, and develop climate change adaptation measures.</p> <p>Commitment : Utilize due diligence and proactive communication to conduct greenhouse gas emissions inventories and implement voluntary emissions reduction programs based on results.</p> <p>Management measures:</p> <ul style="list-style-type: none"> (1) Effectively conserve energy resources with annual targets of 1% reduction in fuel, electricity, and water consumption (2) Conduct greenhouse gas inventories to understand overall emissions. (3) Establish Greenhouse Gas Inventory Promotion Group to implement goals and improvement plans

6.2 Greenhouse Gas Inventory

Given extreme global climate changes, with frequent droughts and floods in both hemispheres significantly impacting regional economic development, climate change has become an issue governments and businesses worldwide must address. With the United Nations' adoption of the Paris Climate Agreement, global carbon reduction targets have been established. The agreement aims to limit global temperature rise to well below 2°C, with efforts to restrict warming to 1.5°C, effectively reducing climate change risks and impacts. To achieve this "climate goal," countries must implement specific greenhouse gas emission reduction measures, and businesses, as key economic actors, must shoulder corresponding responsibilities.

As a committed global citizen, Turvo International Co., Ltd. has formulated preventative measures to address potential economic and social impacts of climate change. The company has conducted greenhouse gas inventories in accordance with ISO 14064-1:2018 to understand carbon emissions, identify key emission sources, and develop effective reduction strategies. This represents both a contribution to and support of the Paris Agreement, as well as a crucial step in promoting sustainable development and enhancing market competitiveness.

Greenhouse Gas Policy and Emissions

Turvo International Co., Ltd. commenced greenhouse gas emissions audits in 2023 and conducted annual audits in 2024 in accordance with ISO 14064-1:2018. The company obtained third-party verification for 2023. In the future, the company will actively plan to include certain Scope 3 categories in third-party verifications to better understand overall greenhouse gas emissions, serving as direction and goals for emissions reduction improvements.

Turvo International Co., Ltd. Greenhouse Gas Policy

To fulfill corporate environmental protection responsibilities and reduce greenhouse gas emission impacts on the environment and climate caused by global warming, our company commits to:

- Full employee participation in energy conservation and carbon reduction activities
- Continuous promotion of energy conservation and carbon reduction measures
- Compliance with international conventions, relevant national laws and regulations, and customer requirements

In 2024, Turvo International Co., Ltd. conducted an independent greenhouse gas inventory using the Dingxin Carbon Steward system, integrating it with other management systems to prevent data omissions. Inventory boundaries are primarily based on operational locations, with 100% operational control as the organizational boundary. The verification scope covers Turvo's Taiwan factory. Due to organizational boundary adjustments, 2023 is currently established as the base year. Greenhouse gas types included in calculations are carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). Fuels used in Scopes 1 and 2 do not contain biomass components.

Turvo International Co., Ltd.'s 2024 greenhouse gas inventory, based on preliminary quantitative results from internal management systems (not third-party verified), shows total Scope 1 emissions of 167.7976 metric tons CO₂e, Scope 2 emissions of 4,135.2734 metric tons CO₂e, Scope 3 emissions of 96.3302 metric tons CO₂e, with total facility emissions of 4,399.401 metric tons CO₂e.

Turvo International Co., Ltd.'s Greenhouse Gas Emissions by Category (Past Two Years)

GHG Emissions Category	2023	2024
Scope 1 (metric tons CO ₂ e)	171.9806	167.7976
Scope 2 (metric tons CO ₂ e)	2,523.8522	4,135.2734
Scope 3 (metric tons CO ₂ e)	-	96.3302
Total Emissions (metric tons CO ₂ e)	2,695.8328	4,399.401
Emission Intensity (metric tons CO ₂ e/million NT\$)	2,695.8328/1,579=1.7073	4,399.401/1,802=2.4413

6.3 Energy Management

In view of the increasing global warming and climate change in recent years, which have caused varying degrees of environmental disasters worldwide, Turvo Technology recognizes the profound

impacts on economic and social development as well as on industrial supply chains and production planning. To address these challenges, the Company actively monitors its energy consumption, enhances energy efficiency, and promotes the implementation of energy-saving and carbon-reduction measures. These initiatives not only help reduce operational costs but also reflect Turvo's strong commitment to environmental protection and the realization of sustainable development.

In alignment with government energy conservation regulations, the Company has set an annual electricity reduction target of 1%. To ensure the effective utilization of energy resources and prevent unnecessary waste, Turvo Technology has established the "Energy Resource Utilization Management Procedure," which provides clear guidelines for the management of production equipment, power systems, water systems, and other resources. The Company is committed to conserving natural resources and continuously seeks to improve efficiency through proper planning and management.

Energy Usage Status

Energy type	Unit	Turvo International Co., Ltd.	
		2023	2024
Purchased Electricity (General)	kWh	3,406,024	8,415,248
Thermal Energy	Gigajoules	12,261.6864	30,294.8928
Energy Intensity	GJ/million NT\$ revenue	12,261.6864/1,579=7.7655	30,294.4098/1,802=16.8118

Renewable Energy Development

Recognizing electricity as the primary energy source in production and responding to renewable energy trends, Turvo International Co., Ltd. is actively planning renewable energy (solar power generation) equipment construction, aiming to reduce indirect emissions from electricity use through renewable energy adoption, thereby reducing carbon dioxide emissions and achieving an environmentally sustainable future.

Solar Energy Installation and Power Generation

Solar power generation system panels are installed on the Turvo International Co., Ltd. factory building roof. Electricity generation is expected to commence after construction completion in 2025.

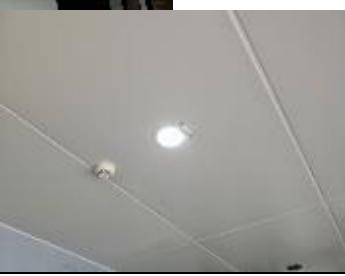


Environmental Sustainability Initiatives

We regularly identify and evaluate equipment and process steps, propose projects to improve energy efficiency and reduce carbon emissions, and implement initiatives after developing plans and evaluating effectiveness. We continuously implement energy-saving and carbon-reduction measures, including replacing lighting with high-efficiency LED lights, installing motion-sensor lighting, adding variable frequency drive equipment, and installing solar power systems in new factories as effective electricity

conservation methods.

Energy Conservation and Carbon Reduction in Factory

Project	LED Lamp Replacement	Main Entrance and ATM Motion-Sensor Lights
Description	All factory lighting uses LED	Total of 5 motion-sensor lights installed
Photo	    	

6.4 Water Resources Management

In recent years, due to global climate change impacts, water resource development and allocation have become critical issues for all countries. Water resource management, water conservation, and water shortage emergency response have become crucial components of corporate risk management and disaster adaptation. Recognizing the finite nature of water resources, water conservation has always been a top resource management priority for Turvo International Co., Ltd.. Beyond improving facilities and equipment, the company promotes changes in water usage practices to improve water conservation efficiency.

Turvo International Co., Ltd. is located in the Taichung Harbor Science and Technology Industrial Park under the Ministry of Economic Affairs. Both domestic and process water are sourced from municipal water supply; no other sources such as surface water, groundwater, or seawater are used. Wastewater generated by production processes is treated at the facility's wastewater treatment plant to meet district collection and disposal standards, exceeding Ministry of Environment discharge standards before release to the sewage system at the discharge outlet. After treatment at the park's wastewater treatment plant, effluent is ultimately discharged into Anliang Harbor (Taichung Harbor's Inner Harbor). Turvo International Co., Ltd. is committed to minimizing environmental impacts of wastewater discharge operations; no significant water source impacts have been identified. In 2024, total facility water intake was 26,443 metric tons, with average daily water consumption of 72.44 metric tons.

*Turvo International Co., Ltd. Water Resources Utilization Analysis

Unit: Metric ton

Metric	Years	2023	2024
Water Intake (Municipal Water)		14,109	26,443
Average Daily Consumption, m ³ /day		39.08	72.44
Carbon Emissions (kgCO ₂ e)		2,201.04	4,125.108
Water Intensity, ML/NT\$ million revenue		14,109*1000/10 ⁶ /1,579 =0.0089	26,443*1000/10 ⁶ /1,802 =0.0147

Note 1: CO₂ equivalent per ton of water used = 0.156 kgCO₂/ton. (Based on the 2013 announcement by the Taiwan Water Corporation, Ministry of Economic Affairs)

Wastewater management measures

To ensure wastewater discharge compliance with water pollution prevention and control regulations, Turvo International Co., Ltd. has established a "Wastewater Treatment Management Procedure" regulating treatment, discharge standards, control measures, monitoring and measurement, and incident handling. We regularly monitor wastewater at facilities and continuously implement requirements of domestic environmental protection laws and regulations to respond to and align with environmental protection standards and trends.

All personnel responsible for wastewater treatment operations at Turvo International Co., Ltd. must undergo education and training on industrial wastewater equipment. Untrained personnel are not authorized to operate wastewater treatment systems, ensuring operational procedure accuracy and data correctness.

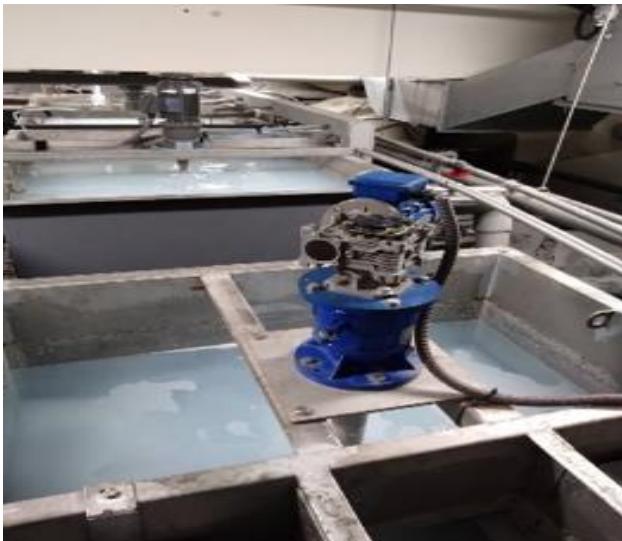
In accordance with the Water Pollution Control Act, process wastewater is sampled and analyzed semi-annually by qualified testing agencies approved by the Ministry of Environment. Wastewater testing reports must be submitted online and in writing to local environmental protection authorities for review.

Water pollution prevention measures

Measure	Description
Domestic Sewage	<ol style="list-style-type: none"> 1. Kitchen cleaning water is equipped with grease trap to intercept grease; lower liquid layer discharges directly to facility discharge outlet then to district sewage system 2. Bathroom domestic water connects to facility septic tank. After sedimentation, upper liquid discharges directly to facility discharge outlet, connecting to district sewage system; lower sludge is regularly entrusted to treatment plants approved by Taichung Municipal Government Environmental Protection Bureau.
Industrial wastewater	<ol style="list-style-type: none"> 1. Wastewater treatment equipment installed in facility treats industrial wastewater. After treatment to district pipe standards per regulations, wastewater connects to park wastewater treatment plant through district sewage system and is treated to meet discharge standards before discharge. 2. Wastewater treatment facilities have approved water pollution prevention and control measures plans and undergo regular testing and reporting per regulations to ensure compliance with management standards. District wastewater operators conduct random water quality inspections at outlets at least monthly. Double control measures monitor effluent water quality.
Rain, sewage	Factory separates and manages stormwater and sewage to reduce water pollution. Storage

	tank installed in factory parking lot collects rainwater for daily irrigation use.
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Photos of In-Plant Wastewater Treatment Facilities and Water Quality



Industrial Wastewater Treatment Facilities

Wastewater Quality Testing Data

Process and Domestic Wastewater Testing Results	Parameter (units)	Regulatory Limit	year	First half of the year	Second half of the year
	pH value	5-9	2023	7.3	7.8
			2024	8.5	7.3
	Suspended solids PM (mg/L)	250	2023	57.8	85
			2024	76	38.8
	Chemical oxygen demand (COD) (mg/L)	450	2023	356	275
			2024	303	118

Water Conservation Measures

Turvo continuously innovates, prioritizing continuous improvement. Water-saving measures increase revenue while reducing expenditures, constantly seeking new water-saving opportunities.

(1) Rainwater Recycling System:

Establish rainwater collection system to collect rainwater for watering grass and plants in factory area.

(2) Cooling Tower Management:

Increase water concentration multiples and reduce discharge volume

Monitor water quality and evaluate chemicals

Clean water towers quarterly to ensure no overflow due to blockage

Perform regular maintenance to ensure proper water tower function and leak prevention

(3) Periodic Water Conservation Awareness for Employees:

Daily awareness campaigns - Establish water resource usage guidelines, regularly maintain water-using equipment, and periodically educate employees on water conservation. Water conservation signage posted at water usage locations to foster water-saving habits.

(4). Sensor-Adjusted Equipment:

Tea rooms and restrooms in all company facilities use atomizing sensor faucets and sensor-type water-saving urinals to conserve water and automatically adjust daily water output, avoiding water resource waste due to human negligence.



6.5 Waste Management

To prevent pollution from factory waste, proactively prevent incidents, and create safe, clean factory environments, thereby achieving industrial waste reduction and resource reuse and recycling, Turvo International Co., Ltd. has established an internal "Waste Management Procedure" standardizing classification, recycling, storage, and disposal of waste, including scrap, generated by company operations and activities. With continued production capacity increases, we aim to utilize management measures to eliminate waste, improve environmental hygiene, and prevent increased waste output from threatening the environment.

Industrial waste classification

General waste	General business waste	Recyclable waste
H-0002 Domestic waste (office-generated waste)	D-1801 General waste from business activities	R-0601 Waste paper
H-1002 Food Waste	D-1703 Waste lubricating oil	R-1306 Scrap iron containers
H-1001 water and fertilizer	D-0902 Inorganic sludge	R-1301 Scrap iron
		R-1304 Scrap aluminum
		R-0204 Waste plastic containers (PE)

List of Industrial Waste Disposal Status

Category	Waste disposal status	Contracted Vendors	Treatment Method
General waste	H-0002 Domestic waste (office-generated waste)	✓	incineration
	H-1002 Food Waste	✓	Biological
	H-1001 water and fertilizer	✓	Physical
General	D-1801 General waste	✓	incineration

business waste	from business activities		
	D-1703 Waste lubricating oil	✓	Physical/Chemical
	D-0902 Inorganic sludge	✓	Physical
Recyclable waste	R-0601 Waste paper	✓	Designated recycling
	R-1306 Scrap iron containers	✓	Designated recycling
	R-1301 scrap iron	✓	Designated reuse
	R-1304 scrap aluminum	✓	Designated reuse
	R-0204 Waste plastic containers (PE)	✓	Designated recycling

Company Waste Generation and Recycling Volume (Past Two Years)

Unit: T

Category	Year	2023	2024
	Metric	Output	Output
General Domestic Waste	Refuse	252.12	293.92
General business waste	Lubricants	28.84	44.35
	sludge	11.50	4.56
Waste Intensity (excluding recycling)	Tons/million NT\$ revenue	(252.12+28.84+11.50)/1579 =0.1852	(293.92+44.35+4.56)/1802 =0.1902
Recyclable waste	Stainless steel filings	89.9925	106.611
	General iron filings	88.684	143.645
	aluminum chips	150.9925	216.438
	waste paper	5	9.360
	waste plastic	0.5	1.2
Total		627.629	820.084
Total Recycling Volume		335.169	477.254

Note 1: Sludge refers to sludge generated in wastewater treatment facilities.

Note 2: Refuse includes household waste, wood, and other non-sortable items.

6.6 Air Pollution Prevention

Air pollution management

In recent years, governments worldwide have increasingly prioritized air quality improvement, and air pollutants have become a major global environmental concern.

Responding to global trends, Turvo has planned and implemented air pollution prevention measures since factory establishment. Through internal audits and self-examination, proper preventive

maintenance, training, and operations, we effectively prevent pollution and commit to continuous improvement of pollution and hazard prevention.

In 2024, no penalties were incurred for violations of the Air Pollution Control Act.

Air Pollution Control Equipment Optimization

Turvo International Co., Ltd.'s main production area is located in Wuqi District Industrial Park. The company has obtained fixed pollution source emission permits to ensure exhaust gas emissions comply with environmental protection laws and regulations. Exhaust emission pipes and sampling ports are installed; pollutant discharge is regularly monitored to ensure factory emissions remain within regulatory limits. The company also regularly reports air pollution fees quarterly.

Photos of exhaust gas emission pipes and sampling ports



2024 Sampling Results at Sampling Points

Sampling point	Sampling items	Sampling Results / Emission Standards / Compliance Status
P001 (Rooftop flue)	Particulate Matter	<1 mg/Nm ³ / 100 mg/Nm ³ / Compliant
P001 (Rooftop flue)	Flue odor	55 / 2000 / Compliant
Upwind boundary	Perimeter odor	<10 / 30 / Compliant
Downwind boundary (Location 1)	Perimeter odor	<10 / 30 / Compliant
Downwind boundary (Location 2)	Perimeter odor	<10 / 30 / Compliant

6.7 Environmental Greening

Turvo International Co., Ltd. constructed its first green building in Taichung Harbor Science Park in 2024 and has proactively committed to implementing green building principles in all future factories and offices. The company achieved LEED Silver certification in 2025. To enhance environmental beautification, purify air, and reduce factory emissions while promoting health, the company has increased tree planting at factory entrances and around buildings. This not only improves air quality but also enhances employee mood and well-being, minimizing operational, product, and service impacts on biodiversity. This exemplifies Turvo International Co., Ltd.'s environmental greening planning and

implementation.



6.8 Climate Change Strategy and Management

In recent years, climate change impacts have been evident worldwide. Abnormal weather phenomena such as storms, droughts, and global warming have significantly impacted the global economy and posed threats to business operations and production. Faced with increasingly severe climate challenges, governments, societies, and industries actively discuss climate solutions. For businesses, acknowledging climate change risks and potential opportunities, enhancing climate risk resilience, and mitigating climate change impacts and losses is crucial.

Turvo International Co., Ltd. recognizes the need to confront climate change and actively enhances climate resilience. Beyond environmental protection commitments and implementation of energy conservation and carbon reduction strategies, we have established our own climate risk management framework based on the Task Force on Climate-related Financial Disclosures (TCFD) framework. Through four core elements—governance, strategy, risk management, and metrics and targets—we identify potential climate-related risks and opportunities, assess potential impacts, and mitigate resulting damage through proactive risk management.

TCFD Core Framework

Core Element	Turvo's response measures
Governance	<p>The Sustainability Committee identifies climate-related risks and opportunities, assesses impacts, and formulates responses.</p> <p>The company regularly reports to the board of directors and senior management to review risk control effectiveness and climate-related risks and opportunities through regular reporting.</p> <p>Understand climate-related risks and opportunities facing the company and provide decision-making guidance.</p>
Strategy	<p>Establish response measures and contingency strategies based on climate change risk and opportunity assessment results to reduce damage when risks occur, enhance corporate climate resilience, and seize climate-related opportunities.</p> <p>The company has not yet implemented climate scenario simulation programs but has conducted relevant preliminary assessments and information disclosure, formulating response measures for initially identified climate change risks.</p>

	Gradually introduce TCFD as appropriate and incorporate into corporate sustainable development policy. Gradually introduce TCFD as appropriate and incorporate it into the company's sustainable development policy.
Risk Management	Based on TCFD framework and referencing international organization reports, industry analysis, and relevant regulations, conduct climate change risk and opportunity inventory, identify and assess specific climate change risk issues, and use financial or strategic impact intensity and likelihood to determine risk and opportunity magnitude, considering impact scope and status. Perform materiality assessment of physical and transition risks and develop risk management mechanisms.
Metrics and Targets	<p>To enhance corporate resilience and effectiveness in responding to climate change, reduce operational climate impacts, and respond to related climate risks, Turvo International Co., Ltd. has established measurement indicators and targets for several climate management initiatives.</p> <ul style="list-style-type: none"> • Target <ul style="list-style-type: none"> -Reduce emissions by 1% annually from 2026 to 2029 - After 2030, reduce emissions by 0.5% annually • Management indicators <ul style="list-style-type: none"> - Renewable Energy Usage (Solar Power) - Greenhouse Gas Emissions - Water Resource Usage and Recycling - Energy Management - Waste Reduction

Climate change risks

Turvo International Co., Ltd.'s Sustainability Committee references international organization reports, industry analyses, and relevant regulations to identify climate-related risks. Using financial or strategic impact intensity and likelihood to determine risk magnitude, the committee establishes climate change risk lists, distinguishing between physical risks and transition risks to assess potential operational impacts and formulate risk management mechanisms.

To respond to climate change and energy supply risks, Turvo actively identifies risks, regularly monitors operational impacts and damage from extreme weather, and actively implements relevant measures based on climate risk adaptation policies and solutions.

■ Climate Change Risk Types, Potential Operational Impacts, and Adaptation/Response Methods:

Risk Type		Potential operational impact	Adaptation and Coping
Physical Risks	Earthquakes, floods, typhoons, sewage discharge	<ul style="list-style-type: none"> • Impact on production capacity, increased operating costs, decreased revenue • Failure to deliver on schedule or delivery 	<ul style="list-style-type: none"> ■ Establish and improve water resource regulation ■ Inspection of process equipment in facilities ■ Wastewater management policy complying with environmental regulations

Transformation risks	Drought or drought disaster, power outage, water outage, power outage	<ul style="list-style-type: none"> interruption; customer payment deductions due to delayed delivery Regulatory violation fines Supply chain disruptions impacting production capacity reductions 	<ul style="list-style-type: none"> IT equipped with uninterruptible power supply (UPS) Generators automatically activated for emergency power needs including fire protection Solar power provides emergency electricity
	Rising temperatures	<ul style="list-style-type: none"> Increased electricity consumption and GHG emissions 	<ul style="list-style-type: none"> Energy-saving concepts and measures; switch to LED energy-saving lights and motion-sensor lighting
	Emissions Control	<ul style="list-style-type: none"> Increased operating costs: Carbon taxes required for companies exceeding international carbon emission Increased emissions 	<ul style="list-style-type: none"> Replace old and high-energy-consuming equipment Control gas emissions during production processes
	Green products and processes	<ul style="list-style-type: none"> Green product R&D Green product process equipment improvement collaboration 	<ul style="list-style-type: none"> Corporate Sustainability Committee manages and improves relevant measures Strengthen implementation of green processes for energy-saving and water-saving facilities

■ Key Climate Change Risk Management Methods

	Energy conservation and carbon reduction	Water resources	Waste Management
Control methods	<p>Save 1% electricity annually and achieve energy conservation and carbon reduction goals through factory greening and equipment improvements.</p> <p>Bring reusable tableware to reduce disposable item usage</p> <p>Replace outdated equipment and plan to purchase energy-efficient equipment and various improvement projects.</p>	<p>Save 1% water annually by recycling rainwater and installing water-saving equipment to conserve water resources.</p>	<p>Standardize procedures for industrial waste classification, collection, storage, and treatment.</p> <p>Increase recyclable waste proportion and reduce non-recyclable waste incineration volume.</p>

7. Friendly workplace

To build a sustainably developing enterprise, one of TURVO's key sustainability missions is to foster a friendly workplace. This mission focuses on attracting and retaining talent through competitive compensation and benefits, advancing employee training and development, promoting harmonious labor-management relations, safeguarding human rights and occupational health and safety, and strengthening employee care and well-being. The short-, medium-, and long-term indicators for these major human resource management topics are presented in the following table.

	Short-term indicators (2024-2025)	Medium-term indicators (2026-2029)	Long-term indicators (Beyond 2030)
Labor- Management Relations	Overall Turnover Rate <10%	Overall Turnover Rate < 5%	Overall Turnover Rate <4%
	Retention rate of new Taiwanese employees (3 months): 65%	Retention rate (after 3 months): 75%	Retention rate (after 3 months): 90%
Training and Development	Pre-employment Training (Vocational Training Center Pre-hire), ≥2 recruits	Pre-employment Training (Vocational Training Center Pre-hire), ≥3 recruits	Pre-employment Training (Vocational Training Center Pre-hire), ≥4 recruits
	Avg. Training Hours/ Employee – 12 hrs	Avg. Training Hours/ Employee – 12 hrs	Avg. Training Hours/ Employee – 12 hrs
	Onboarding Test Pass Rate 100%	Onboarding Test Pass Rate 100%	Onboarding Test Pass Rate 100%
Human Rights Safeguarding	Workplace Harassment/ Bullying Cases – 0	Workplace Harassment/ Bullying Cases – 0	Workplace Harassment/ Bullying Cases – 0
	Employee Grievance/ Mediation Case – 1	Employee Grievance/ Mediation Case – 1	Employee Grievance/ Mediation Case – 1
Occupational Health and Safety	Health Screening Participation Rate 90%	Health Screening Participation Rate 90%	Health Screening Participation Rate 90%
	Number of Major Occupational Accidents ≤0 per year	Number of Major Occupational Accidents ≤0 per year	Number of Major Occupational Accidents ≤0 per year
	Chemical Exposure–Related Occupational Diseases – 0	Chemical Exposure–Related Occupational Diseases – 0	Chemical Exposure–Related Occupational Diseases – 0
	Disabling Injury Frequency Rate (FR) ≤3	Disabling Injury Frequency Rate (FR) ≤ 2.8	Disabling Injury Frequency Rate (FR) ≤ 2.5
	Disabling Injury Severity Rate (SR) ≤ 200	Disabling Injury Severity Rate (SR) ≤ 180	Disabling Injury Severity Rate (SR) ≤ 150
	Full Safety Index (FSI) ≤1	Full Safety Index (FSI) ≤0.8	Full Safety Index (FSI) ≤0.6

Material Topics, Goals, and Performance: Talent Development and Sustainability

TURVO is committed to creating a friendly workplace that emphasizes employee care and well-being, fulfilling its responsibility in talent selection, cultivation, utilization, and retention. The Company regards talent as a key driver for sustainable development and continuous growth.

In alignment with the material topics of labor-management relations, training and development, human

rights protection, and occupational health and safety, TURVO has established short-term indicators and related action plans, and reviewed performance targets and achievements over the past two years (as shown in the following table). These initiatives aim to retain qualified, stable, and high-potential employees, thereby strengthening the Company's long-term competitiveness and sustainable growth.

◆ Labor-Management Relations

2025 Goals and Achievements	2024 Goals and Achievements	2024 Performance Achievement
Overall Turnover Rate < 10%	Overall Turnover Rate < 10%	Turnover Rate: 8.2% → Target Achieved
Retention Rate of New Taiwanese Employees (after 3 months) – 65%	Retention Rate of New Taiwanese Employees (after 3 months) – 65%	3-Month Retention Rate of Local New Employees → 65.4% (Achieved)

◆ Training and development

2025 Goals and Achievements	2024 Goals and Achievements	2024 Performance Achievement
Pre-employment Training (Vocational Training Center Pre-hire), ≥2 recruits	Pre-employment Training (Vocational Training Center Pre-hire), ≥2 recruits	Vocational Pre-hire Program ≥2 recruit → Achieved
Avg. Training Hours/Employee : 12 hrs	Avg. Training Hours/Employee : 12 hrs	Employee Training Hours (Average) : 15.15 hrs → Achieved
Onboarding Test Pass Rate 100%	Onboarding Test Pass Rate 100%	Training Completion Rate (New Employees) → 100% (Achieved)

◆ Human Rights Safeguarding

2025 Goals and Achievement	2024 Goals and Achievements	2024 Performance Achievement
Workplace Harassment/ Bullying Cases – 0	Workplace Harassment/ Bullying Cases – 0	Workplace Harassment/Bullying Cases: 0 → Achieved
Employee Grievance/ Mediation Case – 1	Employee Grievance/ Mediation Case – 1	Employee Grievance/Mediation Cases: 1 → Achieved

◆ Occupational Health and Safety

2025 Goals and Achievement	2024 Goals and Achievements	2024 Performance Achievement
Health Screening Participation Rate 90%	Health Screening Participation Rate 90%	Health Check Participation Rate: 90% → Achieved
Number of Major Occupational Accidents ≤0 per year	Number of Major Occupational Accidents ≤0 per year	Zero Major Occupational Accidents Annually (Achieved)
Chemical Exposure–Related Occupational Diseases – 0	Chemical Exposure–Related Occupational Diseases – 0	No Occupational Diseases from Chemical Exposure (Achieved)
Disabling Injury Frequency Rate ≤ 2.8	Disabling Injury Frequency Rate ≤ 3	Disabling Injury Frequency Rate 2.26 → Achieved

2025 Goals and Achievement	2024 Goals and Achievements	2024 Performance Achievement
Disabling Injury Severity Rate ≤ 180	Disabling Injury Severity Rate ≤ 200	Disabling Injury Severity Rate 208.136 → Not Achieved
Full Safety Index (FSI) ≤0.8	Full Safety Index (FSI) ≤1	Full Safety Index (FSI) 0.686 → Achieved

Note :

*1 Lost-Time Injury Frequency Rate (LTIFR) = (Number of Lost-Time Injuries × 1,000,000) / Total Working Hours

*2 Lost-Time Injury Severity Rate (LTISR) = (Total Lost Days due to Injuries × 1,000,000) / Total Working Hours

*3 Full Safety Index (FSI) = $\sqrt{(LTIFR \times LTISR / 1,000)}$

7.1 Talent Policy and Commitment

TURVO complies with labor regulations and has established the Work Rules and Occupational Safety and Health Code of Practice, which are duly filed with the competent authorities to safeguard employees' rights and workplace safety. The Company provides a safe and healthy work environment, promotes open labor-management communication, ensures fair compensation and promotion opportunities, and offers comprehensive training and development programs. TURVO upholds professional ethics, protects trade secrets, and fosters a harmonious workplace through sound welfare and incentive systems, enabling employees to grow together with the Company and supporting sustainable operations.

Corporate Sustainability Policy

TURVO upholds integrity as the foundation of its business operations, guided by the management philosophy of innovation, professionalism, speed, and flexibility. The Company is committed to implementing sustainability policies that encompass environmental protection, employee care, a friendly workplace, social prosperity, ethical business conduct, and full employee participation, driving shared growth with society and ensuring long-term sustainable development.

To strengthen labor and human rights protection, TURVO complies with Taiwan's Labor Standards Act and relevant labor regulations. The Company has established and filed its Work Rules with the competent authority and implemented internal policies covering sexual harassment prevention, anti-corruption and anti-bribery, fair trade, and employee grievance procedures. Robust management mechanisms are in place to safeguard employees' rights.

To ensure that employees' voices are heard, employee suggestion boxes are installed across plants, and a personal data protection mechanism is maintained to prevent unfair treatment. TURVO is dedicated to maintaining sound labor-management relations and implementing comprehensive personnel management systems that promote a friendly and caring workplace. In adhering to its employee care and human rights policy, TURVO hereby commits to the following:

Do not employ workers below 16 years old	Prohibit all forms of forced or compulsory labor
Freedom of association and collective bargaining respected	Prohibit all forms of discrimination, harassment, and retaliation
Provide fair compensation and benefits	Provide open and diverse channels for labor-management dialogue
Provide a safe working environment and establish preventive measures	Ensure equal employment opportunities for persons with disabilities

7.2 Cultivating and Empowering Talent

In response to changes in the global environment and the volatility of external conditions, industrial competition has become increasingly influenced by international trends. TURVO remains committed to staying at the forefront of industry innovation through continuous research and development. By maintaining a forward-looking approach, the Company aims to overcome challenges brought by global shifts and ensure resilience against market disruptions.

To achieve this, Turvo Technology has expanded its R&D team and continues to attract top professionals and outstanding talents from the industry. This constant infusion of new energy and expertise enhances product development and operational management, driving the Company's strategic thinking to stay ahead of industry peers.

Recognizing that talent is the Company's most valuable asset, Turvo strives to create a challenging, dynamic, and enjoyable workplace that fosters continuous learning. Employee compensation is determined based on academic and professional background, technical expertise, and years of experience, ensuring fairness and competitiveness. The Company has established a comprehensive human resources management framework encompassing competitive compensation strategies, talent development and training programs, performance evaluation and promotion mechanisms, diverse employee benefits, and legally compliant retirement systems.

To ensure competitiveness in the labor market, the Company has established a Compensation Committee composed of three members. The Committee convenes twice a year to review and discuss proposals regarding remuneration for directors, supervisors, and employees, and submits its recommendations to the Board of Directors for approval. The operation and procedures of the Compensation Committee are governed by the Company's internal regulations on committee management and remuneration administration.

As part of its annual business planning, TURVO Technology formulates an operational plan that includes manpower requirements for each department. Based on this plan, individual departments define their workforce needs and development directions for the coming year. Recruitment requests are then submitted to the Human Resources Department according to actual needs.

The HR Department publicizes job openings through multiple recruitment channels and also facilitates internal transfers. Through these internal transfer opportunities, employees are encouraged to enhance their professional competencies and pursue career growth within the organization. The Company has established an internal job posting platform to provide transparent access to available positions, enabling employees to proactively apply for roles that align with their individual career development plans.

(1) Recruitment Sources

In 2024, TURVO Technology recruited talent through multiple channels, including online job platforms, campus recruitment, employee referrals, vocational training centers, government employment service stations, job fairs, outdoor banners, headhunting firms, university partnerships, online campaigns, and internal transfers.

The Company continues to target top professionals with backgrounds in engineering, science, and interdisciplinary integration. Recruitment efforts focus on talent capable of supporting the development of high value-added products and services, such as automotive components and AI-related liquid-cooling connectors. These initiatives aim to enhance production capacity, strengthen automation, and drive sustainable profitability.

As of December 2024, TURVO employed 419 people. Over the past two years, the workforce has shown a higher proportion of female employees, as detailed below:

Category	Item	2023				2024			
		Female		Male		Female		Male	
		Number	%	Number	%	Number	%	Number	%
Job Type	Direct Employees	127	32.32%	56	14.24%	130	31.03%	68	16.23%
	Indirect Employees	62	15.78%	68	17.30%	74	17.66%	78	18.62%
	Managerial Positions	27	6.87%	53	13.49%	27	6.44%	42	10.02%
Total:		216	54.97%	177	45.03%	231	55.13%	188	44.87%
Total:		393 people				419 people			
Local	Aged below 30	17	4.33%	23	5.85%	24	5.73%	19	4.53%
	Aged 31–50	108	27.48%	112	28.50%	115	27.45%	115	27.45%
	Aged above 51	8	2.04%	26	6.62%	10	2.39%	26	6.21%
Foreign	Aged below 30	39	9.92%	10	2.54%	38	9.06%	16	3.82%
	Aged 31–50	44	11.20%	6	1.52%	44	10.50%	12	2.86%
	Aged above 51	0	0%	0	0%	0	0%	0	0%
total:		216	54.97%	177	45.03%	231	55.13%	188	44.87%
total:		393 people				419 people			

TURVO ensures equal treatment for all applicants, regardless of gender or disability. Through diverse

recruitment channels, the company promotes the employment of women and persons with disabilities, enabling them to contribute their strengths to the company and the industry.

(2) New Hires and Turnover by Gender

To promote diversity and an equitable workplace, TURVO assesses candidates based on their competence and job suitability, without distinction by gender, religion, ethnicity, nationality, or political affiliation. However, variations in turnover rates across age or gender groups may indicate potential inequities in the workplace. Therefore, new hire and turnover rates are calculated based on the number of employees within each category to enable fair comparison among different groups.

Item	2023		2024	
	Number (Male / Female)		Number (Male / Female)	
	Female	Male	Female	Male
New Hires	29	48	89	89
New Hire Rate	37.66%	62.34%	50%	50%
Number of Departures	54	62	75	78
Turnover Rate	46.55%	53.45%	49.02%	50.98%
Total Employees at Beginning of Period	431 people		392 people	
Total Employees at End of Period	393 people		419 people	

(3) 2024 Non-Employee Workforce Information

The plant also outsources catering, security, and dormitory management services, as described below:

Service Item	Number of Contractors	Summary of Work Scope
Catering Services	1	<p>1. Meal services are provided by a contracted catering company.</p> <p>2. The company is responsible for the cleaning and maintenance of the kitchen area.</p>
Security Services	1	<p>1. Access to the facility is managed through an electronic security system. All non-employees and visitors are required to register at the reception for entry control.</p> <p>2. Perimeter security is implemented to safeguard the facility, maintain public safety, and minimize the risk of theft or other incidents.</p>
Dormitory Management Services	3	<p>1. Workers are transported to medical appointments or provided with other necessary services through a contracted intermediary.</p> <p>2. The outsourced dormitory management unit is responsible for environmental maintenance, housekeeping, and the cleanliness of surrounding areas, as well as other related matters.</p>

Service Item	Number of Contractors	Summary of Work Scope
		3. The outsourced dormitory management unit also oversees facility maintenance and repair management.

◆ Employment of Persons with Disabilities

In accordance with Taiwan's People with Disabilities Rights Protection Act, enterprises are required to employ persons with disabilities with work capability in a number not less than 1% of total employees. If the weighted total fails to meet the requirement, the company must regularly contribute a supplementary payment to the Employment Fund for Persons with Disabilities administered by the labor authority.

TURVO provides regular employment opportunities for persons with disabilities. As of December 31, 2024, the company employed five persons with disabilities, exceeding the legal requirement by one person, with a weighted employment ratio of approximately 1.19% of total employees.

The company adopts a people-oriented management approach, fostering a win-win labor-management relationship. In 2024, no labor disputes resulting in losses occurred, reflecting a harmonious and stable labor-management environment.

7.3 Training and Development

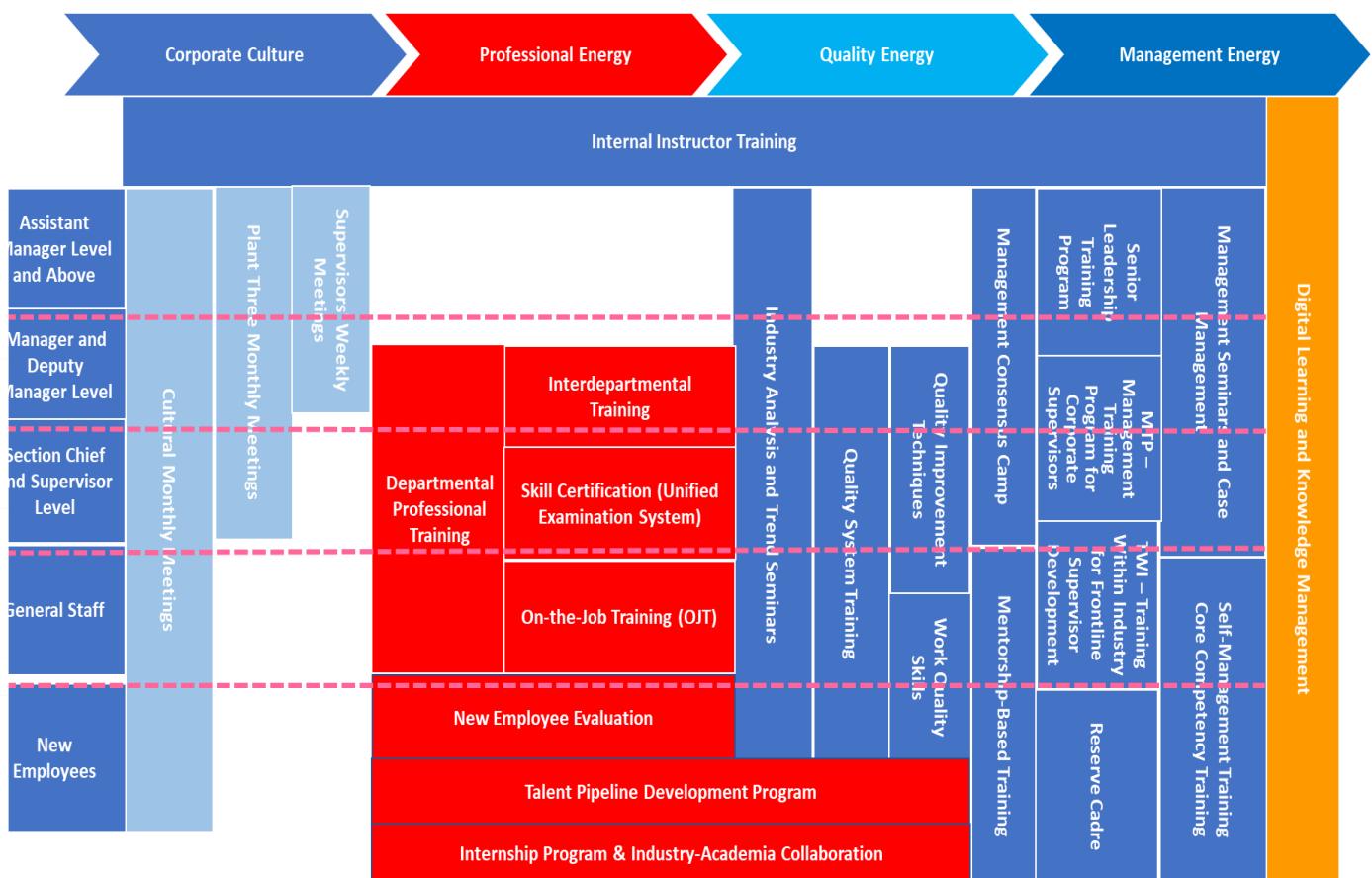
To equip employees with the necessary job skills, each department may organize internal training sessions or participate in external training programs, making flexible adjustments based on individual needs. The company provides effective career development programs and periodically invites professional instructors to deliver specialized and technical courses.

Training and Development System

Each year, in line with the company's business plan and training framework (as illustrated), TURVO develops an annual training plan encompassing cultural meetings, orientation programs for new employees, core competency training, professional skills training, and management and leadership courses.

The new employee orientation covers an introduction to the company's history, organization, business philosophy, corporate culture, code of conduct, labor and human rights regulations, internal policies, quality policy, and occupational safety and health practices, as well as the company's environment and employee benefits—helping new employees become familiar with the workplace and systems.

During employment, employees are scheduled to attend core competency and professional skills training according to their position and job grade to strengthen required competencies and support career development. Through the training system's tracking and management functions, the company monitors program progress, ensures effective implementation, and cultivates talent aligned with organizational development needs—thereby supporting sustainable corporate growth.



Average Training Hours per Employee

In 2023, the total employee training hours reached 11,675.5 hours, with an average of 18.95 training hours per employee. In 2024, the total training hours amounted to 8668.15 hours, and the average training hours per employee were 15.15 hours.

The total employee training hours for the past two years are summarized in the table below:

Department	Year	2023	2024
Board of Directors / Office of the Chairman / Internal Audit Office		309.5	207.50
General Manager's Office		296.0	200.00
General Administration Division / Occupational Safety and Health Office / TURVO Academy		1447.5	656.50
Finance and Administration Division		511.5	296.15
Taiwan Factory (TURVO)		5827.0	5400.00
Automation Business Division (merged with Product Business Division in 2024)		568.5	-
Technology and Research Division		550.5	448.00
Product Business Division		1564.5	1306.00
Sales and Marketing Division		587.0	154.00
Sales Department (Product) (merged with Product Business Division in 2024)		3.0	-

Department	Year	2023	2024
Overseas Assigned Personnel		10.5	-
Total hours		11,675.5	8668.15
Average hours		18.95	15.15

Note : Annual average hours = Annual subtotal ÷ (Employees as of Dec. 31 of previous year + New hires of the year)

Performance Management and Employee Development

(1) Career Development

Performance evaluation helps strengthen the company's human resource system and further enhance its overall management framework. At TURVO, new employees undergo a probationary assessment after three months of employment, guiding supervisors and colleagues to understand the company's expectations regarding behavior, performance outcomes, and personal traits, and to work together toward shared goals.

Supervisors conduct performance evaluations fairly, reasonably, and objectively in accordance with company guidelines, ensuring that each team member understands their role, meets job expectations, and aligns with overall business goals.

In 2024, a total of 397 employees participated in the annual performance review. The system aims to build shared understanding between employees and supervisors while focusing on employee development as the core and performance evaluation as a supporting function. It integrates assessment and development objectives to strengthen employees' professional capabilities, cultivate future leaders, and enhance overall organizational performance. Internal promotion is carried out through a recommendation mechanism to ensure talent is appointed based on suitability and merit.

Become the right-hand man of the supervisor and the pillar of the company, thereby improving the company's competitiveness and overall organizational effectiveness. At the same time, through internal recommendationIn this way, we can appoint the necessary management personnel and ensure that the people recommended for promotion can be placed in the right positions.

Performance Evaluation of Newly Hired Taiwanese Employees:

The number of employees participating in performance evaluations over the past two years is summarized in the table below :

Employees Evaluated	Year	2023	2024
total:		371	397

7.4 Compensation and Benefits

Material Topic: Compensation and Benefits	
Management Approach	<ul style="list-style-type: none">Policy: Provide competitive compensation and benefits to attract and retain talent.Objective: Establish salary management and benefit systems that balance industrial competitiveness, economic conditions, and the company's sustainable business culture, in order to attract and retain key talent.Commitment: Enhance employee compensation and benefits through due diligence and proactive communication, allocating employee rewards based on operational profitability.Management Measures:<ol style="list-style-type: none">Provide a stable compensation structure in accordance with the company's compensation and benefits policy.Allocate employee welfare funds in line with the Employee Welfare Committee Charter to implement welfare programs.Conduct performance evaluations to strengthen the company's human resource system and foster employee development and capability growth.

Talent is TURVO's most valuable asset. The company provides a comprehensive and competitive compensation strategy to attract and retain outstanding employees, serving as a key driver of sustainable growth. In addition to salary adjustments for promotions, annual merit increases are implemented based on individual performance to maintain overall pay competitiveness.

According to the company's Articles of Incorporation, 3.5%–7% of operating profit is allocated as employee compensation. This approach aims to attract and retain exceptional talent, reward high-performing employees, boost morale, and enhance overall productivity.

● Remuneration Policy for the Highest Governance Body and Senior Management

(1) Remuneration Policy, Criteria, and Structure:

The remuneration of the Company's directors is determined in accordance with Article 23 of the Articles of Incorporation, which stipulates that "the remuneration of all directors shall be decided by the Board of Directors based on their participation in the Company's operations and the value of their contributions, with reference to industry standards." In addition, if the Company generates profits in a given year, Article 26 provides that "after deducting accumulated losses from the year's pre-tax earnings (before the allocation of employee and director remuneration), up to 1.7% of the remaining amount may be distributed as directors' compensation."

The Company conducts periodic evaluations of directors' remuneration in accordance with the Regulations for Board Performance Evaluation and the Remuneration Policy for Independent Directors, Directors, and Managers. The performance assessment results and the reasonableness of compensation are reviewed by both the Remuneration Committee and the Board of Directors.

Remuneration for the Company's managerial personnel is established under the same Remuneration Policy for Independent Directors, Directors, and Managers, designed to recognize and reward employees for their dedication and contributions. Bonus allocations are determined based on the Company's annual business performance, financial position, operational results, and individual performance. Furthermore, if the Company achieves profitability, Article 26 of the Articles of Incorporation stipulates that "after deducting accumulated losses from pre-tax earnings (before the allocation of employee and director remuneration), 3.5%–7% of the remaining amount shall be distributed as employee compensation."

Performance evaluations are conducted in accordance with the Performance Management Regulations, and the results serve as the basis for determining managerial bonuses. The performance assessment for managers includes both departmental operational performance and individual performance scores.

(2) Remuneration Determination Process

To regularly evaluate the remuneration of directors and managers, the Company refers to the results of performance assessments conducted under the Board Performance Evaluation Regulations for directors and the Performance Management Regulations for managers and employees. The Remuneration Committee and the Board of Directors review the performance outcomes and the reasonableness of compensation on an annual basis.

In addition to considering individual performance achievement and contributions to the Company, the evaluation also takes into account the Company's overall operating results, industry risks, and future development trends. The remuneration system is reviewed and adjusted as necessary based on actual business conditions and relevant regulations to maintain a proper balance between sustainable corporate development and risk management.

(3) Correlation Between Operating Performance and Future Risks

The Company's remuneration policy and related standards are reviewed primarily based on overall business performance. Compensation levels are determined according to performance achievement and individual contribution, aiming to enhance the effectiveness of the Board of Directors and the overall organizational team.

Managerial performance objectives are closely integrated with risk management to ensure that potential risks within each area of responsibility are properly monitored and mitigated. Performance evaluations and ratings are directly linked to relevant human resources and compensation policies.

Major management decisions are made after careful consideration of various risk factors, and the outcomes of these decisions are reflected in the Company's profitability. Consequently, executive remuneration is closely associated with risk control performance and overall business results.

● Employee Compensation Structure

Including salary, allowances, holiday bonuses, performance and seasonal bonuses, and long-service awards. The following table shows the salaries and headcount of full-time non-managerial employees over the past three years:

Year	Average Salary Unit: NT\$	Median salary Unit: NT\$	Full-Time Non-Managerial Employees (Number)
2022	833,000	711,000	327
2023	631,000	522,000	340
2024	770,000	626,000	329

- Employee Benefits, Depreciation, and Amortization Expenses (Unit: NT\$ thousands)**

Nature	Function	2023			2024		
		Recognized under Operating Costs	Recognized under Operating Expenses	Total	Recognized under Operating Costs	Recognized under Operating Expenses	Total
Employee Benefit Expenses		15,337	17,055	32,392	17,964	21,267	39,231
Salary Expenses		369,385	265,390	634,775	404,643	328,204	732,847

In 2023 and 2024, employee salary expenses amounted to NT\$634,775 thousand and NT\$732,847 thousand, respectively, representing an increase of approximately 15.5%

Employee benefit expenses totaled NT\$32,392 thousand in 2023 and NT\$39,231 thousand in 2024, reflecting an increase of approximately 21.1%

- Employee benefits**

The Company allocates employee welfare funds in accordance with the Employee Welfare Fund Act to implement various welfare programs. Insurance benefits are provided in compliance with relevant laws and regulations, ensuring employees' entitlement to statutory coverage such as Labor Insurance and National Health Insurance, while the Company additionally offers accident insurance and group insurance to enhance protection for its employees.

- Employee Health Care** : In accordance with regulatory requirements, the Company employs on-site occupational nurses to provide employees with immediate medical support. A company doctor visits the facility monthly, and employees may request consultations as needed. The nursing staff also conduct proactive phone follow-ups with employees who are injured or ill and perform return-to-work assessments when appropriate. In addition, the Company provides one free annual health examination for all employees to help monitor and maintain their overall health condition.
- Family-Friendly and Childcare Measures** : Each plant is equipped with breastfeeding (nursing) rooms and a Welfare Committee, and has established partnership agreements with nearby childcare institutions to provide employees with diverse and flexible childcare options.
- Emergency Assistance** : In accordance with TURVO's Regulations on Employee Welfare for Weddings, Funerals, and Special Occasions, the Company provides care and support to employees or their family members in cases of hospitalization or other emergencies.

● Other Employee Benefits

The following table summarizes the additional employee welfare programs provided by the Company

Allowances and Subsidies	Other Benefits
<ul style="list-style-type: none"> ● Meal and Travel Allowances ● Maternity and Marriage Allowances ● Hospitalization Allowance and Condolence Payments ● Birthday Gifts, Holiday Bonuses, and Labor Day Gifts 	<ul style="list-style-type: none"> ● Partner Stores (Employee Discount Program) ● Free Parking Facilities ● Family Day Events and Meal Subsidy
2024 Birthday Celebration 	Family Day 2024 

● Employee Retirement Pension

The Company's retirement pension plan is established in accordance with the Labor Standards Act and the Labor Pension Act to ensure the protection of employees' rights to receive retirement benefits in the future.

✓ Retirement Eligibility:

Employees are eligible for voluntary retirement under any of the following conditions:

- (1).Having completed 15 years of service and reached the age of 55.
- (2).Having completed 25 years of service, regardless of age.

The Company may require mandatory retirement under any of the following conditions:

- (1)Reaching the age of 65.
- (2).Being mentally incapacitated or physically disabled, and therefore unable to perform work duties.

New pension contribution system : The company will contribute 6% of the individual salary to the Labor Insurance Bureau every month according to the individual salary contribution classification table.

✓ Contribution under the New Labor Pension System:

Each month, the Company contributes 6% of each employee's monthly wages, in accordance with the contribution grading table, to the employee's individual pension account managed by the Bureau of Labor Insurance.

- **Unpaid Leave**

In compliance with government regulations, TURVO permits all eligible employees, regardless of gender, to apply for unpaid leave.

Item	Factory Year	Gender	Taiwan Headquarters	
			2023	2024
Number of Employees Eligible for Parental Leave		Male	0	0
		Female	5	7
		Total	5	7
Employees Applying for Parental Leave		Male	3	1
		Female	5	4
		Total	8	5
Employees Due to Return to Work (A)		Male	2	2
		Female	3	3
		Total	5	5
Employees Returned to Work (B)		Male	1	1
		Female	2	3
		Total	3	4
Return-to-Work Rate (%) (B/A)		Male	50%	50%
		Female	66.67%	100%
Employees Due and Returned from Parental Leave (Previous Year) (C) (2022, 2023)		Male	0	1
		Female	3	2
		Total	3	3
Employees Remaining 12 Months After Return from Parental Leave (D) (2022, 2023)		Male	0	1
		Female	2	2
		Total	2	3
Retention Rate (%) (D/C)		Male	0%	100%
		Female	66.67%	100%

Note : Return-to-work rate = (Total number of employees who actually returned from parental leave (B) / Total number of employees expected to return from parental leave (A)) × 100%

Retention rate = (Total number of employees still employed 12 months after returning from parental leave (D) / Total number of employees who returned from parental leave during the previous reporting period (C)) × 100%

7.5 Respect for Human Rights

The Company complies with labor regulations and has established a Foreign Worker Management Policy to safeguard employees' labor rights and interests.

Commitment: 100% compliance with all relevant labor laws and regulations. Management measures include the formulation of a Labor and Human Rights Protection Code and regular assessments of forced labor risks.

TURVO is committed to full compliance with Taiwan's labor-related laws and has established comprehensive human rights management guidelines covering working hours and wages, humane treatment, non-discrimination, prevention of workplace bullying, and freedom of association. The Company also complies with regulations related to the Prevention of Sexual Harassment, Maternity Protection in the Workplace, Protection from Unlawful Acts While Performing Duties, and Occupational Safety and Health for Middle-Aged and Senior Workers.

TURVO strictly prohibits the employment of child labor and enforces standards protecting young workers from night work. For foreign employees, the Company ensures full compliance with labor laws to protect their legal rights and benefits.

Labor rights risks are regularly assessed. In the event of any violation, relevant information is reported to responsible authorities and internal supervisors for review and corrective action to prevent recurrence.

Item	Prohibition of Forced Labor	Child and Young Worker Protection
Risk Assessment	Internal Working Hours Control	Verify the applicant's age with their ID to ensure they are at least 18 years old.
Objective	Do not force or coerce any individual to perform work against their will.	Policy: Prohibit the employment of child labor; minors, if employed, shall be protected in accordance with the law.
Control Measures	Working Hours Control. Tracking of consecutive workdays and work on regular days off.	Working hours of young workers shall be properly controlled. Consecutive workdays, night shifts, and work on regular days off are prohibited. A communication channel is provided for feedback and concerns.
Item	Elimination of Unlawful Discrimination	Safety and Health Environment
Risk Assessment	In accordance with Taiwan's labor laws, the principle of non-discrimination is upheld throughout recruitment interviews, employee training, compensation, and promotion processes.	Conduct thorough hazard identification and risk assessments → with special attention to high-risk positions → and implement engineering improvements or other preventive measures as needed. Ensure effective prevention of occupational diseases and promote employees' physical and mental well-being..

Objective	During interviews, personal information unrelated to the job shall not be inquired about. Verbal discrimination between employees or between supervisors and subordinates is strictly prohibited.	Establish a corporate culture of health and safety and create a friendly workplace environment
Control Measures	Regularly review laws and internal management systems to ensure compliance with legal requirements.	Establish measures to protect personal safety and the working environment. Provide medical assistance, on-site nurse services, part-time physician consultations, as well as employee training and awareness programs.
Work-Life Balance		
Risk Assessment	Promote interpersonal interaction among colleagues through participation in family day events and craft workshops.	
		
Objective	Increase employee participation rate	
Control Measures	Strengthen internal promotion by the Welfare Committee to increase participation.	

- Implementation Status of Human Rights Indicators in the Past Two Years**

2023				2024			
No incidents of discrimination occurred	No restrictions on freedom of association	No incidents of child labor employment occurred	No major incidents of forced or compulsory labor occurred	No incidents of discrimination occurred	No restrictions on freedom of association	No incidents of child labor employment occurred	No major incidents of forced or compulsory labor occurred

7.6 Care and Communication – Human Rights Protection

TURVO provides multiple communication channels to facilitate coordination between labor and management, aiming to gain a deeper understanding of employee satisfaction with management and welfare systems and to maintain a harmonious labor–management relationship. Since its establishment, TURVO has maintained sound relations between labor and management, with no incidents of loss resulting from labor disputes. The likelihood of such losses occurring in the future is considered extremely low.

Through labor–management meetings, employee representatives can express colleagues' suggestions and opinions on specific issues. Consensus is reached through open discussion to ensure smooth communication channels. In accordance with legal requirements, TURVO has established and officially operates the Employee Welfare Committee, Occupational Safety and Health Committee, and Labor Pension Fund Supervisory Committee, all of which have been approved by the competent authorities. Currently, labor–management meetings are held quarterly, while the Welfare Committee and the Safety and Health Committee also convene regularly. Each communication body performs its respective functions to promote dialogue on various issues, fostering labor–management harmony, mutual prosperity, and a win–win relationship.

TURVO has established comprehensive, diverse, two-way, and open communication mechanisms that enable employees to express opinions and concerns effectively. Through a fair, confidential, and prompt handling process, the Company addresses employee issues and builds a healthy and constructive labor–management relationship.

• Diversified Labor–Management Communication Channels

The Company respects employees' legally granted right to freedom of assembly and association, and does not oppose, prevent, or interfere with such activities. Among the established labor–management communication bodies, aside from the Labor–Management Meeting, employee representatives outnumber employer representatives. In addition, the Company has established the Occupational Safety and Health Committee and the Employee Welfare Committee in accordance with legal requirements. The number of representatives from both labor and management in 2024 is shown in the table below:

Communication Organization	Labor Representatives	Capital Representative
Labor–Management Meeting	5	5
Occupational Safety and Health Committee	4	12
Employee Welfare Committee	13	1

•Employee Feedback

Work Environment

- Installed surveillance cameras at emergency exits to reduce blind spots and enhance workplace safety.
- Improved the environment and labeling of waste storage areas to strengthen safety and hygiene management.
- Enhanced traffic flow markings and implemented traffic control measures to improve driving safety within the plant.
- Increased boundary noise monitoring and actively worked to reduce noise levels in the facility.
- Other improvement suggestions related to workplace conditions.

•Handling of Employee Feedback from Labor–Management Meetings

The Company's Labor–Management Meeting consists of five management representatives and five employee representatives who jointly participate in relevant meeting activities. Employee representatives are directly elected by all employees, with the top five vote recipients serving as representatives. Quota seats are reserved for male, female, and foreign workers to ensure that diverse employee voices are represented.

The Labor–Management Meeting serves as a consultative mechanism designed to coordinate labor–management relations, promote cooperation, and prevent potential labor issues. Its core spirit lies in encouraging voluntary consultation and collaboration between labor and management to enhance mutual communication, reduce conflict, and build consensus. Through collective wisdom and shared commitment, both parties work together to implement resolutions effectively.

•Matters Discussed in Labor–Management Meetings

1. Incentive bonuses based on revenue achievement.
2. Distribution of festival bonuses.
3. Company shareholders' meeting.
4. Annual employee health examinations and health consultation services.
5. Distribution of employee remuneration.
6. Organization of the annual year-end banquet and related employee participation matters.
7. Distribution of year-end bonuses.
8. Establishment of official social media and website platforms to enhance two-way communication with employees.

•Employee Suggestion Box

To promote open communication and strengthen employee engagement, the Company has established Employee Suggestion Boxes at the workplace to encourage employees to share their feedback and suggestions. While employees are advised to raise issues through regular management channels, they may also use the suggestion box for the following circumstances.

1. Issues that could not be resolved or responded to through normal channels.

2. Discovery of any illegal or unethical behavior within the Company.
3. Significant recommendations related to business operations or management that, for specific reasons, cannot be submitted through normal procedures.
4. Nominations of colleagues who have made outstanding yet unrecognized contributions.
5. Other matters that require direct reporting to department managers or higher-level supervisors.

Scope of Issues Addressed through the Employee Suggestion Box:

Matters reported through the Employee Suggestion Box may include, but are not limited to, the following areas:

- Prevention of discrimination, harassment, and abuse.
- Prevention of forced or involuntary labor.
- Management of labor recruitment agencies and protection of foreign migrant workers..
- Prevention of child labor, protection of young workers, and safeguarding of student workers.
- Issues related to working hours, wages, benefits, and labor contracts..
- Freedom of association and collective bargaining.
- Occupational health and safety management, accident handling, and emergency preparedness and response.
- Management of dormitories and cafeterias.
- Management of hazardous waste, wastewater, stormwater, air emissions, and boundary noise.

Employees or prospective employees who, in good faith, raise any questions, suggestions, complaints, or grievances to their supervisors or management, or who participate in any related investigation or resolution process, shall not be subject to dismissal, blacklisting, discrimination, harassment, intimidation, retaliation, or any other adverse employment actions as a result of such participation.

In 2024, a total of two feedback cases were received, both submitted anonymously, and all were closed within the designated timeframe.

Year	Number of responses	Number of cases closed
2024	2	2

7.7 Occupational Safety and Health

Major Topic: Occupational Safety and Health	
Management Approach	<p>Policy: 【Zero Occupational Injuries】 Building a Safe, Healthy, and High-Quality Working Environment</p> <p>Objectives and Targets: Identify all types of work and engineering activities, conduct risk assessments and hazard identification, enhance occupational safety and health (OSH) systems, and continuously improve OSH performance.</p>

Commitment:

Provide a safe and healthy workplace that protects employees, contractors, and visitors. In compliance with ISO 45001 standards and applicable laws and regulations, the Company implements hazard identification, safety training, and emergency response measures, while pursuing continual improvement.

Management Measures:

1. Establish the system based on the ISO 45001 Occupational Safety and Health Management System and the Occupational Safety and Health Act.
2. Comply with OSH laws, regulations, and other applicable requirements, and implement hazard identification and risk reduction measures.
3. Conduct self-inspections and internal management reviews within the OSH system.
4. Provide occupational safety and health education and training, emergency response and drills, and workplace environment monitoring.

TURVO is committed to providing employees with a safe, healthy, and high-quality workplace, while ensuring the safety of contractors and visitors. Based on the principles of the ISO 45001 Occupational Safety and Health Management System and the Occupational Safety and Health Act, the Company has established Occupational Safety and Health (OSH) Work Guidelines to assist departments in identifying operational hazards, developing safe work standards, and preventing potential accidents.

The Company conducts risk and opportunity assessments to improve and control OSH performance and reduce occupational health and safety risks. Since completing the ISO 45001 transition in 2020, TURVO has continued to monitor and audit OSH performance to ensure effective implementation of its safety and health policies.

Through the continuous Plan–Do–Check–Act (PDCA) cycle, TURVO strives to enhance its occupational safety and health management performance and foster a culture of workplace safety and well-being.



- **TURVO Occupational Safety and Health Policy:**

System to provide a safe and healthy working environment and ensure personal safety protection. The Company complies with occupational safety and health laws, regulations, and other applicable requirements, establishing processes for hazard identification and risk reduction. Furthermore, TURVO promotes employee participation, consultation, and communication to enhance workplace safety, health awareness, and engagement.

- **Certified Occupational Safety and Health Personnel**

For new construction or plant modifications, the Manufacturing, Management, IT, and EHS units conduct safety and health risk assessments. The EHS Office is staffed with sufficient qualified personnel. The number of certified safety and health professionals in 2024 is shown below:

Type of Certification	Number of Certified Personnel
Safety and Health Manager	1
Safety and Health Officer (Class B Technician)	1
Occupational Health Nurse	1
Senior Safety and Health Supervisor (Class A)	1
Fire Safety Manager	2
First Aid Responder	9
Supervisor of Organic Solvent Operations	1
Supervisor of Dust Operations	1
Forklift Operator	5
Aerial Work Platform Operator	3
Fixed Crane Operator	3
Energy Management Officer	1
ISO 14001 Environmental Management System Internal Auditor	twenty four
ISO 45001 Occupational Health and Safety Management System Internal Auditor	29

The number of certified occupational safety and health professionals fully meets the requirements stipulated by applicable laws and regulations.

- **Occupational Safety and Health System and Self-Inspection Management**

TURVO has established an Occupational Safety and Health Management System in accordance with legal requirements. The system encompasses safety and health management policies and training, self-inspection of production equipment, work environment monitoring, internal safety and health audits, employee health examinations and medical care, emergency preparedness and drills, occupational injury management, statutory reporting, and contractor management and construction safety inspections.

TURVO implements comprehensive self-management measures for occupational safety and health, including pre-employment, on-the-job, and license training programs. Potential hazards are identified and categorized for tiered risk control. Standard operating procedures for machinery and equipment are established to minimize operational risks, while necessary protective measures and personal protective equipment (PPE) are provided. The Company conducts regular work environment monitoring, emergency

response and evacuation drills, and periodic employee health examinations with proactive follow-up care. In the event of an incident, immediate medical assistance, occupational injury management, and internal audits are conducted to prevent recurrence and continuously improve workplace safety performance.

From a facilities standpoint, all planning, design, and construction are carried out in compliance with relevant regulations, international standards, and corporate guidelines. The EHS and internal audit departments are responsible for managing, inspecting, and improving safety and health performance to ensure effective and efficient implementation.

Operational safety management also includes high-risk task control, contractor access and construction safety supervision, chemical safety management, and occupational incident analysis and statistics. Comprehensive plans for work environment monitoring, emergency response procedures, and regular fire drills are in place to minimize potential losses and impacts on company property, personnel, society, and the environment in the event of an emergency.

Occupational safety and health education and training

To help new employees quickly become familiar with company operations, TURVO provides occupational safety and health education during onboarding. Participants are assessed based on course content to enhance their awareness of safety and health protection as well as their understanding of work procedures. The number of training sessions, participants, and total training hours are shown in the table below:



Training categories	Annual hours		2023			2024		
	Number of Sessions	Number of people	Total hours	Number of Sessions	Number of people	Total hours		
New employee education and training (including safety and health education and training)	42	75	225	75	181	543		
On-the-job employee safety and health education and training (Note)	32	159	167	39	464	179.5		

Notes:

1. In accordance with legal requirements, on-the-job employees are required to complete at least 3 hours of occupational safety and health training every three years.
2. On-the-job training is conducted through various formats, including special project training sessions, practical drills (with training records), bulletin board announcements, company website updates, email communications, and safety awareness campaigns during monthly culture meetings.

Work Environment Monitoring

To ensure a safe working environment within the plant, TURVO conducts regular work environment

monitoring every six months in accordance with regulatory requirements. These assessments are performed to evaluate actual exposure levels to workplace hazards and to monitor potential risks to employees. Monitoring items include dust, noise, carbon dioxide, and organic solvents. When abnormal readings are identified, engineering controls and administrative measures are implemented to improve conditions in the affected areas.

In compliance with legal requirements, TURVO conducts work environment monitoring annually. From 2022 to 2024, both Plant I and Plant II carried out one monitoring round in each half of every year, totaling 12 monitoring rounds during the three-year period. All results remained within controllable ranges.

Chemical monitoring results complied with permissible exposure limits under occupational regulations. For physical monitoring, areas identified as noise-exposed workplaces underwent equipment adjustments and improvements; in areas where noise could not be fully mitigated, employees were provided with personal hearing protection devices, and special occupational health examinations (precision hearing tests) were conducted annually in accordance with the Hearing Conservation Program.

Carbon dioxide measurements also met permissible exposure standards; however, additional awareness campaigns were implemented to promote proper air circulation within the plants, preventing elevated CO₂ concentrations that could affect employee alertness and well-being.

year	Plant I Monitoring Rounds	Plant II Monitoring Rounds	Total Rounds
2022	2	2	4
2023	2	2	4
2024	2	2	4

Emergency Response and Drills

Employees are the Company's most valuable assets. To minimize the impact of potential disasters, each plant has established self-defense fire brigades and conducts firefighting and emergency response drills every six months. Local fire departments are also invited to provide on-site guidance during these exercises to observe and evaluate emergency evacuation performance. Based on the review of drill results, improvement actions are implemented to enhance employee participation and preparedness, thereby reducing the impact of emergencies on personnel and operations.

The Company's main control room, fire control station, and Emergency Response Team (Fire Protection Group) are equipped with the following facilities and resources:

- Emergency Information:** Plant layout maps, evacuation route diagrams, chemical inventory lists, Safety Data Sheets (SDS), and emergency response management procedures.
- Fire and Life Safety Systems:** Fire alarm systems, sprinkler systems, emergency smoke extraction systems, surveillance and recording systems, backup power systems, and plant-wide public address systems.
- Emergency Equipment:** Fire extinguishers, fire blankets, personal alert devices (whistles), emergency lighting, and directional guidance equipment. To ensure continued operation of the Emergency Response Center in case of disaster impact, each plant also maintains simplified but accessible response equipment to support uninterrupted emergency management.

- **First Aid and Rescue Equipment:** In line with emergency medical practices, workplaces with potential hazards are equipped with automated external defibrillators (AEDs), emergency showers, eye-wash stations, and first-aid kits

First Aid and Medical Response Drill	Evacuation and Assembly Drill	Fire Extinguisher Operation Drill
 A group of people in a conference room, some seated at a long table and others standing, participating in a first aid and medical response drill. A large projection screen on the wall displays a map of the facility.	 A large group of people standing in a line on an outdoor paved area, participating in an evacuation and assembly drill. They are dressed in dark uniforms.	 A person in a dark uniform operating a fire extinguisher in an industrial setting with various equipment and piping visible.

Occupational Injury and Incident Management

TURVO places great importance on investigating the causes of all occupational incidents. To ensure effective management, the Company has established the “Occupational Incident Investigation and Handling Procedure.” Once an incident occurs, the responsible unit must report and respond according to the defined procedure. The investigation is jointly conducted by the EHS Office, the employee representative, and the department supervisor to identify the root cause of the incident, determine its relation to work activities, and develop appropriate corrective and preventive measures. In the event of recurrence, the effectiveness of these measures is re-evaluated and improved accordingly.

In addition, the EHS Office collaborates with each department to reduce potential operational hazards and environmental risks through workplace observations, safety and health training, routine inspections, and internal/external audits, thereby strengthening employees’ overall safety awareness and risk prevention capabilities.

Beyond workplace risk control, TURVO also prioritizes employee safety during commuting. Traffic safety awareness is reinforced through departmental briefings, regular company-wide culture meetings, and bulletin board communications located in high-traffic areas. These initiatives promote defensive driving and traffic safety, helping to reduce the likelihood of commuting-related accidents

- **In 2024, a total of two occupational incidents were reported, with FR=2.26, SR=208.136, and FSI=0.686**

Occupational Injury Rate/Index	2022	2023	2024
Number of Reported Cases	0	0	2
Disabling Injury Frequency Rate (FR)	0	0	2.26
Disability Severity Rate (SR)	0	0	208.136
Full-scale injury index (FSI)	0	0	0.686
Occupational Injury Fatality Rate	0	0	0

Note: Occupational accident statistics exclude traffic accidents

Disabling injury frequency rate (FR) = total number of disabling injuries/working hours × 1,000,000

Disability Severity Rate (SR) = Total days lost due to disabling injuries (excluding fatalities) / working hours × 1,000,000

Comprehensive injury index (FSI) = $\sqrt{(\text{disabling injury frequency} \times \text{disabling injury severity rate}/1000)}$

Occupational injury fatality rate = number of deaths caused by occupational injuries/hours worked × 1,000,000

• Internal Safety and Health Audits

To enhance employee awareness and eliminate potential operational hazards, TURVO conducts internal safety and health inspections covering machinery, equipment, and related safety matters. The EHS Office performs audits across five major focus areas: chemical management, machinery and equipment, workplace environment, fire protection systems, and waste management.

In 2024, audits were conducted across nine operational departments, identifying four findings in total. Analysis of the top three categories of deficiencies showed that chemical-related issues accounted for 50%, machinery/equipment and workplace environment issues 25%, and others 25%, which included minor deficiencies such as personal protective equipment (PPE) and first-aid kits. All findings were addressed through corrective actions, achieving a 100% improvement completion rate.

Year	Departments Audited	Audit Findings	Chemical Management	Machinery, Equipment and Workplace Environment	Fire Protection Equipment	other
2024	9	4	50%	25%	-	25%

• Internal consultation and communication channels



•Occupational Safety and Health Committee

TURVO has established an Occupational Safety and Health Committee as a formal platform for communication between management and employees on workplace safety and environmental health matters. In accordance with legal requirements, employee representatives are elected to the committee to ensure open dialogue and consultation on EHS issues.

The committee convenes quarterly meetings to discuss safety and health topics, review implementation progress, and make timely adjustments to relevant measures. In 2024, a total of nine representatives from both labor and management participated in the regular committee meetings

•Hazard Identification, Opportunities, and Risk Assessment

Departments formed a hazard identification team to evaluate potential risks related to operations, areas, equipment, and employees' physical and mental conditions. The assessments serve as the basis for occupational safety and health risk control, incident prevention, and continual improvement. In 2024, nine departments completed risk assessment forms and implemented corresponding control measures.

7.8 Health Promotion

•Workplace Health Promotion

Focus Areas: Employee health care and medical services, ergonomic risk assessment and management, prevention of excessive workload, prevention of workplace violence, maternal health protection, and a safe working environment for middle-aged and senior workers.

The company actively promotes workplace health beyond regulatory compliance with occupational safety and health requirements. Efforts and resources are dedicated to enhancing health awareness, activities, diet, and management, ensuring comprehensive care for every employee's well-being. Key health promotion measures are summarized as follows:

Health Awareness	Healthy Activities
(1) Public announcements on epidemic prevention education (2) Awareness campaigns on disease prevention (3) Hepatitis screening (4) Vaccination arrangements (5) Free distribution of medical masks for employees	(1) Annual sports competitions, including badminton, softball, basketball, table tennis, and volleyball (2) Support for dragon boat racing activities (3) Support for running events (4) Family Day activities (5) During epidemic periods, employees are encouraged to use stairs instead of elevators to reduce crowding and enhance cardiovascular fitness and immunity
Healthy Diet	Health Management

<ul style="list-style-type: none"> (1) Ingredients, seasonings, and cooking oils comply with national certification standards (2) No use of artificial flavor enhancers (3) Low oil, low sugar, and low sodium meals (4) Calorie labeling provided (5) Encouragement to use personal eco-friendly utensils (6) Availability of healthy meal options 	<ul style="list-style-type: none"> (1) Annual health check-up (2) Prevention and improvement of human hazards
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•Health care and medical care

Health Examinations: The company provides free annual health examinations for employees, exceeding regulatory requirements. Except for 2023, regular health checks have been conducted every year, along with special medical examinations for employees engaged in operations involving specific health hazards, based on biannual environmental monitoring results. Examination data are analyzed to identify potential risk factors, and employees are classified according to health risk levels. High-risk individuals are tracked and supported through workplace health promotion and occupational disease. The categories and number of participants in recent health examinations are shown in the table below :

Item	Year	2024	
		Examination Items	Number of Participants
General Health Examination		In accordance with the Regulations on Labor Health Protection	299
Special Health Examination (Dust, Noise)			0 Environmental monitoring results were within regulatory limits

Through regular on-site services provided by occupational physicians, the company proactively arranges professional medical consultations for employees with abnormal health check results, maternal workers, those with excessive workload, individuals at high risk of musculoskeletal disorders, and employees returning to work after occupational injuries. For cases classified as Level 2 management or above, physicians conduct comprehensive assessments of health conditions and job characteristics to provide recommendations on suitable job placement. The number of participants in health consultation services over the past two years is shown in the table below :

Item	Year	Health Consultation Services in 2023	Health Consultation Services in 2024
		Number of participants	
		237	76

Health Risks:

1. General Health Examination:

Classified into four management levels (Level 1–4). The management approach is as follows:

Level 1 Management	Level 2 Management	Level 3 Management	Level 4 Management
Examination results: Either all items are normal, or some abnormalities are present but have been comprehensively assessed by a physician and determined to be within normal limits.	Health examination results: Partial abnormalities detected; health education leaflets and counseling are provided, and the employee's condition is monitored with care and support.	Health examination results: Abnormalities identified; a record of health-related follow-up visit is completed, with ongoing monitoring and support for the employee over a 3 to 6-month period.	Health examination results: Abnormalities identified; a record of health-related follow-up visit is completed, with follow-up conducted within 1 to 3 months or immediately, and re-examination resources made available.

Note: In 2024, health examination classifications were as follows — Level 1: 19 employees, Level 2: 100 employees, Level 3: 127 employees, and Level 4: 53 employees.

2. Special Health Examination:

The company will implement classified management in accordance with regulations for employees engaged in noise and dust operations. The management approach is as follows:

Level 1 Management	Level 2 Management	Level 3 Management	Level 4 Management
Examination results: Either all items are normal, or some abnormalities are present but have been comprehensively assessed by a physician and determined to be within normal limits.	Examination results: Partial or complete abnormalities identified, and after comprehensive evaluation by a physician, determined to be abnormal but not work-related.	Examination results: Partial or complete abnormalities are identified and, following comprehensive evaluation by a physician, are deemed abnormal with undetermined relevance to work. Further evaluation by a specialist in occupational medicine is advised.	Examination results: Partial or complete abnormalities are identified and, after comprehensive evaluation by a physician, are assessed as abnormal and related to the job.

● Partnerships for Sustainable Health Care

TURVO has established partnerships with professional medical institutions, including Tung's Taichung MetroHarbor Hospital and Taichung Veterans General Hospital. These collaborations

provide employees with preferential medical rates and comprehensive health services, helping them receive proper care, reduce life stress, and maintain positive doctor–patient relationships.

● **Epidemic Communicable Disease Prevention Plan**

The company regards healthy employees as the cornerstone of stable operations and recognizes its responsibility to safeguard their physical and mental well-being. To address potential workplace risks from infectious diseases, a dedicated unit continuously monitors global developments, assesses potential impacts, and formulates workplace prevention and response measures. In response to COVID-19 variants, seasonal influenza, norovirus, and dengue fever, the company implements targeted actions to minimize infection risks and ensure a safe working environment.

Specific Measures Include:

- Periodically posting the latest vaccination information from the Taiwan Centers for Disease Control and the Ministry of Health and Welfare on the company intranet, factory bulletin boards, and via employee email announcements.
- Providing temperature and blood pressure monitoring devices to help employees track their physical condition.
- Encouraging employees to rest at home when ill to reduce infection risks.
- Enhancing employees' awareness of infectious diseases and preventive measures.
- Promoting respiratory hygiene and proper cough etiquette.
- Monitoring visitors' health conditions and providing masks or medical assistance when necessary.
- Increasing workplace inspections and the frequency of cleaning and disinfection to maintain hygienic public areas.
- Coordinating with foreign worker agencies on migrant worker health management, including entry and routine health checks, follow-up measures, and isolation when necessary to prevent cross-infection.

Establish an epidemic reporting mechanism to facilitate tracking of employees' physical condition and related contact history, and expand the scope to include visiting guests, manufacturers, interviewers, etc.; if employees feel unwell or have any abnormal conditions during this period, they must report it immediately, and the factory staff will compile a list of reported cases and conduct special case tracking to facilitate confirmation of subsequent illness conditions and avoid any loopholes in epidemic prevention.

● **Ergonomic Hazard Assessment and Management**

The company implements comprehensive ergonomic risk management across production and office operations, beginning at the source of potential hazards. Ergonomic safety training is provided to employees to build correct safety awareness. Dedicated ergonomic assessment and improvement projects are carried out — for example, ergonomic evaluations of machine maintenance operations

have led to improvements such as the use of hoists, lift carts, trolleys, and specialized fixtures for component replacement.

To reduce work-related hazards, fully and semi-automated equipment is introduced to support operations. Job scheduling through the MES system helps balance workloads, ensuring rotation among employees performing physically demanding tasks.

For employees engaged in microscopic visual inspections, the company has introduced image-assisted inspection systems to reduce visual strain and installed adjustable lighting to improve work ergonomics. Vision conditions of these employees are tracked through annual health examinations.

To prevent musculoskeletal disorders caused by repetitive tasks, occupational health personnel conduct annual surveys alongside health examinations to assess pain symptoms and work-related discomfort across body parts. High-risk employees are identified for case management and provided with health guidance and job adjustment recommendations by occupational nurses and occupational physicians. In addition, educational materials and videos on ergonomic hazard prevention are periodically shared through the internal “Health Promotion” platform, accompanied by ongoing ergonomic risk identification and improvement planning.

● **Maternal Health Protection and Management**

In accordance with the Gender Equality in Employment Act, the company provides seven days of prenatal leave, eight weeks of maternity leave, and seven days of paternity leave. To support childrearing needs, both male and female employees may apply for parental leave without pay. In addition, breastfeeding rooms are established on-site to facilitate nursing for female employees returning to work after childbirth. These rooms are equipped with refrigeration facilities for milk storage, allowing mothers to conveniently take the expressed milk home after work.

To prevent female employees from exposure to maternal health hazards in the workplace, the Health Center has established a Maternal Health Protection and Management Procedure. This includes both qualitative and quantitative risk assessments for work involving potential maternal health risks. Individual differences are taken into account, and contracted occupational medicine specialists provide comprehensive evaluations to determine appropriate management levels and workplace improvements to ensure maternal health protection.

TURVO further supports maternal well-being by distributing self-assessment questionnaires, conducting workplace hazard evaluations, arranging medical consultations, and providing relevant information on pregnancy, prenatal, and postnatal care.



TURVO Plant 1 Feeding Room



TURVO Plant 2 Feeding Room

- **Prevention of Diseases Caused by Abnormal Workload**

When planning the annual health examination, occupational health personnel provide employees with a workload assessment questionnaire to evaluate abnormal work-related stress or overload. The assessment incorporates data such as monthly overtime hours from the Human Resources Department and ten-year cardiovascular risk evaluations from medical reports. Particular attention is given to shift and night workers to emphasize the importance of timely health checkups and disease monitoring. Employees identified as medium- or high-risk are invited for consultations with medical staff, who provide health guidance and recommend appropriate job adjustments.

The Safety and Health Office also regularly promotes awareness on preventing overwork through bulletin boards and the internal “Health Promotion” platform, helping employees recognize early signs of fatigue and maintain physical and mental well-being. These efforts aim to ensure work-life balance and sustainable employee health.

- **Procedure for Handling Unlawful Acts in the Workplace**

To prevent employees from suffering physical or psychological harm caused by unlawful acts while performing their duties, the company has established comprehensive safety and health measures to prevent and respond to workplace violence incidents, ensuring the protection of employees' physical and mental well-being. These measures cover the prevention of workplace violence, bullying, sexual harassment, and employment discrimination. In addition to publicly issuing written statements condemning violence, the company has set up a formal grievance mechanism and investigation committee, which engages external professionals to conduct impartial investigations. When necessary, job duties or department assignments may be adjusted based on the severity of the incident or the individual's needs.

The company also organizes regular seminars on mental health and prevention of unlawful acts, providing training on workplace violence awareness and conflict management. These initiatives aim to enhance employees' health awareness, strengthen workplace cohesion, and foster a safe, respectful, and high-quality work environment.

- **Establishing a Safe Working Environment for Middle-Aged and Senior Employees**

In response to an aging workforce, the company is committed to ensuring the safety and health of middle-aged and senior employees while promoting their continued participation in the labor force and reemployment opportunities. These efforts also encourage intergenerational collaboration and knowledge transfer, protecting the employment rights of older workers and fostering a friendly and inclusive workplace.

Through workplace and individual health risk assessments—including evaluations of musculoskeletal and cardiovascular disease risks—occupational health personnel provide recommendations for suitable job placement and work adjustments. Hazardous work environments are improved, tasks are adjusted as necessary, and skills training is provided to enhance work efficiency and adaptability.

The company also increases the frequency of workplace inspections and equipment upgrades to ensure adequate lighting and maintain clean, dry, and unobstructed walkways, floors, and stairs. Personal protective equipment such as earplugs and safety shoes is provided for employees in high-risk operations, along with assistive devices or machinery to reduce musculoskeletal strain. These measures create a safe and supportive work environment for middle-aged and senior employees.

Appendix

Statement of Use: Turvo International Co., Ltd. has prepared this report with reference to the GRI Standards
(reporting period: January 1 to December 31, 2024)

GRI 1 Used: Foundation 2021

Applicable GRI Sector Standards: None

Appendix 1:Correlation Table between GRI Standards (2021) and TURVO's 2024 ESG Sustainability Report Chapters

GRI indicators		2024 ESG corresponding chapter	Pages	Remark
General Disclosure (2-1~2-30)				
Orga-nization and Reportin-g Practices	2-1 Organizational Details	2.1 Company Profile	P25	
	2-2 Entities Included in the Organization's Sustainability Reporting	About This Report Scope and Boundaries	P6	
	2-3 Reporting Period, Frequency, and Contact Information	Reporting Period, Frequency, and Contact Point	P6 P7	
	2-4 Restatement of Information	Scope and Boundaries	P6	This Report – First Edition by TURVO Technology
	2-5 External Assurance	Ensuring the Accuracy of Disclosed Information External Verification and Assurance	P7 P7	

Activities and Workers	2-6 Activities, Value Chains, and Other Business Relationships	3.1 Operational Performance and Challenges 3.3 Customer Management and Service	P54 P58	
	2-7 Employees a. Total number of employees, with breakdowns by gender and by region b. Total number of employees by employment categor	7.2 Talent Development Workforce Structure in the Past Two Years	P91 P92	Mainly Taiwan
	2-8 Workers Who Are Not Employees	Workforce Structure in the Past Two Years	P92	No Dispatch, Contract, or Outsourced Non-Employee Personnel
Governance	2-9 Governance Structure and Composition	2.2 Corporate Governance 2.2.2 Governance Body: Board of Directors	P31 P31	
	2-10 Nomination and Selection of the Highest Governance Unit	2.2.1 Governance body: Board of Directors	P31	The Sustainability Committee is chaired by the President under the authorization of the Chairperson.
	2-11 Chairman of the highest governance unit	2.2.2 Governance Body: Board of Directors	P31	Chairman of the Board: Chairman
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts a. The role of the highest governance body and senior management in defining the organization's purpose, values or mission, and strategy. b. The role of the highest governance body in overseeing the organization's due diligence processes and reviewing the effectiveness of those processes	Functions of the Board of Directors Audit Committee 1.1.1 Sustainability Development Committee 2.3 Whistleblowing and Grievance Mechanism for Ethical Conduct 2.5 Ethics and Integrity 2.6 Internal Audit and Management Verification System	P32 P40 P8 P42 P45 P46	
	2-13 Responsibility for Managing Impacts a. How the highest governance body delegates responsibility for managing the organization's economic, environmental, and social impacts. b. How senior management or other employees report to the highest governance body on processes	1.1.1 Sustainable Development Committee 2.1.2 Organizational Structure and Responsibilities 2.1.3 Business of each major department 2.8 Risk Management	P8 P27 P28 P51	The chairman of the perpetual committee is authorized by the chairman to be the general manager

	for managing economic, environmental, and social impacts.			
	2-14 Role of the Highest Governance Body in Sustainability Reporting a. Whether the highest governance body reviews and approves the reported information. b. If the highest governance body is not responsible for reviewing and approving the reported information (including the organization's material topics), an explanation of the reasons.	Functions of the Board of Directors 8. Promote the vision, strategy, and verification schedule for sustainable operations.	P32	The Board of Directors is the strategic decision-making body for ESG, while the Sustainability Development Committee oversees and executes related management and implementation.
	2-15 Conflict of Interest a. Describe the highest governance unit that ensures the avoidance and mitigation of interests Conflict Process b. Whether the report discloses conflicts of interest to stakeholders	2.3 Integrity Management 2.3.1 Conducting business activities with integrity 2.3.2 Implementation Results ·Reporting /complaint mechanism	P42 P43 P43 P43	
	2-16 Communicate key events a. How to communicate key events with the highest governance unit	Functions of the Board of Directors Functions of the Sustainability Development Committee	P32 P8	(6) Regularly report to the Board of Directors on the progress and results of corporate sustainability initiatives
	2-17 The Collective Intelligence of the Supreme Governance Unit a. The collective wisdom, skills and experience of the highest governance unit in sustainable development	·Board members' educational background ·Continuing education of board members ·Board diversity	P32 P33 P35	
	2-18 Performance Evaluation of the Highest Governance Unit a. The highest governance unit shall supervise and organize the management of economy, environment and Procedures for assessing performance related to environmental and population impacts	.Board Operations .Sustainability Development Committee Structure .Responsibilities of Each Working Group	P37 P8 P9	(6) Regularly report to the Board of Directors on the progress and results of corporate sustainability initiatives
	2-19 Compensation Policy	2.2.2 Governance Structure .Board Remuneration	P31 P37	

		.Compensation Committee 7.4 Compensation and Benefits	P41 P96	
	2-20 Salary Determination Process a. The organization designs its compensation policy and compensation decision process	2.2.2 Governance Structure .Board Remuneration 7.4 Compensation and Benefits	P31 P37 P96	
	2-21 total compensation ratio	7.4. Compensation and Benefits Ratio of grassroots staff salaries to statutory wages	P96 P96	
Strategy , Policy and Practice	2-22 Statement on Sustainable Development Strategy a. A statement by the highest governance unit or senior management regarding its relationship to sustainable development and its strategy for investment in sustainable development.	0_ Statement from Senior Management – Message from the Chairperson - Sustainability Development Strategy	P4	
	2-23 Policy Commitments a. Describe the policy commitments regarding responsible business practices b. Describe specific policy commitments to respect human rights	Corporate Sustainability Policy 7.1 Talent Policy and Commitment Commitment to Uphold and Implement Eight Human Rights Policies	P91 P91 P91	Committed to implementing 12 major policy and management guidelines
	2-24 Embedding Policy Commitments a. How each policy commitment to responsible business conduct is integrated into the organization's activities and business relationships.	'List and Management of 12 Material Topics	P115	
	2-25 Procedures for Remediating Negative Impacts a. Negative impacts that the organization determines to have caused or contributed to b. Describe the method for identifying and handling complaints	7.5 Respect for Human Rights: Listening to Employees' Voices Diverse Communication Channels Employee Suggestion Box	P99 P101 P102	
	2-26 Mechanisms for seeking advice and raising concerns	'Communication and consultation with stakeholders and complaints	P11	
	2-27 Regulatory Compliance a. Total number of major regulatory violations that occurred during the reporting period	2.4 Regulatory Compliance	P44	
	2-28 Membership of Public Associations	Participation in external organizations	P108	
	2-29 Stakeholder Engagement	1.2 Stakeholder Identification	P8	

Stakeholder Engagement	Policy a. Describe the company's approach to stakeholder engagement	and Engagement 1.2.1 Stakeholder Identification 1.2.2 Stakeholder Engagement	P8 P9	
	2-30 Group Agreement a. Percentage of total employees covered by collective agreements reported	7.5 Respect for Human Rights: Listening to Employees' Voices 6.5.3 Freedom of Association	P99 P100	No Collective Agreement; Labor-Management Meetings in Place

Major Themes (3-1~3-3)

Major Issues	· Guidelines for deciding major issues 3-1 Process for deciding major issues	1.2 Identification and negotiation of stakeholders 1.3 Analysis and Generation Process of Significant Issues 1.3.1 Analysis of the Attention and Impact of Sustainability Issues 1.3.2 Materiality Analysis Matrix	P8 P9 P10 P11	
	3-2 a. List of major issues b. Changes to the list of major topics	1. Practice sustainable management 1.4 The influence of sustainable development 1.4.2 Risk Management of Major Issues Changes in reporting	P8 P18 P19 P6	Turvo compiled this report for the first time
	3-3 Management of Major Issues	· List and management of 12 major issues	P115	Appendix 2-1

· List of 12 major issues and management and ESG response sections

NO	Clause	GRI Provision	Corresponding ESG Section	Pages	Remark
1. Business performance	201	Topic Management Disclosure 3-3	3.1 Operational Performance and Challenges	P54	Turvo's vision and operating strategy
	201-1	Direct economic value generated by the organization	· Generated and distributed direct economic value in the last three years Operating results	P57	· Number of units produced by product category as a percentage of revenue
	201-2	Financial impacts and risks of climate change	6.8 Climate Change Strategy and Management TCFD Core Framework Climate change risks	P87	Climate change governance, strategies, risks and targets
	201-3	Defining benefit	7.4.1 Compensation and	P96	

		planning obligations and retirement plans	Benefits Policy and Performance 7.4.2 Retirement Security 7.4.5 Diversified welfare system		
	201-4	Financial subsidies received from the government	3.2 Tax Policy	P15	No government financial subsidies
2. Integrity management	2-15	Conflict of Interest	2.3 Integrity Management 2.3.1 Conducting business activities with integrity 2.3.2 Implementation Results · Reporting /complaint mechanism	P42 P43 P44	Integrity management policies and systems
3. Risk manage	3-3	Topic Management Disclosure	· Risk management policy and management guidelines 2-8 Risk Management Mechanism	P51	
	2-25	Procedures for remediating negative shocks	7.5 Paying Attention to Human Rights	P99	
	TCFD	Financial impacts and risks of climate change	6.8 Climate Change Strategy and Management TCFD Core Framework Climate change risks	P87	Climate change governance, strategies, risks and targets
4. Regulations compliance	3-3	Topic Management Disclosure	· Compliance policies and management guidelines	P44	
	2-27	Regulatory Compliance	2.4 Regulatory Compliance	P44	
5. Product Quality	417	Topic Management Disclosure 3-3	Product quality and safety policies and management guidelines	P57	
	417-1	Requirements for product and service information and labeling	3.4 Product Quality and Safety · Quality Management System Yield rate of major products	P57 P58 P60	

			in 2024		
6. Product Safety	416	Customer Health and Safety: Subject Management Disclosure	Product quality and safety policies and management guidelines 3.4 Product Quality and Safety Establishing "Hazardous Substance Management Operation Procedures"	P60 P61 P62	
	416-1	Assess the health and safety impact of product and service categories			
	416-2	Violations of health and safety regulations for products and services	No violations of regulations regarding product and service compliance with customer health and safety requirements will occur in 2024	P58	
7. Innovation and R&D	3-3	Topic Management Disclosure	Innovation R&D policies and management guidelines	P71	Accumulated results of R&D including patents
			5. Product R&D and Innovation ·R &D innovation management process ·Projects that have developed products and obtained patents in the past two years	P72	
8. Sustainable products Serve	3-3	Topic Management Disclosure	Sustainable Product Service Policy and Management Guidelines	P73	
			5.2 R&D Results and Patents (including Green Products) 1. Provide more energy-saving and environmentally friendly services, or help	P75	

			customers improve Effective green products 5.3 Achievements in Trade Secret Protection 5.4 Future Innovation R&D Strategies		
9. Customer Relationship Management	416	Topic Management Disclosure	Customer Relationship Management Policy and Management Guidelines 3.3 Customer Management and Service 4.6 Ethical Sourcing	P58 P58 P69	
	416-1 416-2	Impact of products and services on health and safety Violations of health and safety regulations for products and services	· No customer health and safety violations in 2024	P60	
	418	Customer Privacy Theme Management Disclosure	Customer Privacy Policy and Management Guidelines 3.3 Customer Privacy	P60	
	418-1	Complaints of proven violation of customer privacy or loss of customer data	· No incidents of leaking customer privacy occurred in 2024	P60	
10 Supplier Sustainability manage	308	Subject Management Policy Disclosure 3-3	Supplier Sustainability Management Policy and Management Guidelines	P64	
	308-1	Using environmental criteria to screen new suppliers	4.5 Suppliers implement social responsibility	P68	
	414	Issue Management Policy Disclosure 3-3	Supplier Sustainability Management Policy and Management Guidelines 4.4 Suppliers implement social responsibility	P64 P68	

			·Five areas of the supplier social responsibility management self-assessment form		
	414-1 414-2	Using social criteria to screen new suppliers Negative social impacts in the supply chain and actions taken			
	204-1	Proportion of procurement expenditure from local suppliers	4.4 Local Procurement ·Main materials/secondary materials in 2024 Proportion of suppliers purchasing locally	P67	
11 Energy Conser- vation and Carbon Reduc- tion	302	Energy: Theme Management Disclosure 3-3	Energy conservation and carbon reduction policies and management guidelines 6.1 Environmental Policy and Commitment 6.2 Energy Management ·Renewable energy construction	P78 P78 P81	
	302-1 302-2 302-5	Energy consumption within the organization External energy consumption Reduce the energy requirements of products and services		P81	
	305	Emissions: Subject Management Disclosure	Energy conservation and carbon reduction policies and management guidelines 6.2 Greenhouse Gas Inventory	P80	
	305-1 305-2	Direct greenhouse gas emissions (Scope 1) Indirect greenhouse gas emissions (Scope 2)	·Table of greenhouse gas emissions by category	P80	
	403	Workplace Health and	·Occupational safety and	P103	

12 Occupational Safety and Health	Safety: Theme Management Disclosure:	health policy and management guidelines Introduced ISO45001 safety and health management system Our company has formulated the "Occupational Safety and Health Manual" 7.7 Health Care 7.6.2 Environmental and Occupational Safety and Health Committee ·Occupational safety and health professional certification personnel ·Occupational safety and health education and training 7.8 Health Promotion Activities 7.6.5 Emergency Response and Drills		By verifying the credentials such as photos Inherent hazard identification, risk assessment and accident investigation 2024 Occupational Safety and Health Education for Employees in Each Factory Statistics on sports training
	403-1 403-2 403-3 403-4 403-5 403-6 403-7	Occupational Safety and Health Management System Hazard Identification, Risk Assessment and Accident Investigation Occupational Health Services Participation, consultation and communication of occupational safety and health workers Training of occupational safety and health workers Worker health	7. Friendly workplace 7.7.2 Occupational Safety and Health Committee 7.7.3 Occupational disaster prevention and statistics 7.8 Health Promotion Activities	P89 P103 P105 P107

		<p>promotion</p> <p>Reduce or mitigate the direct impact of occupational safety and health</p>		
403-8		Workers in the occupational safety and health management system	P106	· Number of occupational health and safety certificates
403-9		Occupational Injury and Accident Statistics		· Occupational accident statistics for the past two years
403-10		occupational diseases		No statutory occupational diseases occurred in the company in 2024



Appendix 2: SASB Index

Transportation - Auto Parts: Sustainability Themes, Accounting Indicators, and ESG

Chapter Comparison Table

Sustainability Theme (SASB)	Summary of Accounting Indicators	Corresponding ESG chapter	Indicator number
Greenhouse Gas Emissions Management (GHG Emissions)	Scope 1 and 2 emissions, carbon reduction strategies and risk disclosure	6.2 Greenhouse Gas Inventory	TR-AP-110a.1 / 110a.2
Energy Management	Total energy consumption, proportion of renewable energy, and energy-saving measures	6.3 Energy Management	TR-AP-130a.1
Material procurement and efficiency	Sources of key materials, recycling and reuse	4.1 Supplier Management Policy and Commitment	TR-AP-440a.1
Product Lifecycle Management	Recyclability and compliance (e.g. REACH, ELV) in product design	5.2 Research and development of green and sustainable products and services	TR-AP-410a.1 / 410a.2
supply chain management	Supplier ESG assessment and audit, conflict minerals due diligence	4.2 Industrial Supply Chain 4.6 Ethical Sourcing	TR-AP-430a.1
Occupational Health and Safety	Employee occupational accident rate and improvement measures	7.7 Occupational Safety and Health 7.8 Health Promotion Activities	TR-AP-320a.1
Business Ethics	Anti-corruption policy and disclosure of violations	2.4 Business philosophy and ethics	TR-AP-510a.1
Product quality and safety	Number of recalls, quality management systems (such as IATF 16949)	3.5 Product Quality and Safety	TR-AP-250a.1 / 250a.2

Appendix 3: Implementation of Climate-Related Information

project	Implementation
(1) Describe the board of directors and management's commitment to climate-related Monitoring and governance of risks and opportunities.	The Company's Board of Directors is responsible for overseeing management's efforts to promote sustainable development in accordance with the law. In accordance with the "Sustainable Development Roadmap for Listed Companies" issued by the Financial Supervisory Commission in March 2012, the Company submitted to the Board of Directors a timeline for greenhouse gas inventory implementation for both the parent company and its subsidiaries by the end of the first quarter of 2013. The Company also established a "Greenhouse Gas Inventory Operation Management Procedure" by the end of 2013, clearly defining greenhouse gas inventory-related operations and the coordination and implementation of each department. Regular annual reports will be submitted to the Board of Directors.
(2) Describe how the identified climate risks and opportunities affect Impact on the business, strategy and finance of the enterprise (short-term, medium-term period, long term).	To address and implement carbon reduction measures, our factory in the Taichung Harbor Science Park became the park's first green building and received LEED Silver certification in January 2025. Furthermore, our production machines, hardware, and various index monitoring equipment are being progressively replaced to comply with environmental regulations. These are all short-term milestones in the company's hardware transformation driven by climate risk reduction initiatives.
(3) Explain the financial impacts of extreme climate events and transformation actions The impact of.	Elfano in May 2014 and will implement the Science Based Targets (SBTi) initiative by the end of 2015. Continuing to promote relevant initiatives is a mid-term mission for the company, contributing to the environmental impact of its production. To strengthen corporate governance and promote sustainable development, starting in 2024, senior managers' KPIs will include achieving financial performance indicators (30%) and sustainability-related indicators (8%), including externally verified greenhouse gas inventories, process carbon reduction, participation in the Science Based Targets (SBTi) initiative, and ISO 27001 certification. The company aims to continue using the Science Based Targets (SBTi) methodology to set carbon reduction targets and implement various ESG indicators through 2025, enhancing its financial performance and implementing its sustainable development policy.
(4) Describe the process of identifying, assessing, and managing climate risks How the process is integrated into the overall risk management system.	Our company has established the "EP-22 Issue Identification and Risk Management Procedure." Through analysis of current internal and external environmental issues and stakeholder concerns, we understand the company's environment and formulate business policies to address risks and opportunities arising from changing circumstances. This ensures the effective operation of the environmental management system, effectively enhances environmental protection awareness, communicates internally and externally about the serious damage that environmental pollution causes to the earth's ecology, and provides a safe and healthy workplace. We comply with relevant laws and regulations and other requirements to minimize environmental impacts, thereby improving the company's operational performance, building corporate credibility, and achieving sustainable development.
(5) If scenario analysis is used to assess the impact of climate change Risk resilience should describe the scenarios used, Parameters, assumptions, analysis factors and main financial impacts ring.	The Company has not yet conducted scenario analysis to assess climate change.
(6) If there is a transformation plan to manage climate-related risks A drawing to illustrate the content of the project and to identify and manage Indicators and targets for managing physical risks and transition risks.	The Company has not yet developed a transformation plan for climate-related risks, but will promote the setting of targets under the Science Based Targets initiative (SBTi) by the end of 2015.

<p>(7) If internal carbon pricing is used as a planning tool, The basis for setting the price should be stated.</p>	<p>The Company does not yet use an internal carbon pricing mechanism.</p>																		
<p>(8) If climate-related targets are set, the Activities covered, scope of greenhouse gas emissions, Planning schedule, annual progress and other information; If using carbon offsets or renewable energy certificates (RECs) To achieve the relevant objectives, the reductions to be made should be explained. Source and quantity of carbon credits or renewable energy certificates (RECs) quantity.</p>	<p>The company will promote the setting of targets under the Science Based Targets initiative (SBTi) by the end of 2015.</p>																		
<p>(9) Greenhouse gas inventory and confirmation status and reduction targets, strategies and specific action plans.</p>	<p>Turvo International Co., Ltd has introduced the ISO 14064-1 greenhouse gas inventory standard since 2023, and currently discloses that it is the production scope of its Taiwan factory. As the company's business scale and development continue to expand, greenhouse gas emissions have increased year by year. Operating plants have also implemented energy-saving and carbon-reduction equipment improvements and replacements to reduce greenhouse gas emissions. Greenhouse gas emissions</p> <table border="1" data-bbox="578 983 1441 1628"> <thead> <tr> <th data-bbox="578 983 774 1073">Greenhouse gas emissions</th><th data-bbox="774 983 1108 1073">2023</th><th data-bbox="1108 983 1441 1073">2024</th></tr> </thead> <tbody> <tr> <td data-bbox="578 1073 774 1163">Scope 1 (metric tons CO₂e)</td><td data-bbox="774 1073 1108 1163">171.9806 CO₂e</td><td data-bbox="1108 1073 1441 1163">167.7976 CO₂e</td></tr> <tr> <td data-bbox="578 1163 774 1253">Scope 2 (metric tons CO₂e)</td><td data-bbox="774 1163 1108 1253">2,523.8522 CO₂e</td><td data-bbox="1108 1163 1441 1253">4,135.2734 CO₂e</td></tr> <tr> <td data-bbox="578 1253 774 1365">Scope 3 (metric tons CO₂e)</td><td data-bbox="774 1253 1108 1365">-</td><td data-bbox="1108 1253 1441 1365">96.3302 CO₂e</td></tr> <tr> <td data-bbox="578 1365 774 1500">Total emissions (metric tons CO₂e)</td><td data-bbox="774 1365 1108 1500">2,695.8328 CO₂e</td><td data-bbox="1108 1365 1441 1500">4,399.401 CO₂e</td></tr> <tr> <td data-bbox="578 1500 774 1628">Emissions intensity (metric tons CO₂e/million NT dollars)</td><td data-bbox="774 1500 1108 1628">2,695.8328/1,579=1.7073</td><td data-bbox="1108 1500 1441 1628">4,399.401/1,802=2.4413</td></tr> </tbody> </table>	Greenhouse gas emissions	2023	2024	Scope 1 (metric tons CO ₂ e)	171.9806 CO ₂ e	167.7976 CO ₂ e	Scope 2 (metric tons CO ₂ e)	2,523.8522 CO ₂ e	4,135.2734 CO ₂ e	Scope 3 (metric tons CO ₂ e)	-	96.3302 CO ₂ e	Total emissions (metric tons CO ₂ e)	2,695.8328 CO ₂ e	4,399.401 CO ₂ e	Emissions intensity (metric tons CO ₂ e/million NT dollars)	2,695.8328/1,579=1.7073	4,399.401/1,802=2.4413
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