

2025 Sustainability Report

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About This Report

Contents of this Report

ITEQ Corporation ("ITEQ", "Company", "we" or "us") launched its first CSR report in 2017, which is available to the public via the Market Observation Post System on the Company's website. This is the ninth Sustainability Report ("Report") ITEQ has issued, and is based on the material sustainability topics and stakeholders' concerns identified in 2025. Acting as a communication channel and platform between ITEQ and its stakeholders, this Report outlines ITEQ's efforts and performance in the areas of economics, the environment, and social issues.

This Report has been prepared with reference to the 2021 Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) Standards. Financial information is given in New Taiwan dollars (NTD) and has been audited by independent certified public accountants. Other statistical information is presented based on internationally recognized indicators. Where disclosed quantitative indicators require further explanation due to their specific nature, supplementary notes are provided.

Restatements of Information

- The waste generation data for 2023 and 2024 were previously misclassified and have been corrected in Section 4.3.2, "Waste Management," of this Report.
- The wastewater discharge data for 2022 and 2024 were previously calculated using an insufficiently defined methodology due to the absence of wastewater flow metering equipment. The corrected data have been updated in Section 4.3.3, "Water Resource Management," of this Report.
- The water withdrawal data for 2022 and 2024 have been updated in Section 4.3.3, "Water Resource Management," of this Report to reflect the inclusion of reclaimed water from the Taiwan Plant's reverse osmosis (RO) water recycling system and Membrane Bio-Reactor (MBR).

Report Publication Date and Cycle

This Report covers the period from January 1, 2025 to December 31, 2025. Where relevant, certain information includes content and performance data for the period from 2022 to 2024.

ITEQ publishes its Sustainability Report annually. Reports can be downloaded from the "Sustainable Development" section of ITEQ's website at <https://www.iteqcorp.com/esg/>

First edition published: October 2017

Previous edition published: August 2025

Current edition published: August 2026

Next edition expected: August 2027

Assurance

This Report has been assured by AFNOR Asia Ltd., an independent third-party assurance provider, in accordance with the AA1000 Assurance Standard (AA1000AS) of Type 1 Moderate Assurance level. A Statement of Assurance has been issued for the information disclosed in this Report.

Boundary and Scope

The reporting boundary of this Report encompasses ITEQ's manufacturing sites in Taiwan and China (the Wuxi, Dongguan, Guangzhou, and Jiangxi Plants). Any adjustments to the scope of data are clearly noted within the Report. Financial data is based on publicly disclosed consolidated financial statements. In the future, the scope will be expanded to align more closely with financial reports.

Unless otherwise stated, all monetary figures are given in New Taiwan Dollars (NTD). To highlight medium- to long-term trends, certain indicators include continuous data from 2022 to 2025.

We welcome your valuable feedback on this Report to help us improve.

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Message from the Chairperson

Amid continuous changes in the global industrial landscape and growing emphasis on sustainable development, corporate success is no longer measured solely by financial performance. Companies are also expected to create value through environmental stewardship, social responsibility, and sound corporate governance. ITEQ has consistently upheld prudent management and ethical governance as core values, while integrating Environmental, Social, and Governance (ESG) principles into its corporate strategy and daily operations. Through these efforts, we strive to achieve sustainable growth while creating long-term value for our stakeholders and society.

Looking back on 2025, the global electronics industry continued to face multiple challenges, including supply chain realignment, geopolitical uncertainties, and impact of climate change. While responding carefully to these external challenges, ITEQ continued to advance a wide range of sustainability initiatives, further strengthen its ESG governance framework, and reinforce systematic management mechanisms to ensure that sustainability practices are effectively embedded throughout its operations.

Environmental: Strengthening Energy Conservation, Carbon Reduction, and Resource Management

ITEQ continues to closely monitor the potential impact of climate change on its operations and the supply chain. In response to regulatory requirements and evolving industry trends, the Company has progressively implemented initiatives to improve energy efficiency, reduce carbon emissions, and optimize resource utilization. In 2025, ITEQ further enhanced its overall energy efficiency through process optimization, equipment upgrades, and continuous improvement of the energy management system, thereby reducing the environmental impact of manufacturing operations.

The Company has also continued to strengthen raw material management and waste reduction while maintaining close collaboration with supply chain partners and encouraging them to uphold environmental protection and sustainable development principles. Going forward, ITEQ will continue to identify opportunities to improve its environmental management practices and further develop a more resilient and efficient operating model in response to the global transition toward a low-carbon economy.

Social: Caring for Employees and Fostering a People-oriented Workplace

ITEQ firmly believes that sustainable corporate growth depends on the professionalism, commitment, and long-term dedication of its employees. Respect for and protection of human rights therefore remain fundamental to the Company's business philosophy. Guided by internationally recognized human rights standards, ITEQ is committed to providing a safe, healthy, inclusive, and discrimination-free workplace while strengthening employee engagement through systematic talent development programs and comprehensive employee benefits.

To further implement its Human Rights Policy and support employees' work-life balance and family and care responsibilities, ITEQ introduced a Childcare Allowance Program at the Taiwan Plant in 2025. Under this program, employees with children under seven years of age are eligible to receive a monthly subsidy of up to NTD 5,000 per child to help them better balance work and family responsibilities. This initiative reflects the Company's continued enhancement of employee welfare while demonstrating its commitment to addressing declining birth rates, supporting family and

care responsibilities, and protecting employment and human rights. Through practical support, ITEQ aims to address employees' evolving needs at different stages of life.

In addition, ITEQ continues to invest in employee training and career development by providing diverse learning resources and comprehensive internal training programs. These efforts help employees to continuously enhance their professional capabilities, ensure equal access to training and development opportunities, and strengthen the Company's overall competitiveness. We believe that a stable, caring, and human-rights-oriented workplace culture enables both employees and the Company to grow together.

Corporate Governance: Strengthening Governance to Support Sustainable Operations

ITEQ continues to strengthen Board effectiveness and internal control systems in compliance with applicable laws and regulations, ensuring transparent and sound corporate decision-making. According to the results of the 12th Corporate Governance Evaluation, jointly conducted by the Taiwan Stock Exchange (TWSE) and the Taipei Exchange (TPEX), ITEQ was ranked among the top 6%–20% of TWSE-listed companies, maintaining the same ranking as the previous year. This achievement reflects the Company's continued progress in Board governance, information disclosure, shareholder rights protection, and the promotion of sustainable development initiatives.

ITEQ will continue to review and enhance its corporate governance framework in the future based on evaluations and external recommendations. The Company will further strengthen its risk management and internal control systems while continuously improving transparency and governance quality to support long-term sustainable growth and safeguard the interests of shareholders and all stakeholders.

Looking Ahead: Making Steady Progress

Looking ahead, ITEQ will continue to advance its ESG initiatives with a pragmatic approach while continuously reviewing and improving its sustainability practices. We recognize that sustainable development is a long-term process that requires open commitment and continuous improvement. Only through prudent planning and steady implementation can sustainable development create lasting value.

The Company will continue to listen to stakeholder feedback and refine its sustainability strategies and management priorities in response to industry trends and operational needs. While pursuing business growth, ITEQ remains committed to balancing its ESG responsibilities to create long-term value for both the Company and society.

Finally, on behalf of the Company, I would like to express my sincere appreciation to all employees for their dedication and contributions, as well as to our shareholders, customers, supply chain partners, and all sectors of society for their continued trust and support. Guided by our commitment to integrity, prudence, and accountability, ITEQ will continue to move steadily toward a more sustainable future.



Chairperson

Chin-Tsai Chen

Chapter 1 About ITEQ



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1.1. Introduction

ITEQ was established in 1997, was listed on the OTC market in December 2002, and subsequently joined the Taiwan Stock Exchange in January 2008. Headquartered in Hsinchu County, Taiwan, the company specializes in the R&D, manufacturing, and sales of large multilayer printed circuit board (PCB) substrates and copper-clad laminate products. After 28 years of growth and innovation, ITEQ now operates six production facilities and employs more than 3,000 people.

As an important part of the supply chain for base materials used in printed circuit boards, ITEQ has long been committed to enhancing product performance and cost competitiveness, with its independent R&D capabilities serving as a key foundation for corporate growth. Through continuous investment in materials technology and innovation, the Company has successfully developed a wide range of high-end products, established a competitive edge in the global electronic materials market, and become one of the world's leading brands.

As technology in the electronics industry continues to advance, ITEQ has actively invested in the R&D of key materials required for lead-free manufacturing processes, including specialist halogen-free materials, those that feature a high glass transition temperature (high Tg), and that support high-frequency and high-speed applications. These materials are designed to meet the application requirements of high-performance computing, communications equipment, and advanced electronic products. The Company also provides comprehensive materials solutions, with products covering prepregs and other related materials for rigid printed circuit boards, flexible printed circuit boards, and rigid-flex printed circuit boards. Through its one-stop services, ITEQ supports customers' diverse electronic product design and manufacturing needs.

Company Profile

○ **Date of Establishment** | 1997

○ **Chairperson** | Chin-Tsai Chen

○ **CEO and General Manager** | Hsin-Hui Tsai

○ **Paid-in Capital** |
NTD 3,631,572,000

○ **Turnover in 2025** |
NTD 33,098,283,000

○ **Number of Employees** |

425 (Taiwan) / 3,420 (Group, excluding the Huangjiang and Thailand Plants)

○ **Headquarters** |

No. 17, Daluge Rd., Neili Vil., Xinpu Township, Hsinchu County, Taiwan (R.O.C.)

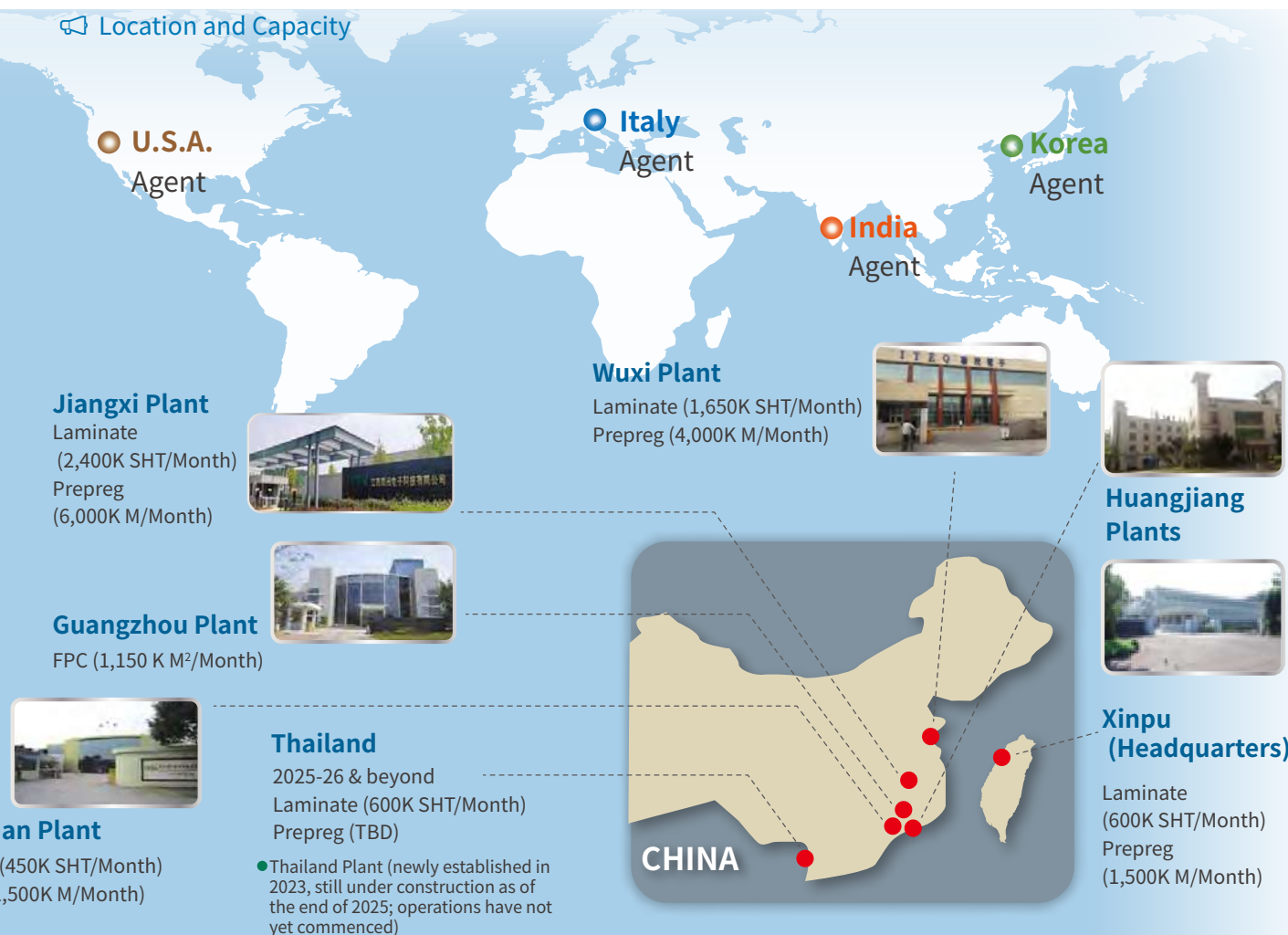


- **Shareholding Structure (%)**
 - Domestic corporations: 39.10% ○ Domestic individual: 41.07%
 - Foreign institutional and individual: 19.83%
- **Industry** Electronic Parts / Components Industry
- **Principal Products/Services**
 - Copper clad laminates (CCL)
 - Glass fiber preregs (PP)
- **Production Volume of Principal Products**
 - CCL: 43,496 thousand SH ○ PP: 169,009 thousand M
 - FCCL: 6,534 thousand m²
- **Sales Mix by Principal Product**
 - CCL: 72.20% ○ PP: 27.71% ○ Others: 0.09%
- **Revenue by Region**
 - Domestic sales: 1.86% ○ Export sales – Asia: 97.57% ○ Export sales – Non-Asia: 0.57%

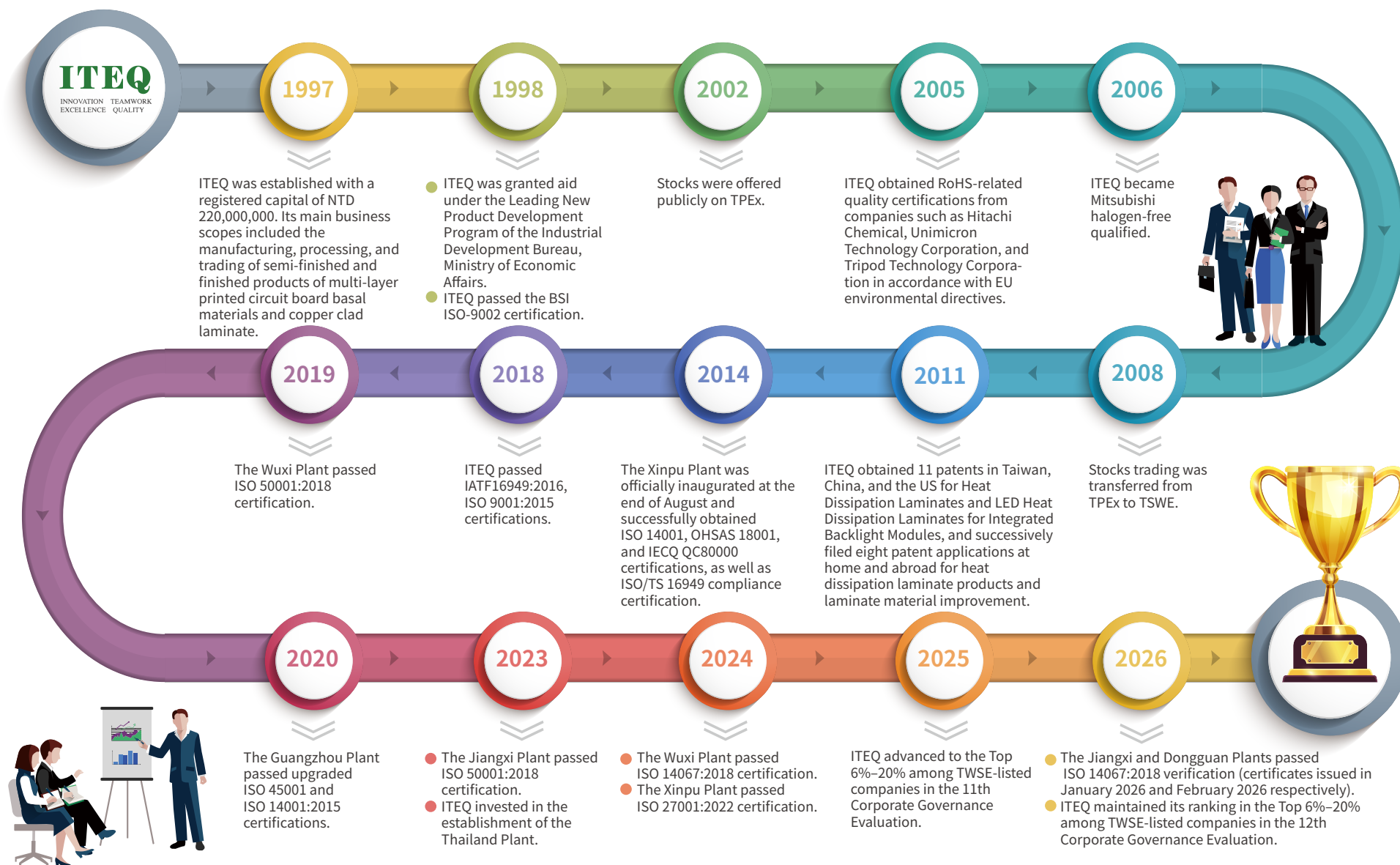
1.1.1. Production Plants

Headquartered in Hsinchu County, Taiwan, ITEQ currently operates six production sites located in Hsinchu, and south and east China. Through the integration of production capacity, we aim to consolidate our production and sales planning across regions, expand cross-strait capacity, and optimize the division of labor to allow us to better serve local customers, enhance our comprehensive product offerings, and meet the diverse needs of high-, mid-, and entry-level product lines. In response to the growing demand for AI server applications and advanced automotive electronic materials, ITEQ initiated the construction of a new manufacturing facility in Thailand in 2023. As of the end of 2025, the plant remains under construction and operations have not yet commenced.

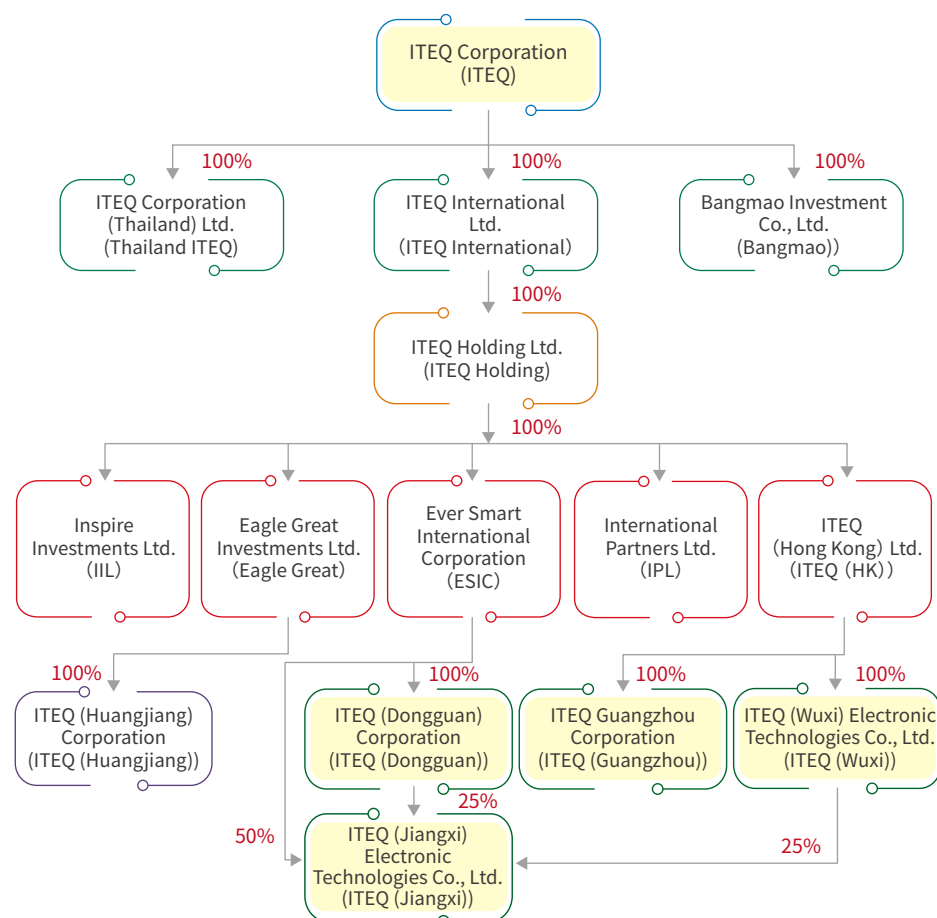
Location and Capacity



Key Milestones for ITEQ



ITEQ Organizational Chart



(The entities highlighted in yellow represent the primary reporting scope of the Taiwan, Wuxi, Dongguan, Guangzhou, and Jiangxi Plants).

The scope of the environmental and social disclosures in the 2025 Sustainability Report covers the Taiwan, Wuxi, Dongguan, Guangzhou, and Jiangxi Plants. These facilities together represent 99.96% of the Company's consolidated revenue.

The Huangjiang Plant has not been included in the scope of this Report due to differences in product categories and the minimal impact thereof on the Company's overall revenue. Any adjustments to the scope are disclosed in the Report.

1.1.2. Communication with and Commitment to the Industry

In addition to its sustainability efforts, ITEQ is also a member of numerous associations. We aim to foster industry growth from the momentum created by sharing experiences with, and collaborating among, peers. In 2025, ITEQ took part in three major international trade shows: the US Santa Clara DesignCon in January, the Shanghai CPCA Show in March, and the Taipei TPCA Show in October. These events provided opportunities for face-to-face interactions with key customers in the global PCB industry, enhancing the Company's visibility and expanding business opportunities. ITEQ also participated in seminars to stay abreast of advanced market trends and explore the future direction of technological innovation in PCB and IC substrate applications.

Organizations in which ITEQ Participates

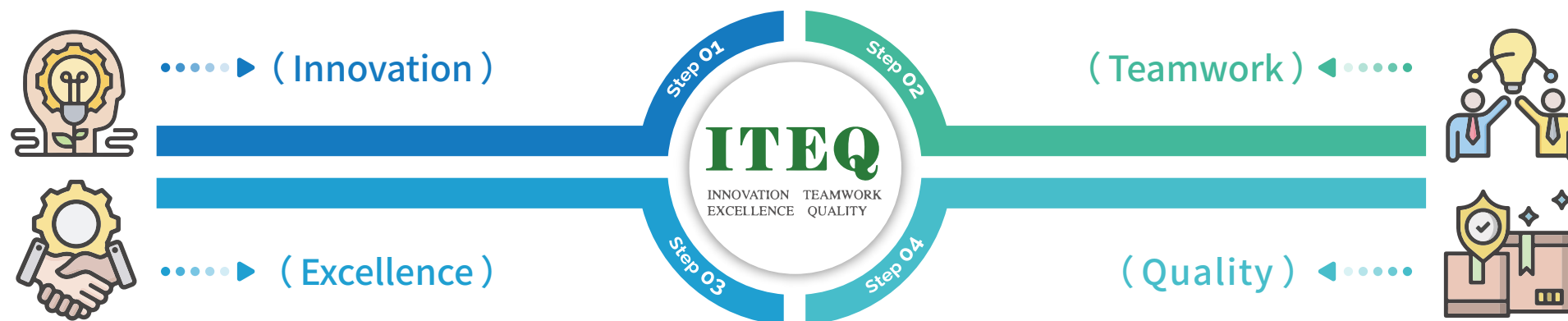
Organization	Location	Identity
Taiwan Printed Circuit Association (TPCA)	Taiwan	Member
Chinese East Asia Economic Association	Taiwan	Director
The Institute of Internal Auditors – Chinese Taiwan	Taiwan	Member
The European Institute for the PCB Community (EIPC)	USA	Member
International Electronics Manufacturing Initiative (iNEMI)	USA	Member
HDP User Group International, Inc. (HDP)	USA	Member
China Electronics Materials Industry Association	China	Director
Taiwan Compatriots Investment Enterprise Association of Wuxi	Wuxi, China	Supervisor
Wuxi Xishan Taiwan Investment Enterprises Association	Wuxi, China	Executive Vice President
Wuxi Precursor Chemicals Industry Association	Wuxi, China	Member
Huangpu Branch, Taiwan Enterprise Association of Guangzhou	Guangzhou, China	Member
Gunagzhou Huangpu Precursor Chemicals Industry Association	Guangzhou, China	Director
Jiangxi Printed Circuit Association (JXPCA)	Jiangxi, China	Member
Ganzhou Taiwan-Compatriots-Invested Enterprises Association	Jiangxi, China	Member
Dongguan Taiwanese Businessmen Association (DGTBA)	Dongguan, China	Member
Dongguan Precursor Chemicals Management Industry Association	Dongguan, China	Member

Top Four Donations or Expenditures to Commercial Guilds, Associations, or Tax-Exempt Organizations (by Amount)

Target	Type	Description	Amount (NTD)
International Electronics Manufacturing Initiative (iNEMI)	Commercial Guild	Obtain membership to promote development opportunities within the global electronics design and manufacturing supply chain, and engage in discussions on sustainable management issues in the electronics industry, such as green production.	825,375
HDP User Group International, Inc. (HDP)	Commercial Guild	Obtain membership to participate in discussions on advanced electronic packaging and assembly technologies, aiming to reduce costs and risks in the electronics manufacturing industry, and address key common technical challenges faced by the industry, such as high-density packaging design, circuit board manufacturing, electronic assembly, environmental compatibility, and other related issues.	617,381
The European Institute for the PCB Community (EIPC)	Commercial Guild	Obtain membership to consolidate resources within the European circuit board supply chain for optimal integration and performance, discuss sustainable management of the electronics industry, such as green production and related issues, and strengthen development opportunities in the electronics design and manufacturing supply chain to enhance international competitiveness.	65,341
Taiwan Printed Circuit Association (TPCA)	Business Association	Obtain membership to consolidate resources within the local PCB supply chain for optimal integration and performance, promote development opportunities in the electronics design and manufacturing supply chain, and enhance international competitiveness.	45,714

1.1.3. Core Values

Our sustainable core values revolve around Innovation, Teamwork, Excellence, and Quality as an enterprise that focuses on sustainability management.



1.2. Stakeholder and Material Topic Identification

1.2.1. Stakeholder Identification and Engagement

ITEQ references the AA1000 Stakeholder Engagement Standard (SES) and the GRI Standards to identify six categories of stakeholders based on factors such as dependence, responsibility, concern, influence, and diversity, as well as interaction frequency and significance to operations. These stakeholder groups include investors/shareholders/financial institutions/creditors, government agencies, customers, suppliers/contractors, communities, and employees. To understand the concerns and expectations of each group, we maintain tailored and timely communication channels. A robust stakeholder engagement mechanism has also been established, including designated contact points on the Company's official website for each stakeholder group. Through this system, we actively collect feedback and identify key areas of interest. ESG-related indicators are then assessed to identify material topics, which, in turn, inform our risk management strategies and guide our operational planning.

Stakeholder	Material Topics	Frequency and Channel of Communication	2025 Communication Performance
 Investors/ Shareholders/Financial Institutions/Creditors	➤ Corporate Governance and Ethical Management ➤ Regulatory Compliance ➤ Economic Performance ➤ Risk Management ➤ Sustainable Supplier Management	➤ Ad-hoc: Reply to queries by phone or email, earnings results conference, important disclosures on ITEQ's website ➤ Annually: Annual report and shareholders' meeting ➤ Quarterly: Financial statements	➤ Participation in eight investor-related activities to explain the operational status of the Company. ➤ Replying to shareholder and creditor queries on and ad-hoc basis.
 Government Agencies	➤ Regulatory Compliance ➤ Economic Performance ➤ Risk Management	➤ Ad-hoc: Correspondence and participation in policy advocacy meetings held by government agencies ➤ Monthly: Material disclosures and declarations in accordance with the regulations of the competent authority	➤ Participation in policy advocacy meetings held by government agencies and coordinating the implementation of relevant policies.
 Customers	➤ Regulatory Compliance ➤ Customer Relationship Management ➤ Product Innovation ➤ Sustainable Supplier Management	➤ Ad-hoc: Business meetings, technology seminars ➤ Annually: Customer audits, customer satisfaction surveys, ESG audits	➤ Customer satisfaction surveys – the overall average satisfaction result was 25.77 out of 30. ➤ Visiting customers and conducting audits.
 Suppliers/Contractors	➤ Customer Relationship Management ➤ Operational and Financial Performance ➤ Risk Management ➤ Sustainable Supplier Management	➤ Ad-hoc: Supplier complaints system, technology seminars, project coverage ➤ Annually: Supplier meetings, supplier training, audit, evaluation, and counseling	➤ Execution of RBA audits and self-evaluations of 86 suppliers. The audit results were all Grade A.
 Communities	➤ Regulatory Compliance ➤ Economic Performance ➤ Talent Attraction and Retention	➤ Ad-hoc: Community activities, talent cultivation	➤ Participation in community activities and provision of talent cultivation bonuses.
 Employees	➤ Regulatory Compliance ➤ Employment Rights ➤ Talent Attraction and Retention ➤ Occupational Health and Safety	➤ Ad-hoc: Bulletin boards, ITEQ's website, feedback mailbox, training programs, and policy promotion meetings ➤ Annually: Activities such as employee satisfaction surveys ➤ Quarterly: Employee forums, employee/management forums, the Employee Welfare Committee ➤ Monthly: Monthly meetings at each plant	➤ Employee dedication and satisfaction surveys. For general employees, the overall score was 81.7, while managers obtained a score of 85.7 out of 100.

1.2.2. Identification of Material Topics

In line with the four principles of Sustainability Context, Materiality, Completeness, and Stakeholder Inclusivity, ITEQ has identified and evaluated key sustainability topics. The materiality assessment process follows the GRI Standards and incorporates the concept of double materiality with the goals of assessing and confirming ITEQ's Material Topics for 2025.

Screening and Identification of Sustainability Issues

With reference to the international sustainability standards and frameworks—including GRI, SDGs, SASB, RBA, and the Dow Jones Sustainability Indices (DJSI)—the ESG Task Force held internal discussions to identify relevant topics. In accordance with the GRI Standards, and taking into account industry characteristics, global trends, and key issues identified by peers in the electronic components sector, the company screened and consolidated a total of 20 sustainability topics pertinent to its operations.

Evaluation of the Significance Level of Impact

Material Impact Evaluation

Using actual/potential and positive/negative impact and the likelihood of occurrence as qualifiers, ITEQ assigned each ESG group and directed senior supervisors to fill out evaluation questionnaires to measure the level of impact of each sustainability issue on the external economy, the environment, and the local community. A total of 25 questionnaires were returned.

Investigation of the Level of Concern of Stakeholders

We distributed questionnaires to stakeholders for the purpose of investigating the level of their concern in relation to the Company's sustainability issues. A total of 126 questionnaires were returned.

Reporting Priority Rankings of the Most Significant Impacts

The relative distribution of each topic's level of concern and impact was analyzed using a materiality matrix. This approach helped identify the material topics for 2025, resulting in a total of seven key issues: Economic Performance, Product Innovation, Occupational Health and Safety, Talent Attraction and Retention, Sustainable Supply Chain, Hazardous Materials and Waste Management, and Energy Management. These seven topics correspond to eight GRI Standards and two custom metrics.

After identifying the material topics, we reviewed the scope of these topics and the impact of such areas internally and externally to establish the reporting boundary. We also compared the responsive chapters of the report regarding each issue to ensure that the information of concern to stakeholders is completely disclosed.

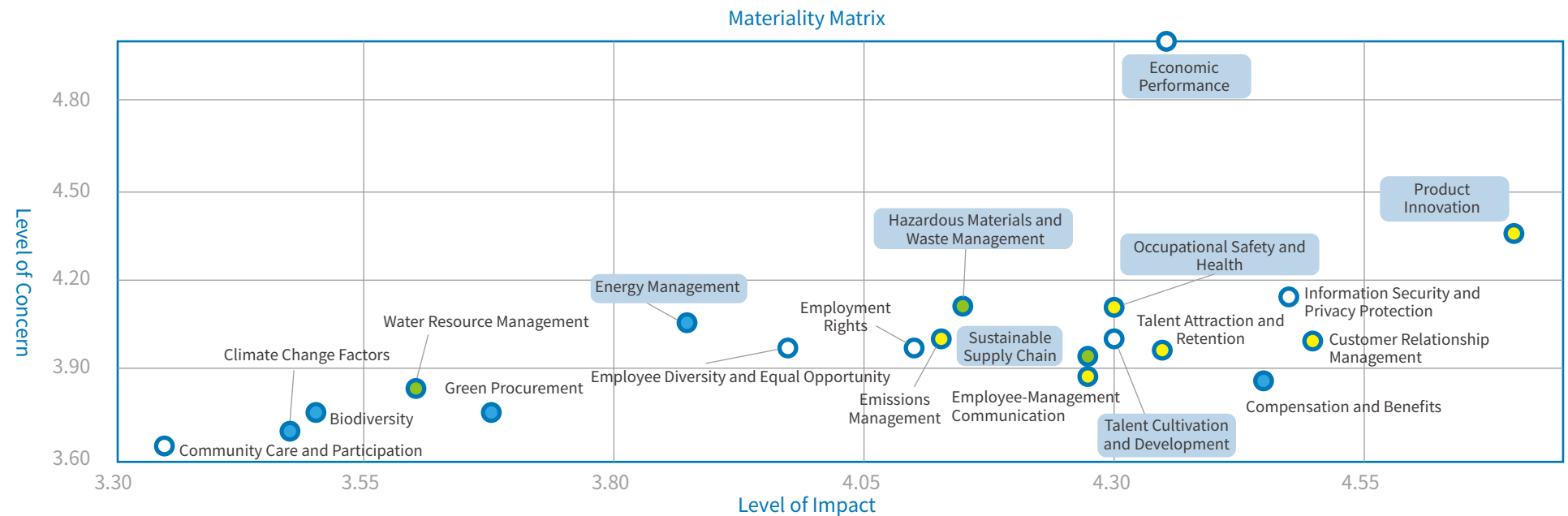
Compared to 2024, the material topics for 2025 consisted of four newly added topics: Product Innovation, Talent Attraction and Retention, Sustainable Supply Chain, and Hazardous Materials and Waste Management. This reflects the balanced emphasis of both internal and external stakeholders on matters relating to ESG.

Adjustments to Material Topics in 2024–2025

Ranking	2024 Material Topics	Reason for Change	2025 Material Topics	Reason for Change
1	Regulatory Compliance	Based on this year's materiality assessment, Regulatory Compliance was not identified as a material topic because no significant regulatory violations occurred during the year, and its impact on stakeholder decision-making and the Company's operations was assessed to be relatively low. Nevertheless, the Company continues to implement regulatory compliance management and monitoring mechanisms to ensure compliant operations.	Economic Performance (↑ 5)	Retained as a material topic due to increased stakeholder concern.
2	Customer Service and Customer Relationships	Based on this year's materiality assessment, Customer Service and Customer Relationships was not identified as a material topic because customer satisfaction remained stable, no major customer complaints occurred, and its impact on stakeholders and the Company's operations was assessed to be relatively low. Nevertheless, the Company continues to enhance service quality and maintain strong customer relationships.	Product Innovation (New)	Based on this year's materiality assessment, Product Innovation was added as a material topic due to evolving market demand, technological innovation trends, and increasing stakeholder expectations regarding product quality and innovation capabilities, all of which are increasingly important to the Company's future development and competitiveness.
3	Occupational Health and Safety	Retained as a material topic due to increased stakeholder concern.	Occupational Health and Safety	-
4	Corporate Governance and Ethical Management	Based on this year's materiality assessment, Corporate Governance and Ethical Management was not identified as a material topic because the Company's governance and ethical management systems have operated effectively and stakeholder concern has decreased relative to other topics. Nevertheless, the Company continues to strengthen its governance and ethical management practices.	Talent Cultivation and Development (↑ 1)	Based on this year's materiality assessment, stakeholder concern of talent development has increased, and talent cultivation, professional capability enhancement, and talent retention recognized as having a significant impact on the Company's sustainable development and competitiveness. Accordingly, Talent Attraction and Retention was renamed to Talent Cultivation and Development.
5	Talent Attraction and Retention	In response to the Company's human resources development strategy and changing stakeholder priorities, Talent Attraction and Retention was renamed to Talent Cultivation and Development to better reflect the importance of talent development to the Company's sustainable business operations.	Sustainable Supply Chain (New)	Based on this year's materiality assessment, Sustainable Supply Chain was added as a material topic due to increasing stakeholder concern over supply chain management and sustainable procurement, as well as the growing importance of supply chain risk management, supplier collaborations, and supply chain resilience to the Company's sustainable development.
6	Economic Performance	Based on this year's materiality assessment, Economic Performance was not identified as a material topic because stakeholder concern was lower than for other topics and its impact was assessed to be relatively low. Nevertheless, the Company continues to focus on operational performance and financial stability to support sustainable business development.	Hazardous Materials and Waste Management (New)	Based on this year's materiality assessment, Hazardous Materials and Waste Management was added as a material topic due to increasing environmental regulatory requirements, stakeholder concern, and environmental management needs, as well as the significant impact on environmental performance and sustainable development.
7	Emissions Management	In response to the Company's sustainable development strategy and changing stakeholder priorities, Emissions Management was renamed to Energy Management to better reflect the importance of energy use, energy conservation and carbon reduction, and energy performance management.	Energy Management (New)	Based on this year's materiality assessment, Energy Management was added as a material topic due to increasing stakeholder concern over energy conservation, carbon reduction, and energy management, as well as the growing importance of energy efficiency and energy performance to the Company's operations, environmental impact, and sustainable development.

Note: As the materiality assessment questionnaire for this year's Report was reviewed and revised, new topics were added and identified as material topics for the reporting year.

2025 Material Topic Analysis Results



Material Topic Boundaries and Corresponding Chapter

Material Topics	GRI Standards	Inside ITEQ	Outside ITEQ			Corresponding Chapter
			Customer	Supplier	Community	
Economic Performance	GRI 201	V				Operational Performance
Product Innovation	Customized Topic	V	V	V		Product Innovation
Occupational Health and Safety	GRI 403	V			V	Occupational Health and Safety
Talent Attraction and Retention	GRI 404	V		V		Talent Acquisition and Employee Care
Sustainable Supply Chain	GRI 308, 414	V		V		Sustainable Supply Chain
Hazardous Materials and Waste Management	GRI306	V	V	V	V	Waste Emissions Management
Energy Management	GRI302	V		V	V	Climate Change and Energy Management

Chapter 2 Business Continuity

2025 Sustainability Performance

- ◆ Earnings per share was NTD 4.16.
- ◆ Taiwan Plant obtained ISO 27001 certification.

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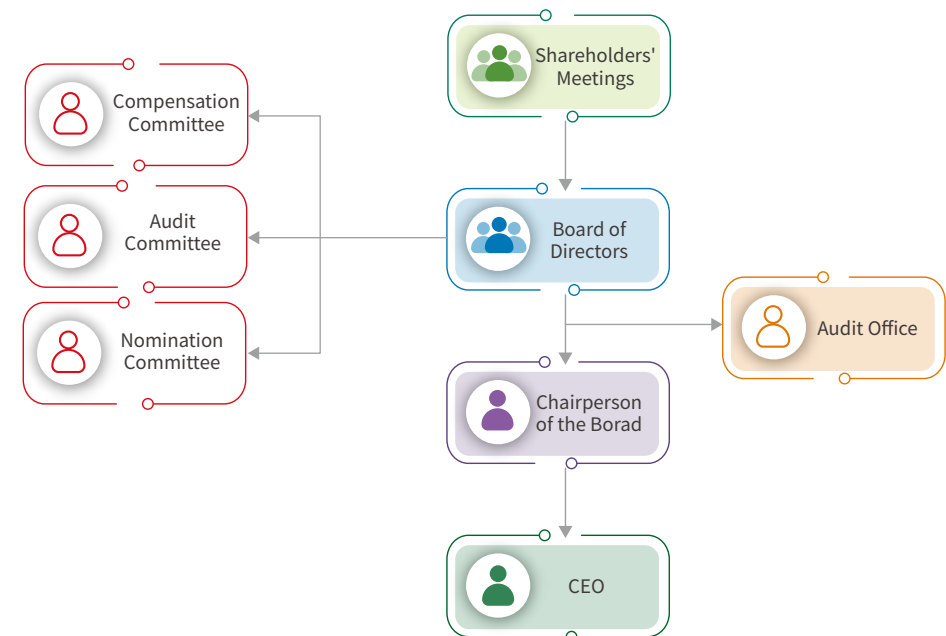
2.1. Corporate Governance

Corporate governance is the foundation of an enterprise's operations. With a solid stance on information transparency, shareholders' and stakeholders' interests, an effective framework for corporate governance, strengthened structure, and competence of the Board of Directors, we hold ourselves to high standards in fulfilling corporate governance and ensuring our responsibility toward sustainable operations and operational performance.

2.1.1. ITEQ's Management Structure

Company management is the foundation of an enterprise's sustainability. We adopt a decentralized management structure and encourage transparent communication as our Company's governing principle.

A Stable Management Structure



Board of Directors



- **Nine** members (including **four** independent directors and **three** female members, all aged **50** or older)
- **Five** meetings held in 2025
- Target attendance rate: **95%**. Actual attendance rate: **93%**



The highest governing body of the Company executes the scope of its duties according to laws and regulations, the Articles of Incorporation, and resolutions from shareholders' meetings, and is accountable to the shareholders' meeting. A candidate nomination system is adopted and each term of office is three years. Elections are held following a fair and just public procedure. The shareholders nominated candidates for members of the 10th Session of the Board of Directors. Directors were elected at the Regular Shareholders' Meeting of May 30, 2024. At the first meeting of this Board of Directors, Mr. Chin-Tsai Chen was elected as the Chairperson. The diverse composition of the Board covers operational management, leading and decision-making, professional knowledge, finance and accounting, as well as law and related professions. Members are equipped with expertise in dedicated fields and applicable experience.

The convening and agenda of the Board of Directors are subject to the Company's Rules of Procedures for Board of Directors' Meetings. When a director attends or is present at a Board meeting and his or her relationship is likely to prejudice the interests of the Company, that director shall state the important aspects of the relationship in the meeting and, where there is a likelihood of a conflict of interest, may not participate in the discussion or vote on that proposal, but shall instead recuse him or herself from any discussion and voting. Their voting rights may also not be exercised via proxy on behalf of another director. For information on the attendance of directors, please refer to the 2025 Annual Report.

Directors' Recusals from Conflicts of Interest

Term/session of the Board of Directors	Proposal	Reasons of withdrawal	Status of execution
4 th meeting of the 10 th Board of Directors of January 10, 2025	Proposal on the distribution of year-end bonuses for managerial officers for 2024.	Chairperson Chin-Tsai Chen and Director Hsin-Hui Tsai were concurrently managerial officers of the Company.	Except for the above directors who withdrew due to a conflict of interest, the Chairperson consulted all directors present and the proposal was passed without objection.
7 th meeting of the 10 th Board of Directors of August 8, 2025	➢ Proposal on the distribution of directors' remuneration in 2024. ➢ Proposal on the distribution of remuneration for managerial officers and employees of the Company in 2024.	➢ Directors abstained from participation in the discussion and voting on the allocation of their own remuneration due to a conflict of interest. ➢ Director Hsin-Hui Tsai was concurrently a managerial officer of the Company.	

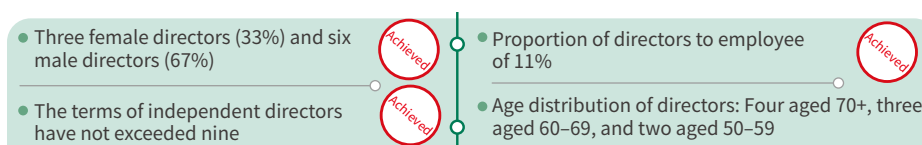
Continual Professional Development of Directors

Extensive courses covering E-Government, Operational Management, Taxation, Law, Risk Management, and Sustainable Governance are held to improve skills and capabilities. In 2025, all directors collectively completed 59.5 hours of training on sustainability-related topics and 10.5 hours on other professional subjects, totaling 70 hours. With at least 7.8 hours of training courses for each member in 2025, the Board is capable of risk supervision and making decisions based on the Company's impact on the economy, environment and society, taking ITEQ in the right direction as a thriving business with a holistic approach to operations, governance, and corporate sustainability.

Program Themes		Course Name	Training Hours
Sustainability Aspects	Governance	Future Compliance Risk Trends in the Technology Industry from the Perspective of Geopolitics and Sanctions	1.5
		Risk Management and Strategic Analysis for Corporate Sustainability	3
		Cybersecurity Trends and Governance Planning from an ESG Perspective	3
		Management Accounting and ESG Innovation	1
		The 21st (2025) International Corporate Governance Summit – The Role of the Board in Shaping Corporate Strategy Amid Global Changes	6
		ESG and Sustainable Investment Forum	3
		Preventing Insider Trading Seminar	12
	Environmental	2025 Cathay Sustainable Finance and Climate Change Summit	24
		Taiwan's Sustainable Development Policies and Securities Regulations	3
		ESG Sustainability Trends and Regulatory Updates	1.5
	Social	Labor Dispute Risk Management	1.5
Operational Management & E-Government		Reshaping the International Order	1.5
		NVIDIA's Trillion-Dollar Miracle: New Perspectives on the Semiconductor Revolution Behind AI	3
		Corporate Integrity and Directors' Fiduciary Duties, with Practices in Anti-Money Laundering and Counter-Terrorism Financing	3
		Intellectual Property Rights, Protection, and AI-Related Issues	3
Total Hours			70

Board Diversity

The capabilities of ITEQ's Board members align with the Company's future development needs. The Board also adheres to the Company's Board Diversity Policy, which aims to ensure the inclusion of at least three female directors and at least two independent directors. The consecutive term of any independent director may not exceed nine years, and the number of directors holding employee status shall not exceed one-third of the total number of Board members. The composition of the current Board is as follows:



Title	Name	Nationality	Gender	Age	Industry Experience/Professional Skills							Employee Status
					Operational Decision-making	Business Management	Crisis management	Global market perspective	Leadership	Industry knowledge	Accounting and financial analysis	
Chairperson	Chin-Tsai Chen	R.O.C.	Male	Over 70	✓	✓	✓	✓	✓	✓	✓	
Director & CEO	Hsin-Hui Tsai	R.O.C.	Female	50-59 years old	✓	✓	✓	✓	✓	✓	✓	✓
Director	Ching-Tsou Tsen	R.O.C.	Male	60-69 years old	✓	✓	✓	✓	✓		✓	
Director	Yun-An Yu	R.O.C.	Female	60-69 years old	✓	✓	✓	✓	✓			
Director	Hui-Fen Chan	R.O.C.	Female	50-59 years old	✓	✓	✓	✓	✓			
Independent Director	Chen-En Ko	R.O.C.	Male	Over 70	✓	✓	✓	✓	✓		✓	
Independent Director	Chao-Zon Yang	R.O.C.	Male	Over 70	✓	✓	✓	✓	✓		✓	
Independent Director	Po-Chiao Chou	R.O.C.	Male	Over 70	✓	✓	✓	✓	✓		✓	
Independent Director	Wei-Lung Chen	R.O.C.	Male	60-69 years old	✓	✓	✓	✓	✓		✓	

Performance Evaluations of the Board of Directors

The results of the performance evaluations of the Board of Directors and functional committees for 2025 are summarized below and were reported to the Board of Directors on January 16, 2026:

- Board of Directors:** The performance evaluation of the Board of Directors covered five evaluation areas comprising a total of 45 indicators. The overall evaluation result was rated "Excellent."
 - The Board operated effectively throughout 2025, with constructive communication between directors and the management team. Significant financial and operational matters were thoroughly discussed, enabling timely and appropriate decision-making. During the year, the management team also attended Board meetings to provide updates on market and industry developments as well as the Company's operating performance, enabling directors to remain informed of the Company's operational status and changes in the external business environment in a timely manner.
- Audit Committee:** The performance evaluation of the Audit Committee covered five evaluation areas comprising a total of 24 indicators. The overall evaluation result was rated "Excellent."
 - Operations were smooth and communication satisfactory. Committee members also communicated effectively with internal auditors and CPAs. It was suggested that CPAs be arranged to attend Audit Committee meetings as a nonvoting party, and that the Audit Committee should communicate with CPAs separately at least once to improve independence and information adequacy.
- Compensation Committee:** The performance evaluation of the Compensation Committee covered five evaluation areas comprising a total of 24 indicators. The overall evaluation result was rated "Excellent."
 - Operations were smooth and communication satisfactory. The functions of the committee could be implemented. It was discussed and assessed whether committee members might participate in the Company's Operating Risk Meetings or have access to reports at times to improve their functions.
- Nominating Committee:** The Nominating Committee of the Company did not hold any meetings according to the authority of office since no director nomination, review, or appointment proposals were submitted this year.
- The performance evaluations of individual directors** covered six evaluation areas comprising a total of 23 indicators. The evaluation results ranged from "Excellent" to "Outstanding," reflecting a high level of participation by directors.

Compensation Policy for Directors and Managerial Officers

The remuneration of the Company's directors and independent directors is determined in accordance with Articles 24 and 27 of the Articles of Incorporation. In addition to transportation allowances, when the Company generates annual profits, up to 2% of such profits may be distributed as directors' remuneration. The Board of Directors is authorized to determine such remuneration based on each director's level of participation in the Company's operations and the value of his or her contributions, with reference to prevailing industry practices. The Company regularly reviews directors' remuneration in accordance with the Rules for Board of Directors' Performance Evaluations and Procedures and the Rules for Director Remuneration. In determining directors' remuneration, the Company also takes into consideration the Group's operating performance, the industry's future operational needs and development, each director's position, individual contributions to the Company's operations, and responsibilities assumed as guarantors for the Company's financing. The proposed remuneration is reviewed by the Remuneration Committee, approved by the Board of Directors, and reported to the shareholders' meeting.

Regarding the remuneration policy for managerial officers, fixed compensation is determined primarily with reference to each individual's position and responsibilities, professional knowledge and skills, and relevant experience. Bonuses and other incentives are linked to the Company's operating performance as well as departmental and individual performance objectives, while also taking into account changes in the future business environment and the Company's operating performance. The details of performance evaluation criteria are as follows:

Evaluation Item	Description
Performance indicator 80%	Corporate operating revenue and profit achievement rate, achievement of the departmental annual budget, individual KPIs, product yield, development of new technologies, promotion volume, etc.
Sustainability indicator 20%	Talent cultivation, comprehensive quality assurance, internal control, customer satisfaction, environmentally friendly (energy saving and emission/waste management), loss of working hours due to work-related injuries, information security risks, etc.

According to the procedures specified in the Regulations for Managing Remuneration and Regulations Governing Employees' Performance Evaluations, relatively reasonable remuneration is provided regarding the aforesaid evaluation items, which is reviewed by the Compensation Committee before submission to the Board of Directors for approval.

Operation of Other Functional Committees

Functional committee	Date of establishment	Responsibilities	Member	Meetings convened in 2025
Compensation Committee	November 10, 2011	➢ Establishing and periodically reviewing performance assessment, policies, systems, standards, and the structure for the compensation of directors and managerial officers. ➢ Periodical review and stipulation of the compensation of directors and managerial officers.	Four independent directors Convener: Member Zhao-Rong Yang	Three meetings, actual attendance rate 92% (target attendance rate 95%)
Audit Committee	June 15, 2018	➢ Fair presentation of financial statements of the Company. ➢ Appointment (dismissal) of CPAs and assessment of their independence and performance. ➢ Effective implementation of the Company's internal control. ➢ Company compliance with relevant laws, regulations, and rules. ➢ Control of the Company's existing or potential risks. CPAs and the Head of the Internal Auditing Office communicate with independent directors on a quarterly basis through the Audit Committee meetings. Refer to relevant information in the Annual Report.	Four independent directors Convener: Member Chen-En Ko	Five meetings, actual attendance rate 90% (target attendance rate 95%)
Nomination Committee	December 26, 2023	➢ Establishing standards for the diversified backgrounds and independence required of Board members, including professional knowledge, skills, experience, and gender, and searching, reviewing, and nominating director candidates on this basis.	Three independent directors and two directors (including one female) Convener: Member Po-Chiao Chou	None (no resolutions have been proposed regarding the nomination, audit, or approval of directors, therefore no meeting was convened) (target attendance rate 95%)

2.1.2. Innovation of Ideas and Service of Good Faith

The Company adheres to professional and ethical management principles, values its corporate image and risk control, implements corporate governance, and has established a Management Committee to plan the application of cross-departmental resources of the Company and build consensus. As for corporate finance and business operations, major capex expenditure, and ethical management, the Company proposes improvements and suggestions, has created a highly efficient cross-functional working team through leveraging an executing force that benefits from operational integration, improves efficiency and effectiveness, assists the Board of Directors in executing its duties and improving supervisory functions, and reinforces management.

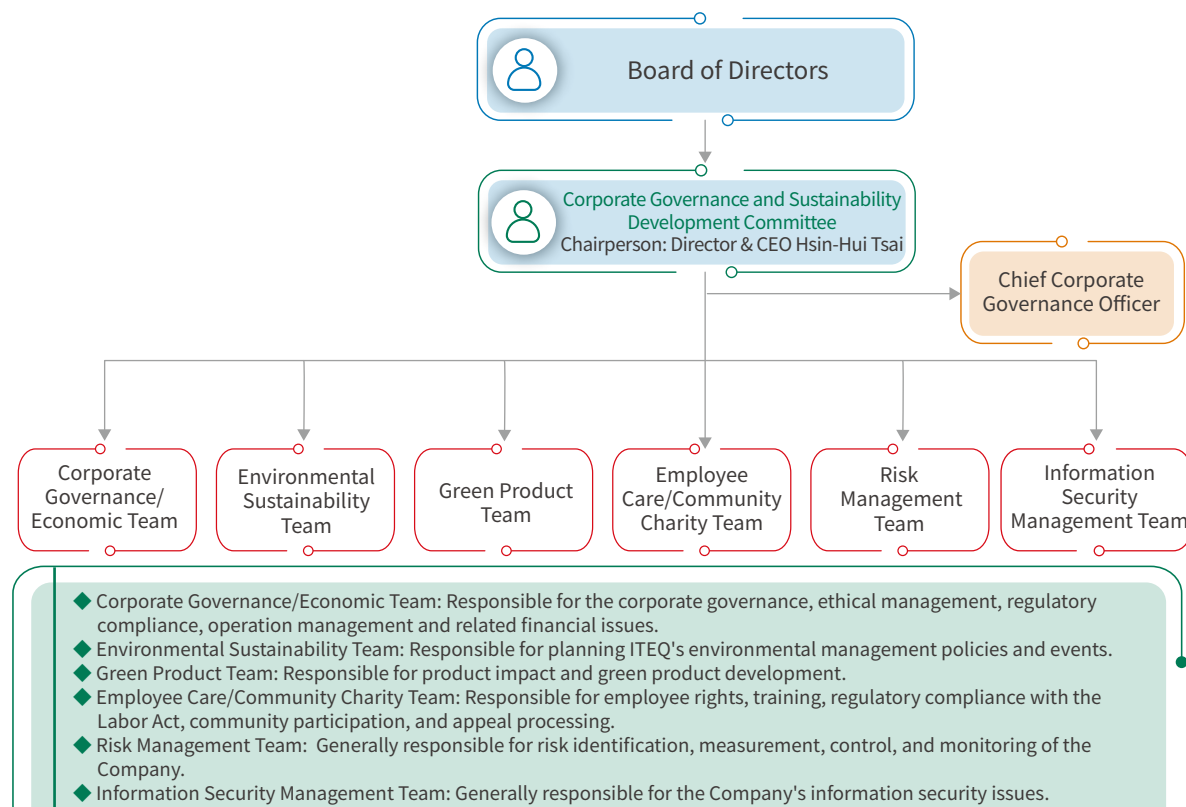
2.1.3. CSR Management

To implement sustainable management, the Board of Directors has established the Sustainable Development Best Practice Principles to address corporate social responsibility. The Board of Directors serves as the leading body for sustainable development. ITEQ established a dedicated ESG task force to manage sustainability issues in 2017. This task force was specifically further divided into four teams: the Corporate Governance/Economic Team, the Environmental Sustainability Team, the Green Product Team, and the Employee Care/Community Charity Team. These divisions comprise adequate functional managers and employees selected from each department to engage in periodic discussions and meetings and are responsible for the overall management and implementation of ITEQ's ESG policy and related activities. To continually strengthen sustainable development, ITEQ established the Corporate Governance and Sustainability Committee on October 31, 2023. A director and the CEO serve as the Convener and Chairperson under the leadership of Hsin-Hui Tsai, while the General Managers of plant sites serve as ex-officio members. Two new divisions were added to the four original divisions of this committee – the Risk Management Division and Information Security Management Division – so the committee currently comprises a total of six teams. As the core organization for ESG sustainable development, the committee guarantees the promotion and implementation of work related to corporate sustainable development. The chief corporate governance officer assists this committee in establishing policies and targets at Group level, and supervises the functional divisions in each plant area in their execution, reporting on corporate governance matters, sustainable development, and risk management for the current year to the Board of Directors at least once a year.

Faith: The Core of Corporate Governance

ITEQ has established the Ethical Corporate Management Best Practice Principles as the fundamental structures on which it bases its reputable business operations. These principles clearly define the behavior that contradicts good faith, and different forms of benefits, company policies, and prevention methods that constitute the core of the corporation's ethical management. The main responsible unit is the Management Committee, which regularly reports the Group's ethical management actions and acts as the point of contact for internal and external issues. We have a dedicated email address (iteq.audit@iteqcorp.com) for communication and encourage our employees and external stakeholders to contribute to our good faith principles.

Corporate Governance and Sustainability Development Committee



2.2. Operational Performance

2.2.1. Operational Performance Management

To maximize the Company's profitability and growth, ITEQ focuses on its main business of advanced electronic materials, extending to the integration of high-density interconnect CCLs and substrate CCLs, and aims to be a leading manufacturer of halogen-free, environmentally friendly materials, high-speed, high-frequency, low-loss materials, high-density interconnect material supplier. ITEQ's product applications include 5G infrastructure, network communications, data centers, automotive electronics, smartphones, consumer electronics, and others. ITEQ continues to increase its market share in the advanced electronic CCL market.

Material Topics Management Guidelines

Description		Economic Performance Guidelines
Meaning for the Company		Stable operation and financial performance are the foundation of sustainable management and can ensure corporate capital operation and investors' confidence.
Policy/Commitment		➢ Implement corporate governance and adhere to transparent and compliant financial reports and risk management. ➢ Expand product applications into broader market segments.
Objectives	Short-term	Improve production yield, control manufacturing costs, and optimize global production allocation and integration to achieve economies of scale.
	Long-term	Focus on the development of advanced electronic materials while continuously expanding product applications.
Achievements		➢ Production volume increased by 17.44%, while revenue grew by 12.66%. ➢ Net income increased by 83.77%, and the profit margin improved by 1.76%. ➢ No material findings were identified in the annual financial audit.
Responsible Department		Finance Department
Evaluation Mechanism		➢ Financial statements and Board meeting minutes. ➢ Market share.

Financial Performance Over the Past Four Years

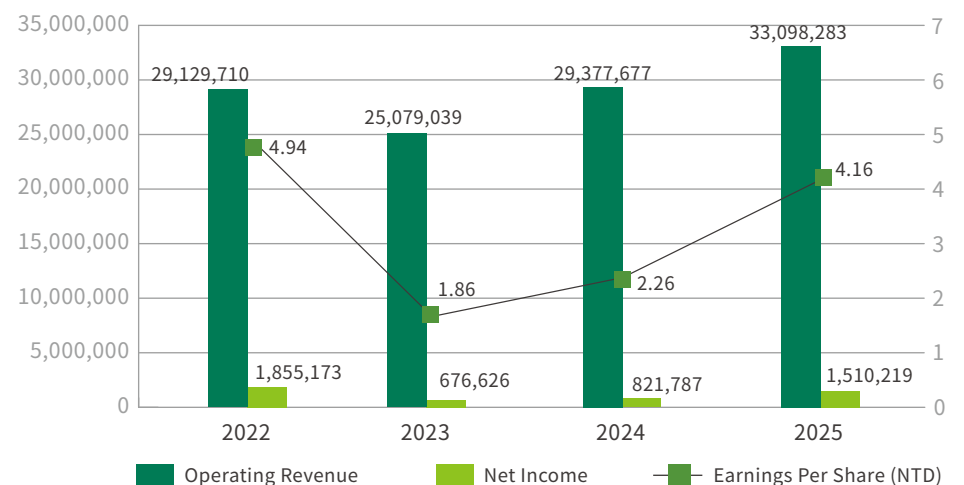
Unit: NTD Thousand (Except EPS)

Item	2022	2023	2024	2025
Operating Revenue	29,129,710	25,079,039	29,377,677	33,098,283
Gross Profit	3,939,903	3,105,637	3,689,962	4,784,526
Operating Income	1,896,419	994,869	1,350,667	2,382,746
Non-operating Income and Expenses	418,706	157,427	(33,342)	(16,149)
Profit before Tax	2,315,125	1,152,296	1,317,325	2,366,597
Profit	1,855,173	676,626	821,787	1,510,219
Earnings per Share (NTD)	4.94	1.86	2.26	4.16

Note 1: The scope of financial performance data covers information obtained from the consolidated financial statements audited by CPAs. Please refer to ITEQ's consolidated financial statements for entities included in the consolidated financial statements.

Note 2: In 2022 and 2023, non-operating income was higher due to income from a fire insurance claim of NTD 450 million and NTD 118.34 million, respectively. This situation did not occur in other years.

Financial Performance Over the Past Four Years



Economic Value Performance Over the Past Four Years

Unit: NTD Thousand

Item	Basic Component	2022	2023	2024	2025
Direct Economic Value Generated	Revenue (including net sales, financial investment income, asset sales income)	29,447,475	26,625,603	30,820,082	35,482,035
Economic Value Distributed	Operating Costs	24,959,858	22,140,268	25,969,037	28,729,251
	Employee Wages and Benefits	2,273,433	1,943,902	2,057,973	1,986,286
	Payments to Capital Providers	2,021,662	1,232,290	718,042	798,613
	Payments to Governments by Country				
	Taiwan Mainland China	7,053	(24,177)	(281,732)	(145,209)
	Community Investments	3,042	1,814	1,624	197
Economic value retained		(1,118,776)	563,845	1,636,680	2,851,247

Note: The data in this table has been obtained from the consolidated financial statements audited by CPAs.

2.2.2. Tax Governance

In response to international tax governance trends and tax management policies for sustainable development, ITEQ has established a corporate tax policy, implements regulatory compliance measures, and fulfills its obligations as a corporate citizen.

Tax Policy

- ① Commit to compliance with the spirit and the letter of the tax laws and regulations of each country in which our business operates and fulfill tax compliance duties.
- ① Consider tax risks and the potential impact in all important business decisions.
- ① Do not conduct transactions for the purpose of avoiding tax.
- ① Do not use tax havens to conduct transactions whose sole purpose is for tax avoidance.
- ① Do not transfer value created to low-tax jurisdictions without commercial purposes.
- ① Establish a relationship of mutual respect with the tax authorities based on the principles of mutual trust and good faith.
- ① Uphold transparency in financial information and comply with related regulations and standards when disclosing tax information.
- ① Conduct transactions with affiliate companies in accordance with the usual transaction principles and comply with internationally accepted transfer pricing guidance published by the OECD.

Tax Risk Control

Any changes to tax regulations could potentially impact operating activities. ITEQ's main operating and manufacturing activities are mostly conducted in Taiwan and mainland China. We pay close attention to the policies and regulations that may affect corporate finance, conduct research, analyze the potential tax impact, and study and draft countermeasures. In 2025, ITEQ did not violate any tax laws or regulations in Taiwan or mainland China.

Income Tax Expenses

Income tax expenses are paid separately by each company in accordance with the regulations of respective tax jurisdictions. In 2025, income tax expenses incurred in mainland China (including Hong Kong) accounted for 75.4% of the total. The effective tax rate and cash tax rate for the year were 36.2% and 25.1% respectively, both exceeding the applicable statutory tax rates. The standard corporate income tax rate applicable to ITEQ's subsidiaries in mainland China is 25%, however, the Wuxi and Jiangxi Plants have been recognized as High and New Technology Enterprises (HNTE) by the People's Republic of China and are eligible for a preferential income tax rate of 15% during the approved incentive period. The parent company in Taiwan is subject to a corporate income tax rate of 20%.

Unit: NTD Thousand

Country	Main Business	Number of Employees ^{Note 2}	Operating Revenue	Profit (Loss) before Tax	Income Tax Expenses	Income Tax Paid (Refunded)	Income Tax Ratio
Mainland China (including Hong Kong)	Manufacturing and sales of multi-layer printed circuit boards and copper clad laminates	2,997	31,753,520	3,243,620	502,307	447,351	75.4%
Taiwan and Others		484	1,344,763	(877,023)	354,071	145,652	24.6%
Total		3,481	33,098,283	2,366,597	856,378	593,003	100%

Note 1: The tax data has been obtained from the consolidated financial statements audited by CPAs, and the related party transactions in the Group have already been written off.

Note 2: The number of employees include the Huangjiang and Thailand Plants.

Tax Information Over the Past Four Years

Unit: NTD Thousand

Item/Year	2022	2023	2024	2025
Profit before Tax	2,315,125	1,152,296	1,317,325	2,366,597
Income Tax Expenses	459,952	475,670	495,538	856,378
Effective Tax Rate (%)	19.9%	41.3%	37.6%	36.2%
Income Tax Payment	479,031	314,886	653,777	593,003
Cash Tax Rate (%)	20.7%	27.3%	49.6%	25.1%

Note: Tax data has been obtained from the consolidated financial statements audited by CPAs.

Financial Assistance Obtained from the Government Over the Past Four Years

Over the past four years, ITEQ has received financial assistance from the government, including investment income tax credits and R&D subsidies.

Unit: NTD Thousand

Item	Country	2022	2023	2024	2025
Investment Tax Credit	Taiwan	0	21,895	31,956	40,627
Government Grants	Taiwan	0	0	0	0
	Mainland China	145,662	184,711	152,508	173,517

Note: The data in this table has been obtained from the consolidated financial statements audited by CPAs.

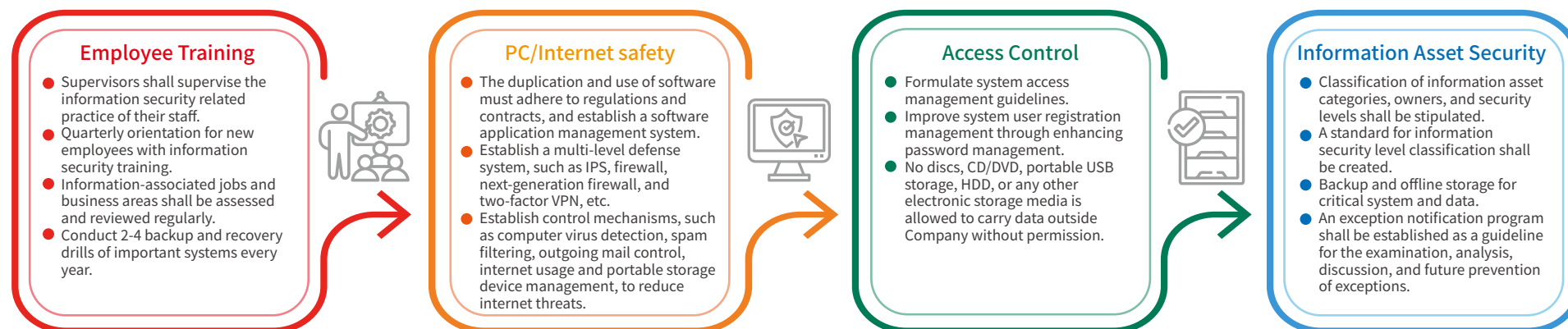
2.3. Information Security

Data breaches are not uncommon in local and international industries and can be costly. To manage operation risk, companies are placing more importance on information security by reinforcing associated management and system protection measures and raising awareness among employees.

Material Topics Management Guidelines

Information Security Guidelines		
Meaning for the Company		Reduce and/or eliminate information security risks to guide and maintain our own and customers' normal operations.
Policy/Commitment		➢ Establish information security management standards that comply with regulations and customer needs. ➢ Protect the confidentiality, integrity, and availability of valuable company information. ➢ Make employees aware of the importance of information security and reach a consensus that everyone is responsible for information security.
Objectives	Short-term	➢ Provide annual information security awareness training for all employees and conduct one to two social engineering exercises each year, with a target phishing email click rate of below 10%. ➢ Strengthen information security incident reporting and response process to ensure timely notification and initial response in accordance with established requirements. ➢ Perform regular vulnerability scanning and remediation for all critical information systems and servers each year. ➢ Conduct backup and disaster recovery testing at least once per year.
	Long-term	➢ Maintain ISO/IEC 27001 certification and continuously strengthen the organization's information security management system (ISMS) capabilities. ➢ Continue implementing Security Information and Event Management (SIEM) and Security Orchestration, Automation and Response (SOAR) solutions. ➢ Continuously perform vulnerability scanning and remediation, penetration testing, backup, and disaster recovery management. ➢ Conduct regular information security awareness training, including phishing prevention and social engineering awareness. ➢ Maintain a dedicated information security organization, including a Chief Information Security Officer (CISO) and Security Operations Center (SOC) team.
Achievements		➢ In 2025, the Group conducted seven information security training courses, totaling 14.5 hours with 307 participant attendances. ➢ The Group carried out 63 information security awareness campaigns in 2025. ➢ In 2025, the Chief Information Security Officer and dedicated information security personnel completed a total of 110 hours of external information security training and participated in information security seminars.
Responsible Department		IT Department
Evaluation Mechanism		➢ Pass ISO/IEC 27001:2022 verification. ➢ No external invasion and disclosure of confidential data.

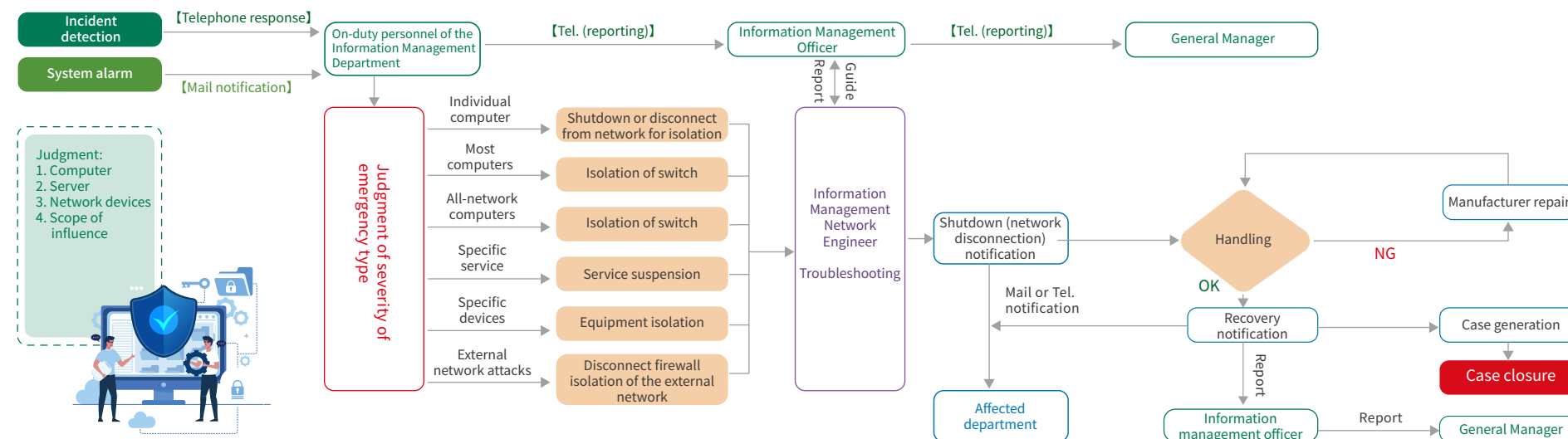
ITEQ Information Security Key Management



Information Security Incident Notification Flowchart

When a suspected information security incident occurs, personnel who detect the incident must notify the responsible unit and information security handling team in accordance with the Information Security Emergency Response Plan and Handling Procedures.

IT System Network Attack Notification Flowchart



Information Security Education and Training

In 2025, the Group conducted seven information security training sessions, totaling 14.5 training hours with 307 participants. The training covered the following topics: Information Security Policy Publicity, Information Security and Corresponding Risks, Identification of Hacking and Cybersecurity Threats, Information Security Incident Sharing, Social Engineering Email Attacks, Wireless Router Attacks, and Password Security.

Plants	Name of Information Security Program	Date	Duration of the Course	Number of Participants
Taiwan	Information security training	7/2, 7/16, 8/15	6	153
Wuxi	Information security training	8/15	2.5	23
Dongguan	Information security training	8/15	2	15
Guangzhou	Information security training	8/15	2	21
Jiangxi	Information security training	11/6	2	95
Total			14.5	307

Information Security Awareness Campaigns in 2025

Plant	Number of Awareness Campaign	Key Topics
Xinpu	19	Fraud awareness, including ETC scams and LINE voting scams, phishing websites and email prevention, emerging AI-enabled fraud, SMS scam prevention, tax season fraud alerts, identification of fraudulent notifications, personal data protection, and AI-related risks.
Wuxi	16	Everyday fraud awareness, phishing email identification, SMS scam prevention, AI-enabled fraud, website authenticity verification, account security (including password management), and the proper use of internal documents and email.
Jiangxi	6	Primarily fundamental information security awareness, including fraud prevention, phishing email identification, ransomware email alerts, emerging AI-enabled fraud, and website authenticity verification.
Dongguan	12	Fraud case awareness, phishing attack prevention, ransomware email alerts, advertising scam identification, and malware-related risks.
Guangzhou	10	Account and password security, social engineering prevention, email security threats, ransomware protection, and phishing attack prevention.

Information Security Investments and Enhancement Initiatives by Site in 2025

Plant	Enhancement Initiatives
Xinpu	Multi-factor Authentication (MFA), additional IDE multi-factor authentication licenses, a Server Storage maintenance contract, Group database maintenance contract, firewall maintenance contract, Trustview maintenance contract (one year), mobile device VPN service, Incident Response (IR) cybersecurity service, vulnerability scanning, ISO/IEC 27001 annual audit, social engineering exercises, corporate domain DNS hosting, a Shock Wall maintenance contract (one year), generator rental, MPLS VPN termination and two-year renewal (in progress), and EDR + MDR endpoint protection renewal (in progress).
Wuxi	Renewal of the firewall maintenance contract, IPGuard internal network management software maintenance, and Backup Exec backup software maintenance.
Jiangxi	Purchase of magnetic tape cleaning cartridges, one-year warranty for the tape library and Backup Exec server, renewal of Veritas Backup Exec, renewal of Sangfor Application Control (AC), renewal of the mail server warranty, and Alcatel PBX system configuration and maintenance.
Dongguan	Renewal of the Sangfor firewall maintenance contract and replacement of the internet usage management system.
Guangzhou	Deployment of a Sangfor firewall and an internet usage management system.

☞ (Examples of Information Security Awareness Campaigns)

假投票真釣魚詐騙

LINE 實實寵物 投票甄選
點擊連結 盜用個資

實際案例

霍男收到朋友訊息邀請在實實寵物活動投票，點擊連結填寫個人資料，完成投票還可參加抽獎，完成後隨即被邀入陌生群組。不久朋友告知自己帳號被盜用，霍男連忙查看帳戶，已被盜領一空。

請轉傳分享共同預防詐騙 ● 臺南市政府警察局關心您

● 如遇到不明連結，請勿點擊
刑事警察局表示：「詐騙集團表裡不一，滿口謊言，利用民眾對虛假訊息信度較高，騙取他人帳號及財產。」
民眾收到帶有不明連結之訊息，應提高警覺。
即使是親朋好友推送的訊息，也切忌不要隨意不明連結，也不要依指示帳號、密碼、手機號碼或其他個人資料。
如果對方在訊息中要求匯款，應確實查證其是否為本人。
刑事警察局也提醒：
可至 165 全民防騙網查看如何防制 LINE 帳號盜用及 LINE 帳號被盜用怎麼處理連結：
<https://165.npa.gov.tw/E/article/a/1518>。
遇到有任何疑慮時，務立即撥打 165 反詐騙專線或 110 報警處理諮詢，避免財損遭詐。

In 2025, the Group conducted a total of 63 information security awareness campaigns covering topics such as the disclosure of ETC payment failure scams, the “Three Don’ts and Do’s” principle for separating business and personal email accounts, fraudulent websites using “.gov” domains, evolving LINE voting scams involving secondary fraud, AI-enabled pet voting scams targeting LINE accounts, responses to accidental access to phishing websites, identifying fraudulent notifications purportedly from CTBC Bank, six practical tips for verifying website authenticity, common fraud schemes encountered in everyday life, the risks of using pirated software disguised as tutorials to steal personal information, and spam email and phishing website awareness and prevention.

Additional awareness topics included identifying four effective ways to protect against SMS scams, phishing email examples and identification techniques, tax season fraud alerts, scam alerts involving fraudulent motor vehicle office penalty notices, AI-enhanced phishing attacks evolving from phishing emails and SMS messages to voice cloning and identity impersonation scams, and raising awareness that even when a caller’s voice sounds familiar and the LINE display name appears correct, the caller may not necessarily be a family member.

Police Warning: The advertisements you see every day may actually be scams. Translate internal documents manually—do not use AI to translate entire documents, and do not click links in phishing emails or provide personal information.

ITEQ continuously reinforces its information security policies and management practices in accordance with the latest Information Security Management Best Practice Guidelines. Following independent audits and certification by an accredited certification body, the Taiwan Plant successfully achieved ISO/IEC 27001:2022 certification in November 2024 and passed its annual surveillance audit in 2025.

☞ ISO 27001 Certification

Information security management

證書
ISO/IEC 27001:2022
ITEQ CORPORATION
新竹縣新埔鎮內立里大倉路17號

Certificate
ISO/IEC 27001:2022
ITEQ CORPORATION
No. 17, Dahue Rd., Neili Vil., Xingpu Township, Hsinchu County 305, Taiwan, R.O.C.

The Provision of Information Security Management activities for Maintenance and Operation Management of Server Room and Network Infrastructure Supporting Activities and Core Systems (including ERP system, MES system, Workflow system)

2.4. ITEQ's Responsibilities

2.4.1. The Risk and Challenges of Climate Change

The impact of climate change has presented the world with a serious challenge. As a CSR-oriented enterprise, ITEQ is taking action to protect the environment. For information and performance indicators of relevant environment management policies, please refer to the "Sustainable Environment Management" chapter of this Report.

2.4.2. Regulatory Compliance

Governance Compliance Basis

We cater to our customers around the globe through operations in Taiwan, China, the EU, and the US. Non-compliance of regional laws and regulations can result in legal procedure that affects company operations and/or incurs costs that may cause a loss in profit. ITEQ focuses on relevant policies and abides by changes to laws to avoid a significant impact on operations and/or financial loss.

Each department must conduct its business in compliance with laws and regulations. ITEQ's Legal Affairs Office assists with legal inquiries. Relevant courses and information can be found on the Company's intranet. ITEQ and its employees must abide by relevant business laws and regulations. The Company arranges regulatory compliance training so that employees can familiarize themselves with the latest laws and regulations, and review, modify, and implement these regulations in a timely manner, thus assuring the Company's commitment to the law.

Ethical Management

In addition to the Company Act, the Securities and Exchange Act, and relevant TWSE/TPEX Listed Companies regulations, the stipulations contained in the Corporate Governance Best Practice Principles, the Ethical Corporate Management Best Practice Principles, and the Code of Ethical Conduct also assist in establishing an effective corporate governance framework to guarantee the rights and interests of stakeholders.



ITEQ encourages the reporting of unethical or improper behavior, and provides bonuses for whistleblowing where appropriate based on relevant regulations. If personnel of the Company make a false report or accuse others in a malicious way, they will be issued a disciplinary, and even dismissed in severe cases. The Company has set up an independent whistleblowing mailbox (email: iteq.audit@iteqcorp.com) and a dedicated hotline for internal and external personnel to use. Emails in the whistleblowing mailbox are sent simultaneously to the Head of the Internal Auditing Office and an independent director. The Company guarantees the confidentiality of the identity of whistleblowers and the information reported, and promises to protect whistleblowers from being maltreated due to their whistleblowing.

Process for handling a reported case:

Decide to accept > The dedicated unit or auditing office collects relevant information > Case is investigated > Propose a review of the results > Manage improvements and reward and/or disciplinary > Report to the Board of Directors.



Status of Ethical Management in 2025

- ① A Fraud and Professional Ethics Violation Reporting Mailbox has been set up on the “Contact Us” page of the Sustainable Development Section of the Company’s website. The point of contact is in the Internal Auditing Office (iteq.audit@iteqcorp.com). In 2025, we received two internal whistleblowing reports which were handled following the aforesaid procedures. One case involved the Xipu Plant, where allegations were made that a supervisor had engaged in workplace bullying and left the workplace during working hours. Following an investigation, no substantiated evidence was found. The other case involved the Wuxi Plant, where allegations included a supervisor leaving the workplace during working hours, workplace bullying, accepting kickbacks, and altering the quantities recorded on scrap material inventory receipts. The investigation confirmed that the supervisor had left the workplace during working hours and had altered the inventory receipt quantities. Disciplinary actions were taken against the employee involved and the direct supervisor in accordance with Company regulations. In the case of substantiated ethical management violations, the responsible department developed corrective action plans, which were reported to the Board of Directors by the Head of the Internal Audit Office. Going forward, the Company will continue to promote ethical management awareness among employees and strengthen its internal control system to prevent similar incidents from occurring.
- ① All new and existing employees undergo relevant anti-corruption policy training and sign that they have received such training. Activities including advocacy of all employees’ awareness of Ethical Management Best Practice Principles and advocacy and training courses on the prevention of insider trading were held with 3,003 participants from the Group attending. The total training hours reached 2,320, and employees’ training completion rate reached 98%.

Plants	Taiwan	Wuxi	Dongguan	Guangzhou	Jiangxi	Total
Number of Participants	400	911	325	236	1,131	3,003
Training Hours	400	911	325	118	566	2,320

- ① The Company regularly provides written guidance regarding the prevention of insider trading to insiders and quasi-insiders. Insiders participated in courses on legal compliance of equity transactions totaling 18 hours.
- ① The Company notifies its directors, insiders, and relevant personnel by email not to trade its stocks during the stock closing period of 30 and 15 days prior to the announcement of its annual and quarterly financial statements, respectively.
- ① Clauses regarding bid confidentiality, vendor performance guarantees, and other related requirements are specified in the Instructions for Bidders, while clauses regarding the prohibition of illegitimate interests and conflicts of interest are included in contracts.

Employees across the Group are required to complete online training courses and assessments to strengthen their understanding of ethical conduct and integrity in the workplace. Relevant policies and guidelines are available on the Company’s intranet for employees to access at any time. Employees with related inquiries may seek assistance from the administrative department at their respective sites to ensure that ethical principles are effectively integrated into daily operations and business activities. Compliance with applicable laws and regulations is monitored through a well-established internal audit, accounting, and internal control system. In addition, each department regularly reviews regulatory developments, maintains a regulatory change management mechanism, and communicates significant regulatory updates to employees.

Regulatory Compliance Performance

The Legal Department oversees regulatory compliance across ITEQ. In 2025, the Company complied with all applicable regulations related to environmental protection, product responsibility, and insider trading, and no customer privacy complaints were reported. However, there remained room for improvement in the management of hazardous materials storage and monitoring of residences of Thai trainees as the Company was found to be in violation of the Fire Services Act and the Immigration Act, and was subject to cumulative fines totaling NTD 320,000. To reduce the risk of similar incidents recurring, the Company has implemented corrective measures, including strengthening hazardous materials storage and inventory management, conducting a comprehensive review and reporting of regulated hazardous materials, and establishing an exit tracking mechanism for foreign personnel.

Unit: NTD

Reason for Violation	Regulation Violated	Fine	Corrective Measures
Violation of the Standards for the Installation of Manufacturing, Storage, and Handling Facilities for Public Hazardous Materials and Flammable Pressurized Gases	Article 15 of the Fire Services Act, which governs the safe management of public hazardous materials and flammable pressurized gases	80,000	➤ All hazardous materials are unloaded exclusively at the designated hazardous materials warehouse and immediately placed into storage. ➤ A comprehensive inventory of hazardous materials was conducted throughout the plant, regulated hazardous materials and their control quantities reclassified, required signage for storage and usage areas updated in accordance with the Fire Services Act, and required documentation resubmitted to the local Fire Department.
Fine imposed for the overstay of Thai trainees (24 individuals; NTD 10,000 per person per day of overstay)	Article 31, Paragraph 1 of the Immigration Act	240,000	➤ An exit management system was established for foreign personnel by centrally managing each individual's date of entry, planned departure date, and authorized period of stay, with automated system reminders and designated personnel responsible to follow up and prevent calculation errors. ➤ The training period for employees from the Thailand Plant was reduced from 180 days to 170 days before returning to Thailand, thereby avoiding personnel staying in excess of the permitted 180-day limit. ➤ A systematic exit management mechanism was implemented for foreign personnel and the training period shortened to minimize the risk of personnel overstay.

2.5. Product Innovation

ITEQ has made “innovation” and “sustainability” the core principles of its R&D strategy. The Company continues to invest in the development of advanced electronic materials technologies and has established a comprehensive R&D management system to enhance product competitiveness and respond to evolving global industry trends. Focusing on the development of high-frequency, high-speed, low-loss, and highly reliable materials, ITEQ actively supports applications in AI computing, 5G communications, automotive electronics, and high-speed data transmission, reinforcing its technological leadership in the next generation of the electronics industry.

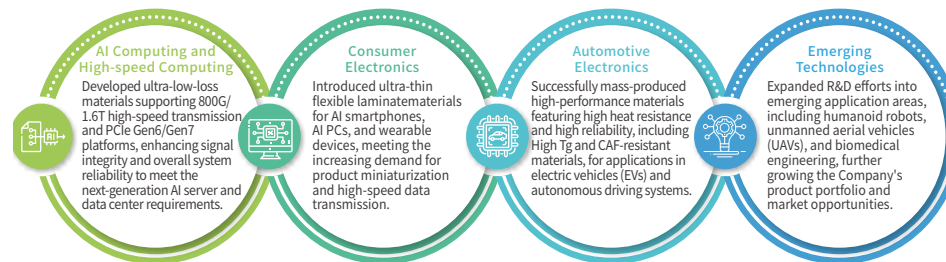
Material Topics Management Guidelines

Product Innovation Guidelines		
Meaning for the Company		To strengthen market competitiveness and brand value.
Policy/Commitment		Continue to research and develop advanced PCB application materials and establish sustainable competitiveness with energy conservation and safety in mind.
Objectives	Short-term	Launch three new product R&D projects annually and maintain R&D expenditure at no less than 3% of annual revenue.
	Long-term	Increase revenue from advanced high-speed material products to 25% of total revenue within three years.
Achievements		Achieved a 100% R&D project completion rate and filed seven patent applications annually.
Responsible Department		Research and Development Department
Evaluation Mechanism		Product development research reports, products transitioned to mass production following testing and certification, and patents granted.

Innovation Technologies and R&D Achievements

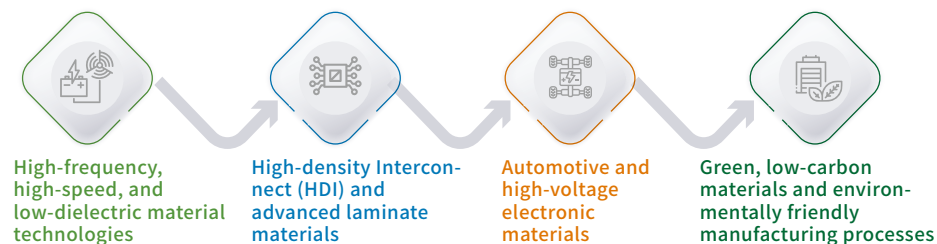
ITEQ continues to advance its expertise in key material and process technologies, successfully developing a range of high-value-added products, including Low Loss Interlayer Bonding Film (Low Loss IBF) and Resin-Coated Copper (RCC). Leveraging its proprietary low-dielectric resin coating technology, the Company has achieved significant technological breakthroughs in product miniaturization, high thermal conductivity, and low signal loss, effectively meeting high-speed computing and high-density circuit design requirements.

☞ To address evolving market demands, ITEQ continues to drive technological innovation across a wide range of application areas:



The Future Direction of R&D

Looking ahead, ITEQ will continue to advance its expertise in advanced electronic materials technologies, with its R&D efforts focused on the following strategic areas:



Through continuous innovation and technological advancement, ITEQ will further strengthen its presence in AI, data center, electric vehicle (EV), and communications applications, while advancing its sustainability initiatives to achieve long-term, sustainable growth.

Products/Technologies Successfully Developed	
Item	
➢ 1.6T high-speed halogen-free laminate for AI servers	➢ Halogen-free automotive laminate with high CTI, high voltage, and CAF Resistance
➢ 800G high-speed halogen-free laminate for AI servers	➢ 7.3-Layer FCCL material with high MOT
➢ PCIe Gen7 halogen-free laminate with high dimensional stability	➢ FRCC material with high fold-resistance
➢ Super low loss, high-density and high-layer count laminate	➢ Coating 2-layer single side FCCL with high fold-resistance for foldable screens
➢ Super low loss laminate with high dimensional stability	

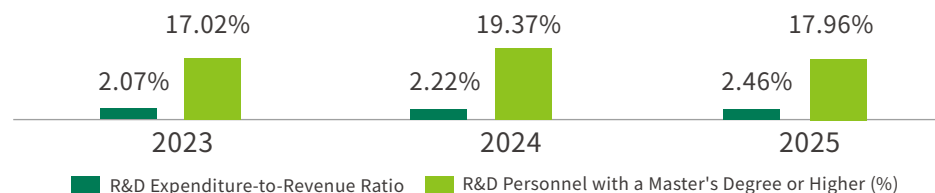
Unit: NTD thousand/persons

R&D Investment Over the Past Three Years			
	2023	2024	2025
R&D Expenditure	518,416	653,492	812,944
R&D Expenditure-to-Revenue Ratio (%)	2.07%	2.22%	2.46%
R&D Personnel	284	303	331
R&D Personnel with a Master's Degree or Higher (%)	17.02%	19.37%	17.96%

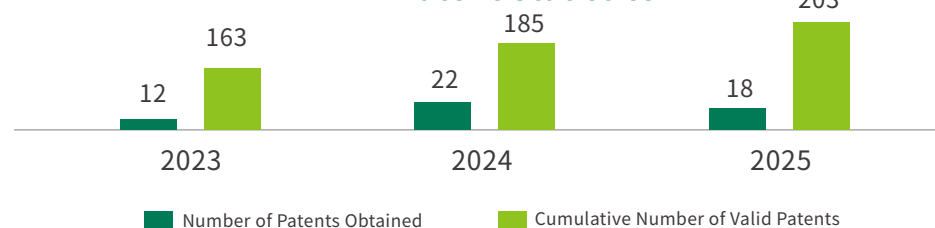
Patents Obtained Over the Past Three Years			
Statistics/Year	2023	2024	2025
Number of Patents Obtained	12	22	18
Cumulative Number of Valid Patents	163	185	203

Year	2022		2023		2024		2025	
Category	Domestic	Overseas	Domestic	Overseas	Domestic	Overseas	Domestic	Overseas
Granted	43	108	51	112	65	120	78	125
Pending	22	50	31	65	39	80	30	80

R&D Investment



Patent Statistics



Sustainable Supply Chain and Customer Service

Chapter 3

2025 Sustainability Performance

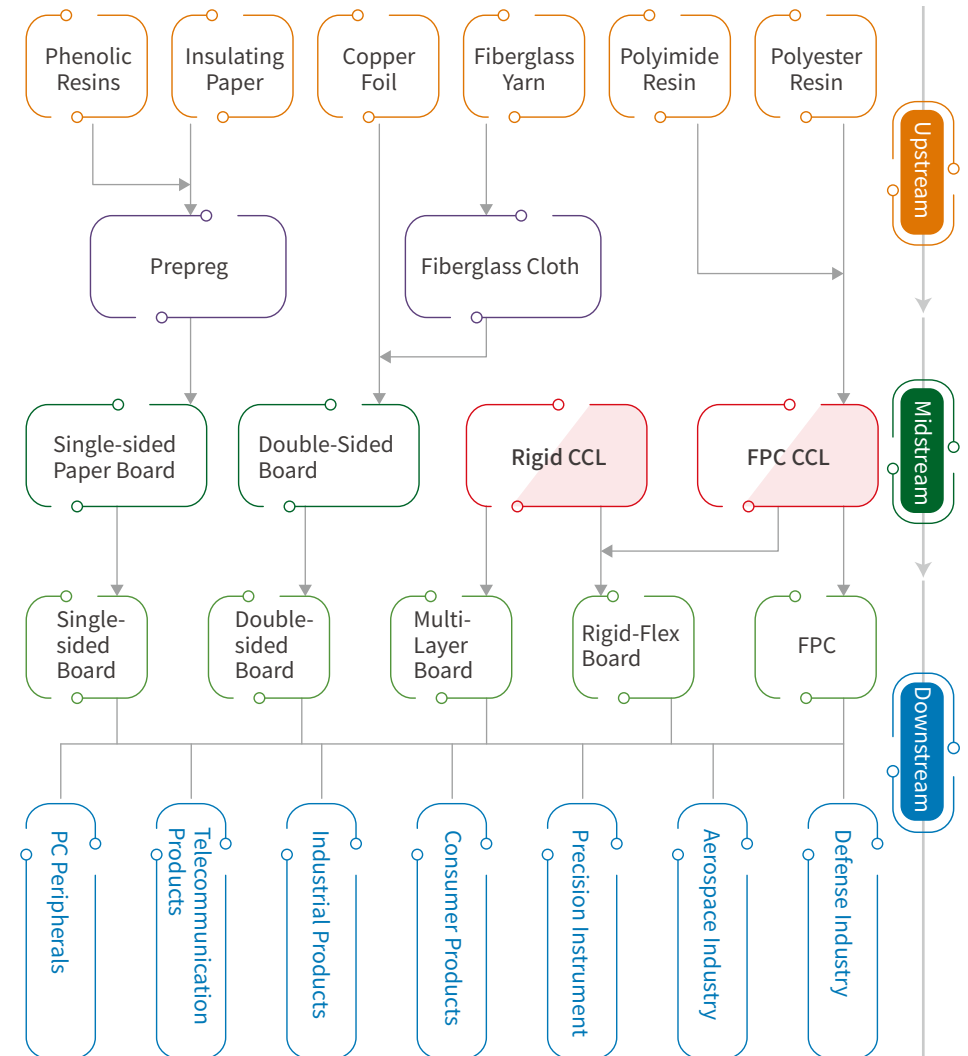
- ◆ The RBA audit results of suppliers were Grade A.
- ◆ The evaluation result of the customer satisfaction survey was Grade A.
- ◆ No violation of customers' confidentiality or contracts, or disclosures of customer privacy occurred.
- ◆ Certification rate of samples: 85% (target: $\geq 80\%$).



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3.1. PCB Industry Chain

ITEQ is positioned as the midstream supplier in the PCB industry supply chain, with glass fabric yarn and copper foil being the upstream vendors, and PCB makers downstream.



3.2. Sustainable Supply Chain

3.2.1. Supply Chain Management Procedures

ITEQ has established a holistic supply chain management system, formulated the Supplier Management Procedures and the Operating Procedures for the Management of Contractors, implemented supplier evaluation procedures in accordance with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 quality system requirements and RBA 7.0 specifications, and implements a classified management structure for suppliers. The evaluation results serve as the basis for determining purchasing quantities and subsequent cooperation. All new suppliers undergo an evaluation according to the risk evaluation procedure. ITEQ requires new suppliers to issue a supplier letter of undertaking, promising to follow good business ethics, ensure employees' human rights, not to use illegally explored raw materials, prohibit the use of hazardous substances, and not to infringe upon patents and intellectual property rights. The responsible unit provides quantified indicators in the supplier risk and cost evaluation questionnaire as the benchmark for screening suppliers. A written review or on-the-spot evaluation of the aforesaid items is conducted for new suppliers. If a new supplier fails to reach standards, they are offered the opportunity to make improvements within a specified timeframe. Such supplier may be included as a new eligible supplier if issues are remedied.

Material Topics Management Guidelines

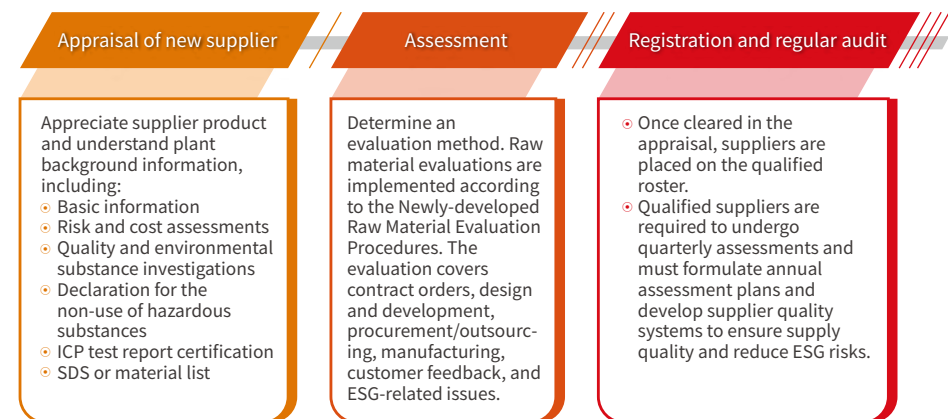
Supply Chain Management Guidelines		
Meaning for the Company		To fulfill supplier chain management responsibilities, strengthen the suppliers' awareness of environmental sustainability responsibilities, and establish sustainable operational performance together.
Policy/Commitment		➢ Reduce carbon footprint ➢ Request suppliers to fulfill ESG responsibilities. ➢ Value environmental friendliness
Objectives	Short-term	Have 100% of Category A key suppliers signing the commitment agreement.
	Long-term	Achieve an ESG compliance rate of at least 90% among key suppliers within five years.
Achievements		➢ Deepen local procurement and green product procurement ➢ Implement supplier RBA risk management ➢ Request raw material suppliers to prohibit the use of conflict minerals
Responsible Department		Procurement Department
Evaluation Mechanism		Supplier RBA audit.

Supplier RBA Risk Management

ITEQ is responsible for environmental and social protection and extends this responsibility throughout the supply chain. The Company has been setting up a holistic supplier management system for a long time, and requests all suppliers to comply with general ethics, integrity, and accountability, in addition to quality assurance, while meeting regulatory requirements regarding the environmental protection of products and operations to fulfill corporate social responsibility.

Based on our Supplier Management Procedures, to select and manage suppliers appropriately we request major raw material suppliers to pass review, evaluation, and audit stages to control risks and ensure sustainable management, among other things. We have incorporated our existing supplier evaluation and audit system into supplier risk assessments, which now consist of environmental substance management, plant environment management, occupational health and safety, and employment, ethics and morality, all established in accordance with the Responsible Business Alliance (RBA v7) Code of Conduct, relevant international standards, and laws and regulations of the region and country in which the business operates. We also ask suppliers to pass on this message to sub-suppliers and monitor their compliance as well.

Supplier Management Procedures

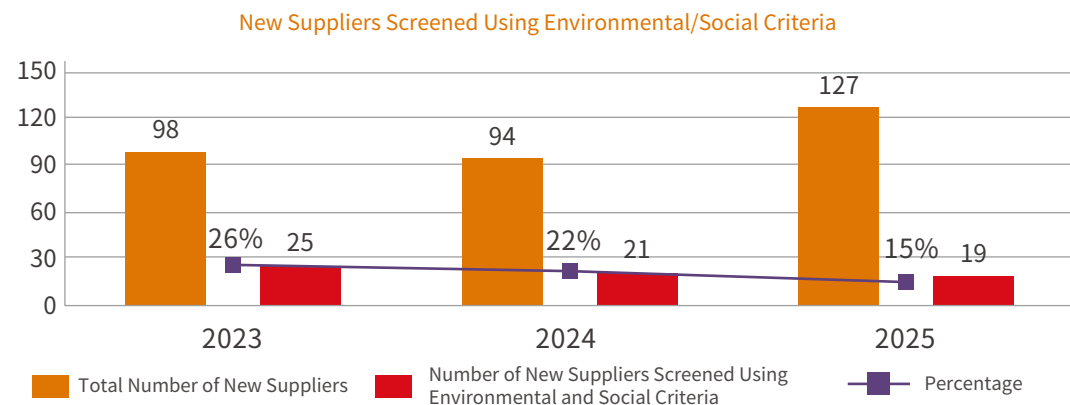
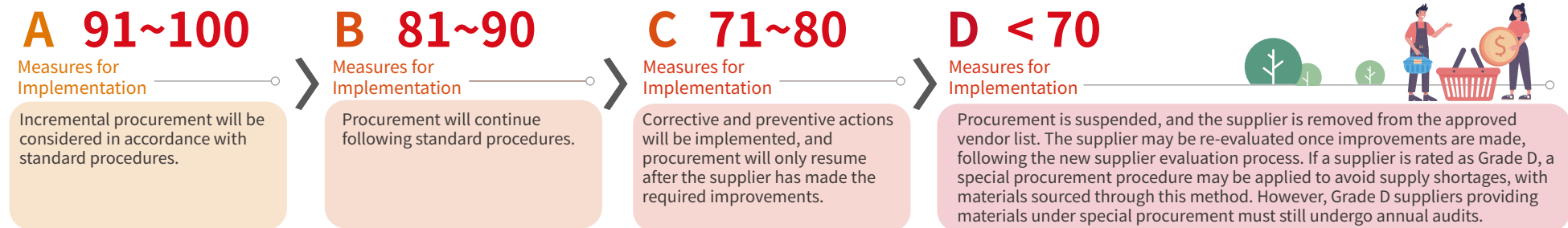


RBA Audits and Evaluations

Aspect	Evaluation (Summary)	
Environmental Substance Management	Package Material Management	Internal Audit
	Hazardous Substance Tests	Test Reports
Plant Environment Management	Environmental Management Policies and Objectives	Proof of Discharge Permits
Occupational Health and Safety	Occupational Health and Safety Policies and Objectives	Training Plans for Occupational Health and Safety

Aspect	Evaluation (Summary)	
Employees	Employee Policies	Working Hour Recording System
	Employment Contracts	Employee Complaint System
Ethics and Morality	Integrity and Anti-Bribery Regulations	Protection of Intellectual Property Rights
	Fair Trade Measures	Whistleblower Protection Mechanisms

The Quality Assurance Center organizes an annual supplier evaluation, conducted by an audit team consisting of members from Quality Assurance, Manufacturing Engineering, Production, Procurement, and other relevant departments. The audit results are classified into four grades, and appropriate management measures are implemented accordingly. Supplier audits are scheduled for each plant per the plan, starting with the plant located nearest to the audit team. In 2025, ITEQ introduced six new raw material suppliers. Audits (including RBA evaluations) for the existing 86 vendor-suppliers were completed on schedule. The evaluation results for all these suppliers met the required standards, with vendors graded A–C qualifying as approved suppliers.



Driven by business expansion and global operations, the number of new suppliers increased from 98 in 2023 to 127 in 2025.

The Group adopts a risk-based approach to supply chain sustainability. As raw material suppliers have the most significant environmental and social impact, environmental and social screening is currently focused on this supplier group.

The increase in new non-core suppliers, such as equipment, auxiliary materials, and general administrative goods and services, reduced the overall screening rate from 26% in 2023 to 15% in 2025. However, the Group continues to maintain a 100% compliance requirement for all core raw material suppliers.

Unit: Number of Suppliers

Year	Plant	Audit of Suppliers	Self-assessment of Suppliers	RBA Audit	Result A	Result B
2022	Taiwan	14	13	27	26	1
	Wuxi	10	7	17	17	0
	Dongguan	4	3	7	7	0
	Guangzhou	4	11	15	15	0
	Jiangxi	4	3	7	5	2
	Total	36	37	73	70	3
2023	Taiwan	14	6	20	20	0
	Wuxi	10	10	20	20	0
	Dongguan	6	6	12	12	0
	Guangzhou	10	17	27	27	0
	Jiangxi	7	5	12	12	0
	Total	47	44	91	91	0
2024	Taiwan	13	4	17	17	0
	Wuxi	9	3	12	12	0
	Dongguan	7	6	13	13	0
	Guangzhou	1	18	19	19	0
	Jiangxi	6	2	8	8	0
	Total	36	33	69	69	0
2025	Taiwan	11	2	13	13	0
	Wuxi	11	6	17	17	0
	Dongguan	11	3	14	14	0
	Guangzhou	8	16	24	24	0
	Jiangxi	13	5	18	18	0
	Total	54	32	86	86	0

🔍 2025 Major Issues Discovered in Supplier Audits and Improvement Actions

Issue	Description of Issue	Improvement Actions
Environmental Management	Requirements for collecting information during the onboarding process for new suppliers were not clearly defined, limiting the Group's ability to conduct comprehensive risk assessments.	Incorporate the completeness and effectiveness of supplier information management into KPI evaluations.
Health and Safety	Effective on-site supervision and inspection mechanisms were insufficient, resulting in employees neglecting the proper use of personal protective equipment (PPE) in the absence of external oversight.	Include PPE compliance as part of routine inspections to ensure all employees wear and use protective equipment in accordance with applicable requirements.
Employees	No significant findings.	Not applicable.
Ethics	No significant findings.	Not applicable.
Management System	Document development did not adequately address the timeliness of responding to customer-reported nonconformities.	Regularly review document requirements and promptly update documentation to address identified issues.

Conflict Minerals Management

The mining industry of the Democratic Republic of the Congo (DRC) is controlled by several interest groups. Conflicts of interest have resulted in armed conflicts and violations of human rights in the DRC and its neighboring countries. ITEQ prohibits the use of conflict minerals, including, but not limited to, cassiterite, wolframite, coltan, gold and its derivatives, particularly Au, Ta, Sn, W, Co, and Mica, and requests suppliers and all players in the supply chain to fully understand this prohibition and report the use of any conflict minerals. We have requested our raw material suppliers to prohibit the use of conflict minerals and provide a declaration/guarantee that minerals are conflict-free.

3.2.2. Raw Material Use

Raw materials are fundamental to the Company's operations and manufacturing activities. Effectively managing material input and improving the efficiency of material use are also key to advancing resource circularity and reducing environmental impact. The Company's primary materials include renewable materials, such as pallets and packaging materials, as well as non-renewable materials, including printed paper, copper foil, adhesives, glass fiber fabric, and polyimide (PI) films/green release films. From 2023 to 2025, material consumption varied among manufacturing sites due to differences in product mix, production capacity, and operational requirements. The Jiangxi and Wuxi Plants recorded relatively higher material consumption, primarily reflecting their larger production volumes and shipment scales.

The Company will continue to monitor trends in the use of various raw materials and enhance resource efficiency through process optimization, material management, packaging recycling, and supply chain collaboration, thereby reducing the environmental impact associated with raw materials. The Company will also progressively strengthen the management and use of renewable materials as an important foundation for advancing resource circularity and sustainable supply chain management.

Year	2023			2024			2025		
Site	Pallets	Packaging Materials	Printed Paper	Pallets	Packaging Materials	Printed Paper	Pallets	Packaging Materials	Printed Paper
Taiwan	104,061	21,579	2,158	82,397	67,148	2,125	148,961	84,906	1,707
Wuxi	1,554,186	434,482	3,678	1,722,237	470,191	5,014	1,533,275	467,549	4,965
Dongguan	922,000	899,000	2,486	219,000	530,000	2,143	148,000	607,000	2,094
Guangzhou	240,000	605,000	1,503	83,000	420,000	2,520	47,000	523,000	1,841
Jiangxi	2,632,280	361,534	3,653	3,983,744	587,917	3,713	4,484,145	736,636	3,301
Total	5,452,527	2,321,595	13,478	6,090,378	2,075,256	15,515	6,361,381	2,419,091	13,908

3.2.3. The Circular Economy and Resource Recovery

To strengthen sustainable supply chain management, the Company continues to promote product and packaging recovery programs. By recovering packaging materials such as pallets, the Company reinforces the circular economy, reduces raw material consumption, and minimizes waste. Each manufacturing site carries out recovery activities based on its operational model and shipment volume. The Company also regularly tracks the quantity of recovered products and packaging relative to the total quantity of products sold, using this ratio as a key indicator for measuring the effectiveness of its circular resource management efforts. From 2023 to 2025, the Taiwan, Wuxi, and Dongguan Plants continued to implement packaging recovery programs. The Wuxi and Dongguan Plants maintained relatively stable recovery rates throughout the reporting period, demonstrating the effectiveness of the Company's initiatives in promoting the reuse of packaging materials across its supply chain. Looking ahead, the Company will continue to optimize its recovery processes and collaborate with suppliers and customers to increase the reuse rate of packaging materials and further reduce the environmental impact of its supply chain.

Year	2023			2024			2025		
Site	Quantity of Products and Packaging Recovered (Pallets)	Quantity of Products Sold	Percentage of Products and Packaging Recovered	Quantity of Products and Packaging Recovered (Pallets)	Quantity of Products Sold	Percentage of Products and Packaging Recovered	Quantity of Products and Packaging Recovered (Pallets)	Quantity of Products Sold	Percentage of Products and Packaging Recovered
Taiwan	2,049	6,675	31%	4,683	5,365	87%	1,968	9,645	20%
Wuxi	98,801	190,358	52%	119,715	232,555	51%	109,755	213,036	52%
Dongguan	51,165	126,968	40%	61,620	88,508	70%	49,575	73,333	68%
Jiangxi	9,624	127,951	8%	19,154	182,793	10%	21,346	159,556	13%
Total	161,639	451,952	36%	205,172	509,221	40%	182,644	455,570	40%

Note: Percentage of Products and Packaging Recovered = (Quantity of Products and Packaging Recovered during the Reporting Period ÷ Quantity of Products Sold during the Reporting Period) × 100%.

3.3. Customer Service and Management

In upholding a customer-oriented business philosophy, ITEQ maintains stable and good working relationships with customers, understands customers' needs, and adjusts operations based on these needs. We continuously conduct audits and improvements to meet our customers' requirements for a win-win and to maximize profits. To achieve our goals, we value product quality and provide after-sales services. Our marketing and promotion strategies also abide by relevant regulations, and we do not sell any products that do not comply with environmental protection regulations. In 2025, the certification rate of samples reached 85%, indicating that the Company's products greatly align with customers' design requirements.

Material Topics Management Guidelines

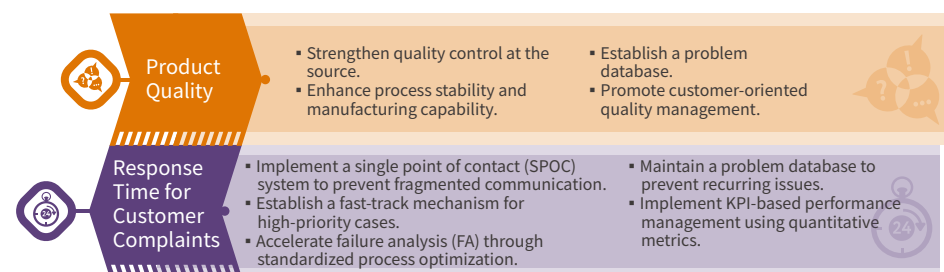
Customer Relations Management Guidelines		
Meaning for the Company		Ensure that we meet our customers' requirements, maximize profits, and increase market share for a win-win.
Policy/Commitment		➢ Quality assurance and after-sales service. ➢ Provide high-quality products and services and cooperate well with customers to jointly develop products made of advanced special materials and markets. ➢ Fulfill customer privacy protection responsibilities.
Objectives	Short-term	➢ Regularly handle internal training and quality audits. ➢ Ensure that customer complaints are properly handled and responded to. ➢ Regular customer satisfaction reviews.
	Long-term	➢ Drive revenue growth and increase market share. ➢ Deepen technology collaboration. ➢ Strengthen long-term partnerships and strategic alliances. ➢ Expand product portfolio and market penetration and coverage. ➢ Enhance supply chain resilience and delivery performance. ➢ Optimize costs and enhance value creation. ➢ Enhance customer satisfaction and strengthen customer relationships.
Achievements		➢ Achieved an A rating in the customer satisfaction survey, with a score of 25.77 out of 30. ➢ No incidents involving breaches of customer confidentiality agreements or customer privacy.
Responsible Department		Technical Service Department
Evaluation Mechanism		➢ Customer satisfaction survey. ➢ Certification rate of samples. ➢ No disclosure of customer privacy.

Customer Satisfaction

ITEQ's goal is to provide quality products and services for major customers and develop high-grade special materials with strategic partners. To achieve this goal, ITEQ considers customer satisfaction paramount. We distribute customer satisfaction questionnaires to external sales customers (not including related party transactions in the Group) every year based on the Customer Satisfaction Management Procedure to survey customer satisfaction across six areas: delivery, technology, quality, speed of addressing customer complaints, provision of advanced materials, and conformity of hazardous substances. Each item is scored from one (very dissatisfied) to five (very satisfied), and the results are classed into Grade A (24-30 points), Grade B (18-23.9 points), Grade C (12.1-17.9 points), and Grade D (12 points or below). The business, technical service, and quality control units are responsible for summarizing each satisfaction indicator for trend analysis and proposing reviews in supervisor meetings. ITEQ discusses areas that fail to reach standard (score below 3 points) with customers to learn about and improve issues.

In 2025, we conducted a satisfaction survey of the top 10 customers at each plant, as well as for our automotive PCB customers. The average score from the survey was 25.77 (Grade A), which met the Company's annual target. The customer satisfaction rate was 78%. The Company will continue to enhance overall service quality, including product quality, cost, delivery times, business operations, and technical services, to improve customer satisfaction.

The scores for some individual customer satisfaction items were lower than 3 points, primarily due to the Quality Status and Improvements following customer complaints. Details of improvement measures are listed as follows:



We maintain close communication with our customers, regularly gathering their opinions and feedback to drive continuous improvements and refine our processes.

Group's Customer Satisfaction Survey Results Over the Past Four Years

Item	2022	2023	2024	2025
Cooperation of Delivery Service	4.33	4.38	4.26	4.25
Cooperation of Technical Service	4.42	4.40	4.38	4.36
Quality	4.39	4.42	4.30	4.16
Improvements following Customer Complaints	4.44	4.29	4.30	4.23
Cooperation in the Provision of High-grade Materials	4.40	4.40	4.31	4.33
Compliance with Customers' Hazardous Substance Management Requirements	4.56	4.58	4.48	4.44
Average Score	26.54	26.47	26.03	25.77
Overall Satisfaction Grade	Level A	Level A	Level A	Level A
Revenue of Customers Surveyed to the Consolidated Revenue	73%	77%	78%	82%
Questionnaire Reply Rate	86%	61%	75%	89%
Customer Satisfaction Rate ^{Note}	84%	90%	89%	78%

Note: Customer satisfaction rate = Number of questionnaires indicating customer satisfaction/Number of questionnaires replied to by customers. The target customer satisfaction rate was 80%.

Customers Complaints and Privacy Protection

Improving response times to customer complaints is key to increasing customer satisfaction. We have established an efficient complaint channel through which customers can submit their concerns at any time via ITEQ's website, telephone, or the dedicated email address: service@iteqcorp.com. Upon receiving a complaint, customer service staff immediately analyze the issue, convene a review meeting, and propose specific corrective actions to quickly address the customer's concern and prevent similar issues from occurring in the future. The number of customer complaints is also a KPI for our operations. These complaints are analyzed annually by type and customer at quality management review meetings, and findings are used to set quality improvement goals for the following year.

Regarding customer privacy protection, we have signed confidentiality agreements with customers externally and implemented internal information security management measures to strengthen our information security practices. This ensures the security of data, systems, equipment, and networks. In 2025, no complaints regarding the infringement of customer privacy were received.

Hazardous Substance Management

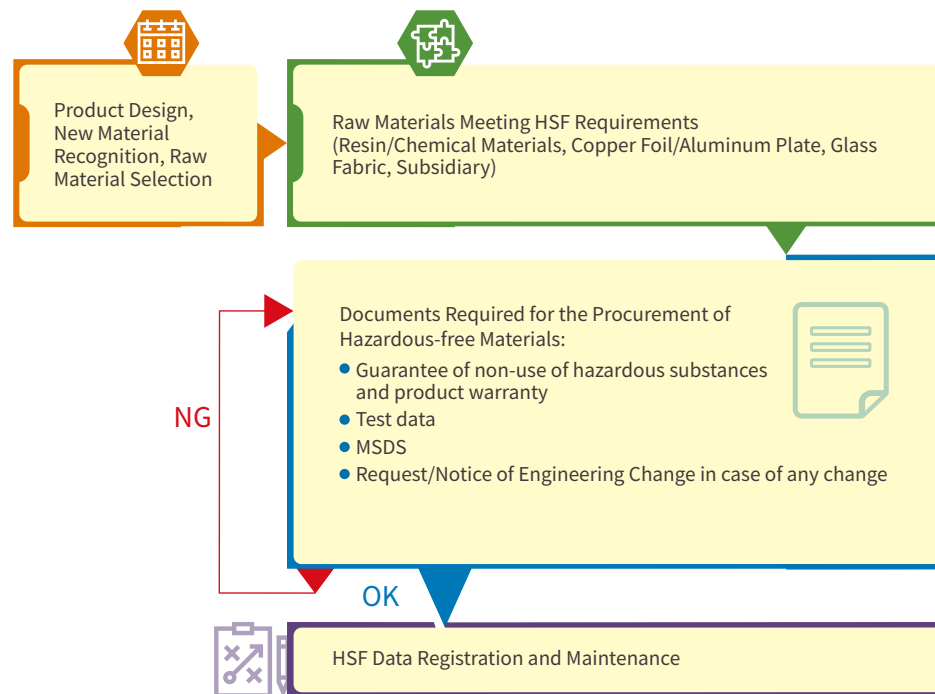
Our products comply with international environmental protection regulations, including EU RoHS, REACH, the EU Directive on the Restriction of Hazardous Substances in Electrical and Electronic Equipment (EU RoHS), SONY SS-00259 technical standards, and California Proposition 65. The Quality Assurance Department regularly collects and consolidates relevant international regulations and customer requirements to update the environmental substance control list and acceptance standards. In 2025, ITEQ controlled hazardous substances according to varying restriction levels, with 52 substances classified as hazardous substance-free (HSF), 53 restricted substances, and 242 Substances of Very High Concern (SVHC) under REACH.

ITEQ reviews HSF (Hazardous Substances Free) data based on the procedural requirements outlined in the Hazardous Substance Control Standards. The procurement department requires suppliers to provide a Certificate of Conformity for Hazardous Substances and related verification documents, such as third-party certification test reports, composition sheets, or Safety Data Sheets (SDS). These documents are then reviewed by the R&D, Quality Assurance, and Occupational Health and Safety departments before parts are approved and added to the list of qualified parts. After product manufacturing is complete, we also send samples to third-party laboratories for testing. The results are recorded in the outsourced testing survey form to ensure the comprehensive tracking of product compliance with regulations. Through stringent control procedures, ITEQ did not violate any product health and safety regulations, nor our self-imposed voluntary standards in 2025.

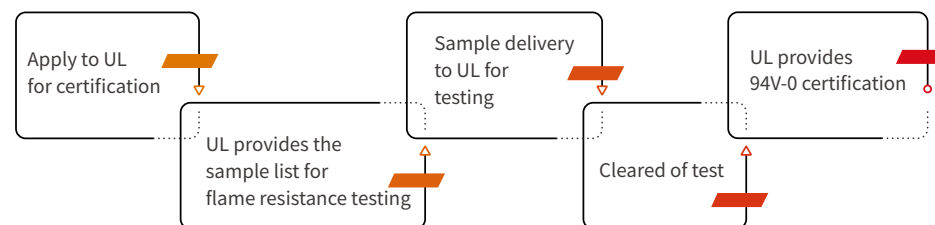
Product Labeling Management

All of the laminate produced by ITEQ must pass UL flammability certification and are marked with a fire-proof level of 94V-0. Related labels are also affixed to packaging for ease of identification. Resin powder and glass fiber cloth produced can cause irritation to the throat, skin, and eyes, or cause other health issues if inhaled or come into contact with a person's skin. We fully inform our customers that they must take necessary protective measures and precautions to protect themselves. In 2025, all of our products were labeled in accordance with customers' requirements and no violations of labeling regulations were reported.

Hazardous Substance Information Control Process



UL Certification Process



Sustainable

Chapter 4 Environment Management

2025 Sustainability Performance

- ◆ ISO 14067-1_2018 Verification: The Jiangxi and Dongguan Plants received certification in January and February 2026, respectively.
- ◆ Enhanced fire drills are conducted quarterly (every three months) at the Wuxi and Jiangxi Plants, exceeding regulatory requirements.
- ◆ No major environmental incidents occurred.

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4.1. Climate Change and Energy Management

Climate change has emerged as one of the most pressing issues of the 21st century, especially in light of recent extreme weather events, floods, and droughts. These challenges have compelled government agencies, businesses, and private organizations to take more proactive steps in mitigating risks and adopting adaptive measures. Since its inception, ITEQ has prioritized low-carbon design and implemented energy management systems across its operations to reduce greenhouse gas (GHG) emissions.

Material Topics Management Guidelines

Energy Management Guidelines		
Meaning for the Company		Effective energy management helps reduce production costs and carbon emissions.
Policy/Commitment		➢ Compliance with energy regulations and procurement of energy-saving products. ➢ Improvement of energy performance to enhance energy efficiency. ➢ Review of energy targets, with participation of all employees in carbon reduction efforts. ➢ Implementation of an energy management system to build a sustainable enterprise.
Objectives	Short-term	Reduce electricity consumption per unit of product by 5% compared with the previous year.
	Long-term	Improve energy efficiency by 20% and reduce carbon emissions by 15% within five years.
Achievements		➢ Completed the replacement of aging air compressors and upgraded to an air compressor cooling water system, with estimated annual electricity savings of approximately 735,139 kWh. ➢ Completed the air compressor waste heat recovery upgrade and replacement of RTO ceramic media, with estimated annual natural gas savings of approximately 917,975 m³.
Responsible Department		Engineering Department
Evaluation Mechanism		Energy performance monitoring reports and the ISO 50001 Energy Management System.

Implementation of TCFD Climate-related Information

Item	Status
Describe how the Board of Directors and management oversee and govern climate-related risks and opportunities.	➢ The Company has established a Corporate Governance and Sustainability Committee, which comprises the CEO and General Manager of each plant. The committee reports the impact of climate on operations and risk management measures to the Board of Directors regularly. ➢ The ESG Team, Risk Management Team, and Information Security Management Team are set up under the Corporate Governance and Sustainability Committee. The Chief Corporate Governance Officer is responsible for general planning and promoting related work. A Risk Management Team has been established in each plant to conduct risk identification, measurement, and control planning at plant level. The Chief Corporate Governance Officer summarizes risk management measures at Group level and submits them to the Corporate Governance and Sustainability Committee. ➢ Governance Structure: Functional working groups under the Sustainability Development Committee are responsible for assessing the financial impact of climate-related issues across different dimensions. Progress is reported to the Sustainability Development Committee and the Board of Directors at least once a year, covering climate trends, carbon reduction performance, and the outcomes of sustainability initiatives.
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	The major climate risks faced by the Company mainly derive from the laws and regulations of each country, and customer and investor requirements to reduce greenhouse gas emissions and carbon, and conserve energy used in products. ➢ Short-term risks and opportunities: Carbon inventory and the increased costs of voluntary carbon reduction, however if information on carbon emissions is completely disclosed and early response is implemented, customers' trust in the Company can increase. ➢ Medium-term risks and opportunities: Regulatory requirements regarding carbon emission disclosure and increased costs of calculating product carbon footprint, etc., however, low-carbon products can improve product competitiveness. ➢ Long-term risks and opportunities: Increase of carbon emission costs including carbon tax, and coordinated adjustments of a low-carbon supply chain, low-carbon R&D, production, transportation, and delivery, however the competitiveness of the Company can increase if such work is executed efficiently. Regulatory compliance regarding carbon emissions and customer requirements will increase the Company's response costs, however by adjusting performance indicators, realizing the green value chain of the Company, and implementing green R&D, green production, and green sales, product competitiveness can be reinforced to improve profits and corporate value.
Describe the financial impact of extreme weather events and transformative actions.	The Company will evaluate whether it is necessary to introduce the Science Based Targets initiative (SBTi). The Company is also evaluating the use of renewable energy to improve the green energy utilization ratio.
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	➢ Risk identification and measurement: ★ The Risk Management Team of each plant collects information regarding markets, local and international regulations, technology, and physical future climate development trends, and lists potential climate risks and opportunities. Each risk is sorted according to the degree of financial disclosure, and such information is verified and approved by the General Manager of each plant, and submitted to the Chief Corporate Governance Officer for review. ★ In accordance with the overall advantages/disadvantages, opportunities, and risks of the Group, the Chief Corporate Governance Officer communicates with each plant and summarizes and organizes the aforesaid climate risks and opportunities at Group-level. ➢ Risk control: ★ The Chief Corporate Governance Officer submits the summarized and sorted climate risks and opportunities of the Group to the Corporate Governance and Sustainability Committee for review, and then reports the risk control countermeasures for each item requiring response and prioritization to the Board of Directors. ➢ Integration of a climate risk management process and overall risk management system: ★ The Company has already established the Risk Management Policy and Procedures, and climate risks have been explicitly determined as items within the scope of risk management. Climate risk management is carried out according to the current risk governance structure.
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impact used should be described.	Scenario analysis has not yet been used to evaluate climate change risks.
If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	A climate transition plan has not yet been established according to the CDP structure.
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	An internal carbon pricing mechanism has not yet been introduced.

Item	Status
If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	The Company currently adopts a rolling base date and aims to reduce greenhouse gas emissions by 1% every year. The Company will subsequently evaluate whether it is necessary to introduce SBTi for greenhouse gas reduction targets.
Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	For information on greenhouse gas inventory and assurance, please refer to the “Energy Use and Greenhouse Gas Management” section. The Company will also disclose its carbon reduction targets, strategy, and concrete action plan in 2027.

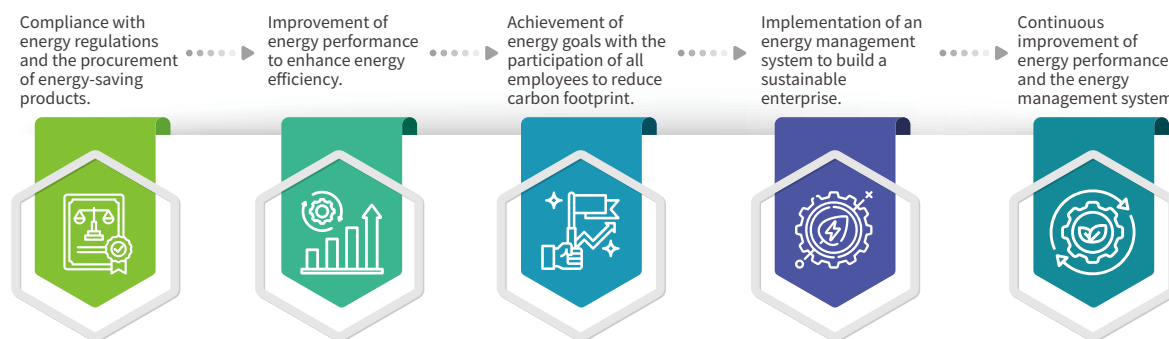
Energy Conservation Management Policies and Objectives

The development and design of ITEQ’s Taiwan Plant follows the Key Points for the Promotion of the Green Factory Label issued by the Industrial Development Administration of the Ministry of Economic Affairs, with a dual focus on energy conservation and carbon reduction through both hardware infrastructure and operational practices. On the hardware side, the plant replaces heavy oil with natural gas and utilizes a Regenerative Thermal Oxidizer (RTO) for tail gas recovery to reduce greenhouse gas emissions. This is further supported by the implementation of energy-efficient equipment and technologies aimed at maximizing energy conservation and minimizing carbon emissions. On the software side, we continuously monitor and improve energy resource usage through the ISO 14001 Environmental Management System certification. In compliance with the Energy Management Act, we report annual energy consumption and energy-saving action plans to the Ministry of Economic Affairs’ Energy Administration. Internally, we have issued the Operating Procedure for Saving Water and Electricity to promote full employee participation in energy-saving efforts during daily operations. These energy conservation principles and practices have been promoted and implemented across our manufacturing plants in China.

ISO 50001:2018 Energy Management System

The Wuxi Plant received the ISO 50001:2018 Energy Management System certification in 2019. Since then, we have further improved energy efficiency and achieved reductions in energy consumption. Ongoing discussions are exploring potential alternative energy sources. By the end of 2025, three out of the five plants covered in this report had successfully achieved ISO 50001:2018 certification. The remaining plants are expected to obtain certification in due course, in alignment with system provisions.

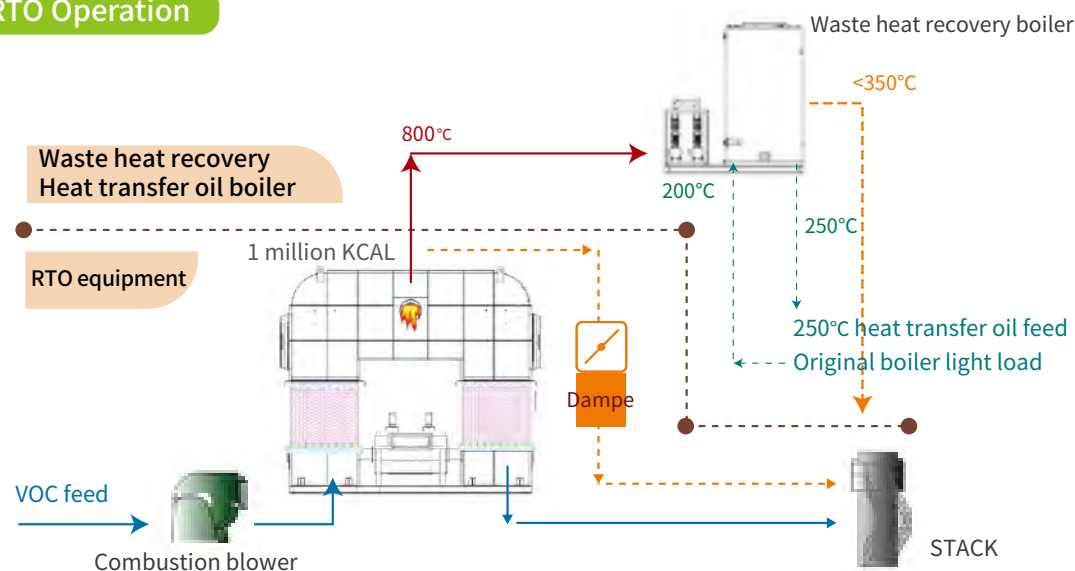
Environmental sustainability and improving energy efficiency are among the core values of ITEQ’s business strategy. In response to the growing pressure of global resource depletion, the Company continues to strengthen its energy management strategies by implementing an energy management system in accordance with ISO 50001:2018. ITEQ is committed to the following principles and to the continual improvement of its energy performance:



Plant	Wuxi	Taiwan	Jiangxi
First Issuance of Certification	December 23, 2019	November 12, 2020	February 20, 2023
Validity of Certification	December 22, 2028	November 12, 2026	March 2, 2029
Assurance Agency	WIT	SGS	WIT

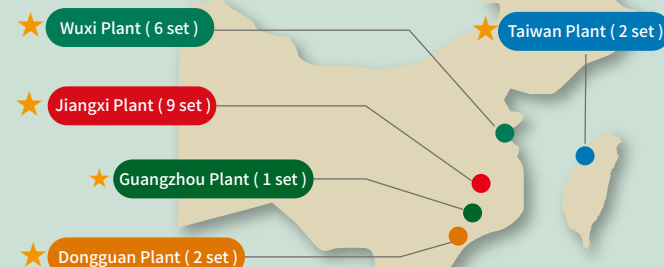
Regenerative Thermal Oxidizer (RTO)

RTO Operation



Regenerative Thermal Oxidizer (RTO) technology utilizes the heat storage capability of ceramic materials to repeatedly recover and redirect the waste heat generated from incineration, achieving an air pollution removal efficiency of over 96%. Powered by natural gas, RTO is a highly efficient and low-energy consumption incineration system. All factories within the group have implemented RTO systems to reduce VOC emissions from production lines, in compliance with the emission standards set by local authorities.

Quantity of RTOs in Each Plant



Energy Use and Greenhouse Gas Management

The continuous rise in greenhouse gas emissions is a major contributor to global warming. This not only exacerbates climate change but also leads to crises such as rising sea levels and extreme weather events. ITEQ primarily relies on electricity for its operations, with other energy sources including natural gas is used in boilers and Regenerative Thermal Oxidizers (RTO), small amounts of gasoline for official and transport vehicles, and diesel for forklifts. Since 2021, ITEQ's Taiwan Plant has been conducting both direct and indirect greenhouse gas inventories in accordance with relevant regulations. This practice has since been expanded to our plants in China, allowing us to assess the current greenhouse gas emissions and verify the effectiveness of our carbon reduction efforts. In 2025, the Group's total energy consumption reached 1,508,500.87 GJ, marking an annual increase of 2.55%.

To reduce greenhouse gas emissions, ITEQ adopts a rolling base year approach for setting its emission reduction targets. In 2025, the Company's greenhouse gas emissions were reduced by 1% compared with 2024. In 2025, the Group's direct greenhouse gas (GHG) emissions (Scope 1) totaled 76,849.24 tCO₂e, while indirect energy-related GHG emissions (Scope 2) amounted to 106,731.40 tCO₂e. Combined Scope 1 and Scope 2 emissions totaled 183,580.64 tCO₂e, representing a 2.01% increase compared with 2024. Despite this increase, carbon emissions intensity (tCO₂e per NTD million of revenue) decreased by 9.6% compared with 2024, reflecting the effectiveness of the Company's carbon management and emission reduction initiatives.

The increase in absolute GHG emissions was primarily attributable to the recovery in market demand in 2025. To meet customer demand, production volumes of PP and CCL increased by 19% and 16%, respectively.

🔌 Energy Consumption Year-on-Year

Category	Plant	2022	2023	2024	2025
Natural Gas (k m ³)	Taiwan	1,909.17	2,285.76	2,982.28	3,718.16
	Wuxi	6,094.79	5,350.13	5,737.78	6,009.28
	Dongguan	1,671.41	1,824.02	1,004.46	999.41
	Guangzhou	1,349.84	663.89	448.32	397.04
	Jiangxi	9,984.80	12,382.66	17,016.70	17,398.03
	Total	21,010.00	22,506.45	27,189.54	28,521.92
Electricity (kWh)	Taiwan	17,486.40	16,920.80	18,991.20	21,812.00
	Wuxi	52,694.40	48,492.10	53,159.14	57,456.80
	Dongguan	23,722.13	21,640.80	13,135.20	14,057.40
	Guangzhou	15,141.27	12,730.44	11,017.16	10,093.70
	Jiangxi	64,306.50	77,383.40	100,392.79	100,454.00
	Total	173,350.69	177,167.54	196,695.49	203,873.90
Diesel (L)	Taiwan	52,790.61	39,567.62	39,648.54	30,895.89
	Wuxi	256,452.00	292,965.65	309,043.65	328,696.74
	Dongguan	66,068.90	167,705.71	188,410.53	175,124.45
	Guangzhou	20,719.57	2,924.62	86.00	86.00
	Jiangxi	Unused	Unused	45,746.57	99,013.48
	Total	396,031.08	503,163.60	582,935.29	633,816.56
Total of Categories (GJ)		1,241,260.50	1,341,169.09	1,471,044.70	1,508,500.87

Note: Heat conversion factor: 1kwh=3. 600648MJ; 1kcal=4,186.8 J.

Greenhouse Gas Inventory and Assurance of the Group in Last Two Years

Unit: tCO₂e

Year	2024						2025					
Plant	Scope 1	Scope 2	Scope 3	Subtotal	Assurance Agency	Assurance Opinion	Scope 1	Scope 2	Scope 3	Subtotal	Assurance Agency	Assurance Opinion
Taiwan	6,026.61	9,381.65	3,805.28	19,213.54	TÜV Rheinland Taiwan	Reasonable Assurance	7,664.95	10,338.89	5,233.89	23,237.73	TÜV Rheinland Taiwan	Reasonable Assurance
Wuxi	17,990.66	28,525.20	433,289.62	479,805.48	WIT	Reasonable Assurance	13,313.41	30,486.58	360,411.54	404,211.53	WIT	Reasonable Assurance
Dongguan	3,103.17	5,787.78	42,634.49	51,525.44	Beijing Daluhangxing Quality Certification Center	Reasonable Assurance	3,021.24	6,211.97	41,135.76	50,368.97	Beijing Daluhangxing Quality Certification Center	Reasonable Assurance
Guangzhou	1,143.66	4,850.86	5,134.89	11,129.41	Zhongjing Certification	Reasonable Assurance	1,575.52	4,444.25	5,904.34	11,924.11	Zhongjing Certification	Reasonable Assurance
Jiangxi	46,756.93	56,390.64	424,354.72	527,502.29	Zhongbiaoyan Guolian (Beijing) Certification	Reasonable Assurance	51,274.12	55,249.71	529,932.60	636,456.43	Zhongbiaoyan Guolian (Beijing) Certification	Reasonable Assurance
Total	75,021.03	104,936.13	909,219.00	1,089,176.16			76,849.24	106,731.40	942,618.13	1,126,198.77		

Note: Scope 1 refers to direct emissions, i.e., emissions directly from the emission sources owned or controlled by the Company; Scope 2 refers to indirect emissions, i.e., indirect greenhouse gas emissions resulting from purchasing electricity, heat, or steam; and Scope 3 refers to indirect emissions occurring throughout the Company's value chain, both upstream and downstream, outside of its direct control.

Emissions of Other Indirect Greenhouse Gases (Scope 3)

To fully understand the emissions of other indirect greenhouse gases and identify major emission sources to plan carbon reduction strategies, we calculated the emissions of other key indirect greenhouse gases in 2025 according to the ISO 14064:2018 standard, the product carbon footprint information network of the Ministry of the Environment, and the IPXX Sixth Assessment Report. In 2025, the emissions of other indirect greenhouse gases reached 942,618.14 tCO₂e. The inventory results are shown in the following table. The greenhouse gas emissions from purchasing products and services were the highest.

Unit: t-CO₂e/year

Type	Purchasing Products and Services	Disposal of Waste from Operations	Emissions from Upstream Transmission and Distribution	Emissions from Downstream Transmission and Distribution	Business Trips (Employees' Travels)	Employee Commutes
Emissions	934,909.69	1,488.18	4,176.37	1,657.80	123.66	262.44

Energy Density

ITEQ's main manufacturing processes are divided into prepreg (PP) and copper clad laminate (CCL). As the unit of output used by PP is different from that used by CCL, we calculate the monthly density of energy based on each unit of output, which is one of the performance indicators used to monitor energy efficiency.

📁 Energy Density Year-on-Year

Product	Plant	Category	2022	2023	2024	2025	YoY Growth Rate in 2025
Prepreg (PP)	Taiwan	Output (m)	4,267,278	3,655,618	4,461,180	5,967,082	33.8%
		Electricity (kWh/m)	0.913	1.115	0.842	0.876	4.0%
		Natural gas (m ³ /m)	0.257	0.333	0.350	0.360	2.8%
	Wuxi	Output (m)	60,580,807	56,674,707	59,817,848	63,269,206	5.8%
		Electricity (kWh/m)	0.435	0.428	0.446	0.458	2.7%
		Natural gas (m ³ /m)	0.051	0.047	0.048	0.048	0.0%
	Dongguan	Output (m)	21,478,138	18,745,963	12,536,041	14,905,042	18.9%
		Electricity (kWh/m)	0.720	0.751	0.681	0.613	-10.0%
		Natural gas (m ³ /m)	-	-	-	-	0.0%
	Guangzhou	Output (m)	18,795,813	16,592,175	5,021,242	Not produced	-
		Electricity (kWh/m)	0.262	0.306	0.508	Not produced	-
		Natural gas (m ³ /m)	0.028	0.010	0.032	Not produced	-
	Jiangxi	Output (m)	43,800,278	49,371,729	63,467,398	89,246,213	40.6%
		Electricity (kWh/m)	0.734	0.784	0.791	0.563	-28.9%
		Natural gas (m ³ /m)	0.114	0.125	0.134	0.096	-28.1%

Product	Plant	Category	2022	2023	2024	2025	YoY Growth Rate in 2025
Copper Clad Laminate (CCL)	Taiwan	Production volume (sheet)	1,228,319	860,814	907,941	1,431,726	57.7%
		Electricity (kWh/sheet)	3.707	4.192	4.751	4.283	-9.9%
		Natural gas (m ³ /sheet)	0.721	1.123	1.456	1.070	-26.5%
	Wuxi	Production volume (sheet)	15,885,912	14,093,188	15,899,071	18,661,951	17.4%
		Electricity (kWh/sheet)	1.659	1.720	1.679	1.562	-7.0%
		Natural gas (m ³ /sheet)	0.194	0.190	0.181	0.164	-9.4%
	Dongguan	Production volume (sheet)	6,842,430	5,792,569	2,882,430	3,612,403	25.3%
		Electricity (kWh/sheet)	1.217	1.308	1.595	1.363	-14.5%
		Natural gas (m ³ /sheet)	0.277	0.362	0.348	0.377	8.3%
	Guangzhou	Production volume (sheet)	3,206,553	387,026	Not produced	Not produced	-
		Electricity (kWh/sheet)	1.535	7.362	Not produced	Not produced	-
		Natural gas (m ³ /sheet)	0.167	0.465	Not produced	Not produced	-
	Jiangxi	Production volume (sheet)	8,963,128	13,310,418	18,893,673	20,059,129	10.3%
		Electricity (kWh/sheet)	3.587	2.907	2.657	2.504	-5.8%
		Natural gas (m ³ /sheet)	0.557	0.465	0.450	0.428	-4.8%
Flexible Copper Clad Laminate (FCCL)	Guangzhou	Production volume (sheet)	6,768,257	8,762,559	11,643,628	13,169,428	13.1%
		Electricity (kWh/sheet)	0.644	0.649	0.727	0.767	6.1%
		Natural gas (m ³ /sheet)	0.041	0.034	0.026	0.030	15.4%

Note 1: Electricity consumption of each plant was calculated according to the average energy density per month; electricity consumption of the Guangzhou Plant was 100% allocated to FCCL (in 2024, electricity was allocated to PP and FCCL processes at ratios of 23% and 77% respectively).

Note 2: Natural gas consumption of the Taiwan Plant was allocated to PP and CCL processes at ratios of 25.2% and 74.8% respectively; natural gas consumption of the Wuxi and Jiangxi Plants was allocated to PP and CCL processes at ratios of 22.6% and 77.4% respectively; natural gas consumption of the Dongguan Plant was 100% allocated to the CCL process; and natural gas consumption of the Guangzhou Plant was also 100% allocated to FCCL (in 2024, natural gas consumption was allocated to PP and FCCL processes at ratios of 35% and 65% respectively).

Energy-saving and Carbon Reduction Measures and Effect

ITEQ continually improves the energy efficiency of its plants through various energy-saving measures. In 2025, the Group implemented nine energy-saving initiatives, achieving a total emission reduction of 2,118.13 tCO₂e. Details and achievements of energy-saving measures are shown in the following tables.

Type of Energy Saving	System	Type	Plant	Saved Electricity (kWh/year)	Carbon Reduction (tonCO ₂ e /year)	Reduction Scope	Establishment Cost (NTD)	Economic Benefit (NTD)
Energy-saving of plant affairs	Air-conditioning chillers	Cleaned and replaced cooling tower fill media to improve chiller cooling efficiency.	Guangzhou	69,616	40.22	Scope 2	CNY 30,000	CNY 46,782
	Lighting system	Replaced wide-angle lighting fixtures across the plant with solar-powered lights.	Wuxi	15,950	9.21	Scope 2	CNY 25,800	CNY 10,367
	Air compressor cooling water system	Replaced the hot press cooling water pump with a high-efficiency water pump.	Wuxi	260,000	150.20	Scope 2	CNY 11,000	CNY 169,000
	Steel plate cleaning and drying system	Replaced conventional motors with permanent magnet variable-frequency centrifugal blowers.	Wuxi	50,400	29.12	Scope 2	CNY 40,000	CNY 39,845
	Air handling units (AHUs)	Replaced clogged heat exchanger coils in the central air-conditioning AHUs to improve workshop cooling efficiency and reduce water pump energy consumption.	Guangzhou	36,000	20.80	Scope 2	CNY 158,000	CNY 24,192
	Air compressor	Replaced two aging air compressors with high-efficiency units.	Taiwan	303,173	143.70	Scope 2	NTD 4,100,000	NTD 1,112,645
Total (NTD/CNY=4.3581)				735,139	393.25		NTD 5,254,025	NTD 2,377,304

Note: CO₂e emissions were estimated according to the latest electricity emission coefficients, i.e., 0.474 tonCO₂e/1,000kWh for the Taiwan Plant and 0.5777 tonCO₂e/1,000kWh for plants in China. Economic benefit was calculated according to the average electricity cost of each plant, i.e., NTD 3.67/kWh for the Taiwan Plant and CNY 0.672/kWh for plants in China.

Type of Energy Saving	System	Type	Plant	Saved Natural Gas (m ³ /year)	Carbon Reduction (tonCO ₂ e /year)	Reduction Scope	Establishment Cost (NTD)	Economic Benefit (NTD)
Energy-saving of plant affairs	Air-conditioning system	Waste heat recovery project for the air compressors at Plant 3 (recovering waste heat to heat water for use in the air-conditioning system at Plant 3, thereby reducing natural gas consumption).	Jiangxi	328,500	617.25	Scope 2	CNY 284,404	CNY 1,160,298
	Heat supply system	Replaced the thermal insulation on plant-wide thermal oil piping (replacing all external insulation to reduce heat transfer losses and natural gas consumption).	Jiangxi	41,975	78.87	Scope 2	CNY 33,931	CNY 148,260
	RTO	Replacing the ceramic media in the #1 RTO at Plant 1 (replacing ceramic media with poor heat storage performance to stabilize the incinerator temperature and reduce natural gas consumption).	Jiangxi	547,500	1,028.76	Scope 2	CNY 575,221	CNY 1,933,830
Total (NTD/CNY=4.3581)				917,975	1,724.88		NTD 3,894,206	NTD 14,130,654

Note: CO₂e emissions were calculated per 1.879 tonCO₂e/m³; economic benefit was calculated per natural gas fee of CNY 3.53/m³.

Energy Saving Measures at the Wuxi Plant in 2025

Energy saving

1

Wide-angle lighting fixtures were replaced across the plant with solar-powered lights.



Energy saving

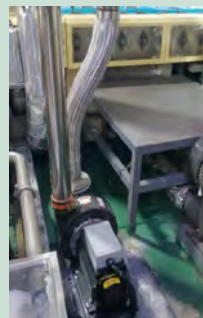
2

The hot press cooling water pump was upgraded to a high-efficiency pump.

Energy saving

3

Conventional motors were replaced with permanent magnet variable-frequency centrifugal blowers.



4.2. Chemical Management

Chemicals, including flammable, highly volatile, hazardous chemicals, are used as solvents in the PP and CCL manufacturing processes. Leakages or improper storage of hazardous chemicals can cause serious safety issues and environmental pollution. ITEQ therefore places a great deal of importance on chemical management.

Chemical Management Policies

In addition to controlling raw materials at the source (refer to the “Hazardous Substance Management” section for more details), ITEQ has specifically formulated the Chemical Management Procedures, which define clear protocols for the purchase, storage, use, and disposal of chemicals to ensure the safety of employees and the plant while minimizing environmental risks. In 2025, no serious leaks were reported.

Delivery

- Employees receiving deliveries of chemicals must wear PPE, review the conditions and labels of containers immediately after unloading, and swiftly move the chemicals to designated storage areas.

Storage

- Chemicals must be stored in places clear of any source of heat and direct sunlight, and with proper ventilation, emergency devices, and clear labels. Incompatible chemicals must be stored separately. Access to such materials is controlled.

Use

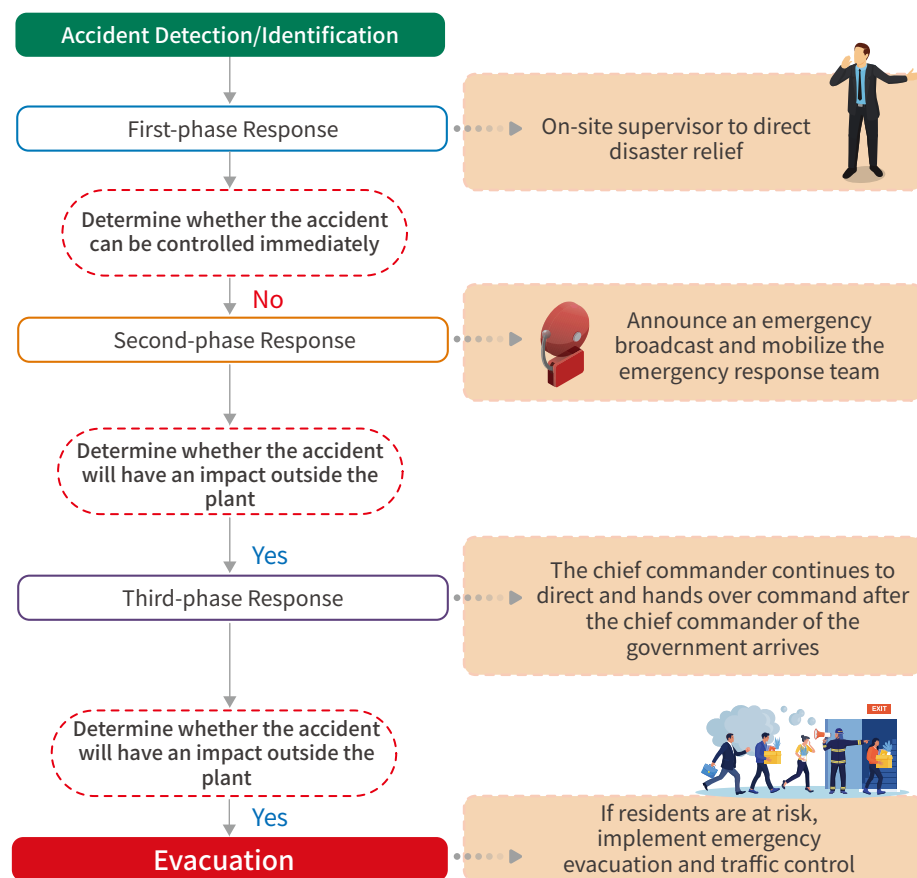
- Regulations are in place regarding the use of gaseous, liquid, and solid chemicals with a special focus on the PPE of operators and instructions for their proper use.

Disposal

- We work with legitimate and competent suppliers in accordance with the Waste Management Regulations when disposing of chemicals.

Emergency Response Plan

In addition to daily management, ITEQ has developed Emergency Response Procedures to handle incidents such as fires, explosions, and chemical leaks, ensuring appropriate action is taken in the event of an emergency. The response process is divided into four phases, with a clear division of responsibilities within the plant and close coordination with government agencies to minimize potential injuries and losses.



To ensure the effectiveness of the emergency response plan and enhance employees' disaster awareness, each plant holds two emergency response drills annually.

Escape and fire drills were held at the [Taiwan Plant](#) and included an introduction to the automatic fire extinguishing system. After each drill, a review was conducted to evaluate the results, identify any issues, and update or revise relevant documents accordingly. To enhance fire prevention awareness among night-shift personnel, evacuation drills and firefighting training were added to training for night-shift employees starting in the second half of 2022. This initiative aims to strengthen emergency response capabilities for both day- and night-shift personnel.



▲ Escape and fire drill.

▲ Night-shift – Escape and fire drill.

▲ Night-shift – Introduction to the automatic fire extinguishing equipment system.

In March, May, August, and November 2025, a fire drill, chemical spillage drill, and an emergency special equipment and confined space drill were held at the [Wuxi Plant](#). After each drill, the effectiveness of the response was reviewed and improvements made.



▲ Emergency drill and training.

▲ The fire-fighting team wore firefighting gear, connected the fire hose, and extinguished the fire in 1 minute and 23 seconds.

In May and October 2025, an emergency drill in the boiler room and chemical leakage drill in the gluing cleanroom were held at the **Dongguan Plant**. After the drills, the results were reviewed, and improvements were made based on the evaluation.



▲ The Emergency Response Firefighting Team donned protective equipment and rushed to the scene.



▲ When the fire alarm sounded, all plant personnel were evacuated immediately.



▲ All personnel working in the adhesive coating and adhesive mixing chemical operation areas received hands-on training in the use of 24 kg wheeled CO₂ fire extinguishers (conducted outdoors), ensuring that every participant became proficient in operating the equipment.



In June and November 2025, a chemical leakage drill and fire drill were held at the **Guangzhou Plant**. After the drills, the effectiveness of the response was reviewed and improvements made.



- ▲ At 08:00:00, the plant-wide fire alarm was activated. Members of the Firefighting .
- ▲ Team immediately proceeded to the fire control room to don protective equipment before rushing to the scene.
- ▲ Arriving at the adhesive coating workshop at 08:02:15.



▲ On-site emergency response operations were conducted by shutting off valves, using firefighting equipment and facilities to extinguish the fire, and collecting leaked chemicals.



▲ External emergency assistance was requested to contain the incident and eliminate the hazard.



▲ A post-drill review was conducted following firefighting equipment training and the orderly evacuation of personnel.



4.3. Pollution and Emissions Management

As a member of the PCB industry, ITEQ understands that people are greatly concerned about pollution arising from industrial operations, such as air pollution, waste, and wastewater. In addition to responding to stakeholders, we must be responsible for the environment and society to ensure we address our corporate sustainability responsibilities. We have therefore set up pollution and emission management policies that must be adhered to when implementing and reviewing pollution and emission management plans.

Management Guidelines for Environmental Compliance

The Company continuously monitors environmental regulations issued by government authorities in the regions in which its operating sites are located and ensures full compliance with all applicable requirements. By implementing and maintaining the ISO 14001 Environmental Management System and the ISO 14064 Greenhouse Gas Inventory mechanism, and successfully passing the relevant certifications each year, the Company ensures the effectiveness and compliance of its environmental management system. The Company also promotes technological upgrades and energy-saving and waste reduction measures to ensure that all operations comply with environmental regulations.

An ISO 14001 Environmental Management System has been implemented to continuously and systematically improve the Company’s environmental performance through the PDCA (Plan-Do-Check-Act) management cycle and annual third-party verification. Applicable environmental laws, regulations, and customer requirements are identified and reviewed on a regular basis. Environmental aspects with potential impact are assessed, and annual objectives, targets, and management programs are established based on the evaluation results. Environmental activity KPIs have also been established, and are monitored by the responsible departments and reviewed quarterly. KPI data are also incorporated into performance evaluations and departmental assessments.

ISO Product Carbon Footprint System

Plant	Wuxi	Wuxi	Jiangxi	Dongguan
First Issuance of Certification	December 3, 2024	December 31, 2025	January 30, 2026	February 3, 2026
Validity of Certification	December 2, 2027	December 30, 2027	January 29, 2028	February 2, 2029
Assurance Agency	WIT	WIT	WIT	WIT
CCL Resin System	IT 158, IT 180A	IT 170GRA, IT 170GT	IT 158, IT 170GRA1, IT 180A	IT 158, IT 180A

To ensure corporate green development and sustainable management and satisfy customer requirements, all of our plants have conducted carbon footprint verification and certification with the following improvements implemented:

1

Advance response to regulations

With multiple countries implementing carbon emission disclosure regulations (e.g., the CSRD of the EU and SEC Climate-Related Disclosure: Final Rule of the United States), certification ensures corporate compliance and reduces legal risks.

2

Identifying opportunities to reduce emissions

Through carbon footprint analysis, the enterprise can identify processes with high energy consumption, improve production processes, energy structure and supply chains, and reduce operating costs.

3

Satisfying customer requirements

Since international enterprises require suppliers to provide information on the carbon footprint of their products, certification is a stepping-stone for entering leading enterprises' supply chains.

4

Strengthening ESG performance

Carbon footprint certification is an important demonstration of an enterprise's fulfilment of its environmental responsibility, and it can help improve ESG ratings and attract opportunities that emphasize sustainable investments.

5

Shaping industry leadership

Early-certified enterprises can establish industry benchmarks and improve their brand credibility and influence.

6

Avoiding carbon-related risks

Carbon costs (e.g., carbon tax and carbon trading) may significantly increase in the future. Certification helps enterprises make arrangements in advance to lower future compliance costs.

Implementation of the Environmental Management System in 2025

Plant	Objectives	Status
Taiwan	The sampling port on the exhaust duct of the RTO air pollution control equipment was found by the inspection company to be improperly positioned during emissions testing. The sampling port therefore needed to be relocated to comply with regulatory requirements	The sampling port was relocated from its original position at the one-fifth point of the exhaust duct to the center of the one-quarter section, thereby meeting regulatory requirements.
Wuxi	Report environmental big data	Statistics gathering and reporting of environmental big data released by the National Bureau of Statistics in 2025 was completed according to the Company's operation and pollution discharge conditions.
	ISO14064 certification	Greenhouse gas emissions inventory was completed and certificate obtained.
	ISO14067 certification	The scope was determined and carbon footprint calculation of IT 170GRA and IT 170GT products and certification was completed.
	Draft environmental incident emergency plan	In 2025, the environmental incident emergency plan was successfully drafted with effective environmental prevention measures.
Dongguan	Renew the Pollutant Discharge Permit	A new Pollutant Discharge Permit was issued on August 11, 2025, and is valid until August 12, 2030.
	Connect the online monitoring system for RTO exhaust emissions to the National Development Platform	Under the requirements of the new Pollutant Discharge Permit, the Company has been designated as a key air pollutant emission unit. In addition to connecting the online monitoring system to the municipal platform, the Company was also required to connect it to the National Development Platform. The connection was completed on December 1, 2025.
Guangzhou	Disclose environmental protection information	Information disclosure was completed on the environmental protection website.
	Maintain ISO 14064 compliance	Greenhouse gas (GHG) emissions inventory and quantification was completed.
Jiangxi	Reduce hazardous adhesive-containing wastewater by 10%	In 2025, the monthly average was reduced by six metric tons, representing a reduction of approximately 12%.
	ISO14067 certification	The product scope was determined and product carbon footprint assessment and certification for IT158, IT180A, and IT170GRA1 products completed.

4.3.1. Air Pollutant Emissions

We have established the Operating Procedure for Waste Gas Treatment to ensure that gases generated during manufacturing processes are properly treated before being discharged, thereby mitigating environmental pollution. We also engage qualified third-party agencies to conduct annual air pollutant emissions testing. The Taiwan Plant also regularly submits air pollutant emission reports and pays air pollution control fees in accordance with the Air Pollution Control Act. The Company's primary sources of air pollutant emissions include process exhaust emissions and fugitive emissions from storage tanks. Major air pollutants include sulfur oxides (SOx), nitrogen oxides (NOx), volatile organic compounds (VOCs), and particulate matter (PM). No ozone-depleting substances (ODS) are used in ITEQ's manufacturing processes.

To control process-related air pollutant emissions, natural gas, a relatively clean fuel, is used in gas-fired boilers. Through high-temperature oxidation, the primary pollutants are decomposed into carbon dioxide and water. The resulting exhaust emissions are well below the emission standards established by the government. In addition, the heat generated during the incineration process is recovered and reused, significantly reducing the system's fuel consumption while also saving energy and reducing waste. To minimize fugitive emissions from storage tanks, the Company has installed atmospheric fixed-roof storage tanks and atmospheric floating-roof storage tanks for raw materials.

Air Polluting Material Management Guidelines

The Company is committed to maintaining good air quality and strengthening environmental protection by properly managing air emissions to ensure compliance with all applicable emission standards and regulatory emission limits. The Company also continuously enhances the efficiency of its air pollution control systems and has set a target of achieving a 97% removal efficiency for the regenerative thermal oxidizer (RTO) by 2025.

To achieve this objective, the Company ensures the proper operation and maintenance of its air pollution control equipment and upgrades or installs additional equipment as needed to improve overall treatment efficiency. Regular air emissions testing and ambient premises monitoring are also conducted to evaluate emission performance and environmental impact. Furthermore, pollutant concentrations and monitoring reports are reviewed on an ongoing basis to verify the effectiveness of management measures and drive continuous improvement.

Air Pollution Emissions Year-on-Year

Unit: ton

Type of Pollution	Plant	2022	2023	2024	2025
Sulfur Oxides	Taiwan	35.91	8.83	7.12	6.73
	Wuxi	Not Identified	Not Identified	Not Identified	Not Identified
	Dongguan	Not Identified	Not Identified	0.61	0.82
	Guangzhou	0.81	2.31	0.51	0.48
	Jiangxi	1.30	1.80	0.90	Not Identified
	Total	38.11	12.94	9.14	8.03
Nitrogen Oxides	Taiwan	15.62	6.87	9.00	3.97
	Wuxi	13.70	14.50	13.26	16.00
	Dongguan	1.56	1.38	1.44	1.75
	Guangzhou	4.51	5.84	7.39	3.21
	Jiangxi	19.80	26.80	26.58	26.00
	Total	55.19	55.39	57.67	50.93
Volatile Organic Substances	Taiwan	184.84	177.18	77.10	39.83
	Wuxi	192.30	196.50	177.45	5.34
	Dongguan	8.48	5.89	5.76	5.74
	Guangzhou	4.39	5.24	2.43	0.66
	Jiangxi	53.19	69.19	52.23	58.00
	Total	443.20	454.00	314.97	109.57

Type of Pollution	Plant	2022	2023	2024	2025
Particulate Matter	Taiwan	1.13	0.38	0.52	0.54
	Wuxi	0.88	0.84	0.61	3.10
	Dongguan	0.53	0.50	0.48	0.51
	Guangzhou	0.59	0.37	1.89	0.23
	Jiangxi	1.77	1.99	1.86	3.86
	Total	4.90	4.08	5.36	8.24

Note: Final air pollutant emissions at the Taiwan Plant are calculated based on air pollution control fee reporting. From 2022 to 2023, the Taiwan Plant used the official emission factor method for calculations. Beginning in 2024, the mass balance method was adopted, resulting in a significant difference in the reported emission values. Emissions at the China Plant are calculated based on measured data obtained through emissions testing.

Mobile Pollution Source Management

Besides stationary sources, another major source of air pollution is mobile emission sources. Although ITEQ's vehicles are used only for maintenance services and product transportation, the Taiwan Plant actively participates in the Voluntary Diesel Vehicle Management Program for the Hsinchu–Miaoli Air Quality Control Region. The plant has signed a voluntary participation agreement, committing to implementing a vehicle maintenance program, strengthening fuel quality management, providing driver training, encouraging employees to use public transportation or carpool, and ensuring that vehicles undergo regular inspections. Vehicles are evaluated based on regulatory standards for smoke opacity, pollutant emissions, and horsepower ratio, and those meeting the requirements are awarded a voluntary management label. As of 2025, the Taiwan Plant operated three diesel vehicles, two of which had obtained the Top-grade Label. The remaining vehicle was newly purchased in 2025 and is scheduled to undergo inspection after its initial maintenance. The current Top-grade Label attainment rate is 67%, and it is expected to reach 100% following the inspection of the new vehicle.

Implementing stricter vehicle emission standards has become a global trend. Most countries in the world intend to adopt or refer to European emission standards. Euro 6 standards were implemented in Europe in 2013. China began a two-stage implementation of equivalent standards (China VI Emission Standards for Vehicles) in 2020. Since the transportation vehicles used by ITEQ are official cars and are for product transportation, we require that the gasoline and diesel-powered vehicles of suppliers and logistics providers comply with national emission standards. At the Wuxi Plant, the China VI Emission Standards for Vehicles has been fully adopted for the self-owned cargo transportation vehicles since 2021. A truck intelligent monitoring system has also been installed at the entrance gate of the plant to strictly control the emission standards of external transportation vehicles. At the Dongguan and Guangzhou Plants, the China VI Emission Standards for Vehicles has been fully adopted for rented trucks. At the Jiangxi Plant, non-permanent rental vehicles are used for logistics, not fixed logistics charter vehicles. In the future, in accordance with legal requirements, the China VI Emission Standards for Vehicles will be adopted for vehicles purchased or requested for logistics charter purposes.

The China VI Emission Standards for Vehicles was implemented in two stages:



4.3.2. Waste Management

Waste generated by ITEQ includes general business waste, hazardous business waste, compulsory universal waste, and regulated reused waste. All waste is governed by the Waste Management Regulations. To reduce waste and promote recycling, we start with source control. After being sorted by the production department, waste is disposed of by legitimate contractors authorized by the Occupational Health and Safety Center in accordance with applicable laws and regulations.

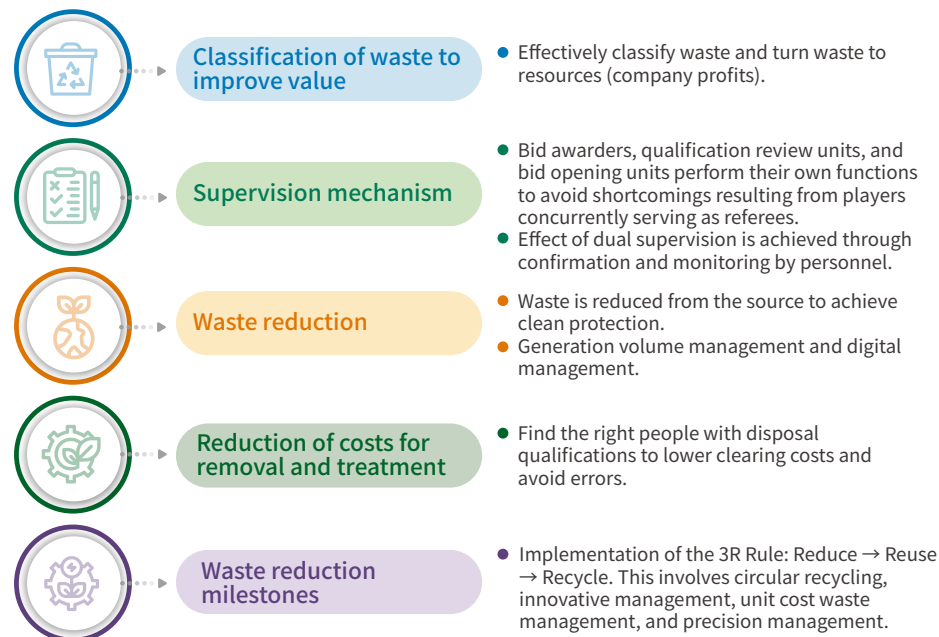
Material Topics Management Guidelines

Waste and Hazardous Materials Management Guidelines		
Meaning for the Company		➢ To reduce waste disposal costs, prevent environmental pollution, and continuously mitigate environmental impact. ➢ To recycle wastewater and achieve the goals of reducing waste and carbon emissions.
Policy/Commitment		➢ Environmental laws, regulations, and requirement compliance and to ensure environmental protection. ➢ The Group undergoes ISO 14064 Greenhouse Gas Inventory and ISO14067 Carbon Footprint Inventory certifications. ➢ Reduce the sources of waste, use environmentally friendly materials, and improve processes.
Objectives	Short-term	Waste recycling rate $\geq 90\%$; zero incidents of hazardous substances exceeding regulatory limits.
	Long-term	➢ Reduce hazardous substance usage by 20% within three years, with a waste recycling rate of $\geq 95\%$. ➢ Implement the requirements of ISO 14064 and ISO 14067 across all Tier 1 suppliers.
Achievements		➢ Comply with applicable waste management laws, regulations, and operating procedures. ➢ Establish annual management objectives and actively implement waste reduction initiatives. ➢ Upgrade the membrane bioreactor (MBR) wastewater treatment system to improve treatment efficiency.
Responsible Department		Occupational Health and Safety Department
Evaluation Mechanism		➢ No violations of regulations related to waste disposal. ➢ Annual review of the effectiveness of waste reduction. ➢ Reduction in greenhouse gas emissions.

Subject to the provisions of applicable laws and regulations, we implement a reduction in general business waste through strict waste classification, non-use of disposable tableware, recycling (such as PE tapes), reuse (such as providing wooden pallets to nearby shops), and decomposition of certain waste naturally. To control the overall conditions and appropriate disposal of waste generated by the Company in practice, we collect waste disposal statistics. If the difference between the quantity disposed of in the current year and the average quantity of the previous year reaches 30%, the reason therefor is investigated.

In 2025, the Group's general waste output increased by 0.49%, while hazardous waste output rose by 0.85% compared to 2024. The main reasons were the ongoing expansion and capacity increase at the Jiangxi Plant, along with the increased disposal of empty containers at the Taiwan Plant. These factors, including raw material usage, scrap generation, and pipeline cleaning, contributed to a rise in waste.

Waste Management Goals



Waste Generation and Disposal Year-on-Year

Unit: ton

Plant	Type of Waste	2023	2024	2025	Ratios of Disposal Methods in 2025				
					Incineration	Landfill	Recycle	Physical	Clean
Taiwan Note 2	General Business Waste	76.05	403.10	440.43	100%	-	-	-	-
	Designated for Reuse	54.57	135.83	105.32	Designated for Reuse				
	Designated Recyclables	277.44	150.74	510.83	Designated Recyclables				
	Hazardous Business Waste	617.41	804.68	820.33	-	-	-	100%	-
	Total	1,025.47	1,494.35	1,876.91	50%	-	-	50%	-
Wuxi	General Business Waste	2,327.43	2,428.57	2,537.45	7.6%	-	92.4%	-	-
	Hazardous Business Waste	1,704.64	1,799.80	1,814.92	7.2%	-	1.7%	70.5%	20.6%
	Total	4,032.07	4,228.37	4,352.37	7.4%	-	54.8%	29.2%	8.6%
Dongguan	General Business Waste	2,226.67	1,266.89	1,377.18	10.6%	-	89.4%	-	-
	Hazardous Business Waste	321.46	199.96	213.38	11.5%	-	43.0%	45.5%	-
	Total	2,548.13	1,466.85	1,590.56	10.7%	-	83.2%	6.1%	-
Guangzhou	General Business Waste	1,295.62	895.09	216.23	14.3%	-	85.7%	-	-
	Hazardous Business Waste	317.65	156.41	54.65	29.6%	-	70.4%	-	-
	Total	1,613.27	1,051.50	270.88	17.4%	-	82.6%	-	-
Jiangxi	General Business Waste	2,738.43	3,058.10	3,824.97	-	-	100%	-	-
	Hazardous Business Waste	2,176.86	2,907.91	3,015.11	5.0%	30.3%	64.7%	-	-
	Total	4,915.29	5,966.01	6,840.08	2.2%	13.4%	84.4%	-	-
Total	General Business Waste	8,996.21	8,338.32	9,012.40	3.7%	-	96.3%	-	-
	Hazardous Business Waste	5,138.01	5,868.75	5,918.38	5.5%	15.5%	35.8%	37.0%	6.3%
	Total	14,134.22	14,207.07	14,930.78	17.2%	6.1%	65.0%	14.6%	2.5%

Note 1: Waste generation data for 2023 and 2024 were previously misclassified and have been corrected in this report.

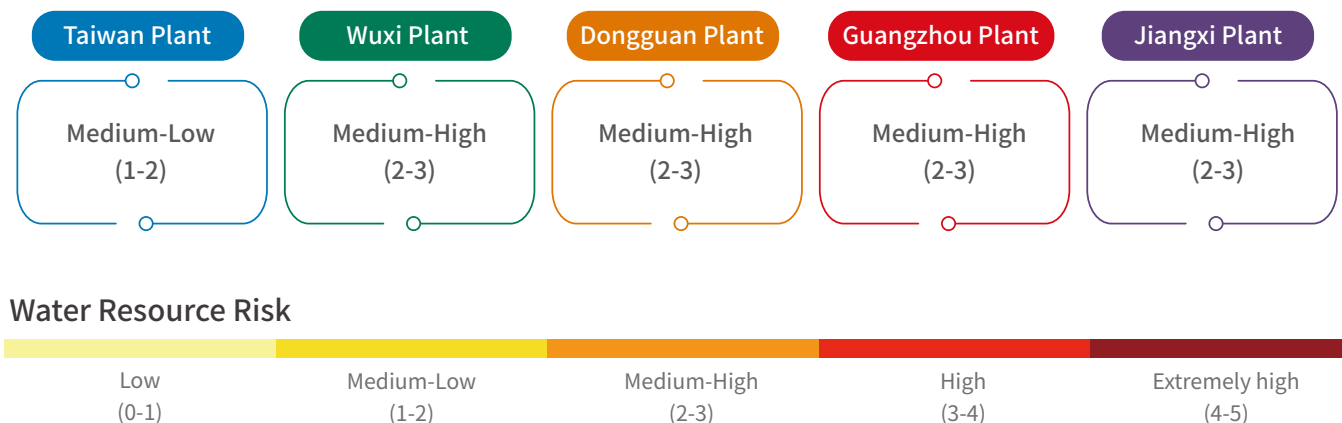
Note 2: Taiwan Plant data are primarily sourced from the Industrial Waste Reporting and Management System (IWR&MS) maintained by the Resource Circulation Administration, Ministry of the Environment.

4.3.3. Water Resource Management

According to the Aqueduct Water Risk Atlas published by the World Resources Institute (WRI) in 2019, the Taiwan Plant is located in an area with medium- to low-water-consumption pressure, while the plants in China are situated in areas with medium- to high-water-consumption pressure.



Source: World Resources Institute



Water Withdrawal Management

ITEQ Group strictly implements water resource management. One hundred percent of the water used at all of the Group's plants is supplied by local municipal water systems. The Group does not use groundwater or operate any groundwater wells, thereby avoiding an impact local groundwater levels and geological conditions while ensuring the legal and environmentally responsible use of water resources. In 2025, the Group's total water withdrawal amounted to 772.39 million liters, a decrease of 1.82% compared with the previous year. Despite continued production operations, total water withdrawal continued to decline, demonstrating the effectiveness of the Group's water conservation initiatives across all manufacturing sites.

Improvement measures are as follows:

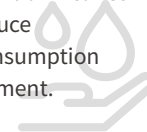
Process water recycling and reuse

Optimized cooling tower operations and increased recycling rate of process wash water to reduce the demand for fresh water.



Enhancing employees' water conservation awareness

Continued to promote water conservation awareness throughout administrative areas and replaced water-saving fixtures in dormitories and office areas to reduce unnecessary water consumption through daily management.



Water Withdrawal

Unit: M L

Category	Plant	2022	2023	2024	2025	YoY
Municipal Water Supply (Tap Water)	Taiwan	50.20	49.94	56.67	62.74	10.71%
	Wuxi	204.65	174.49	186.25	203.12	9.06%
	Dongguan	148.55	121.84	94.82	97.31	2.63%
	Guangzhou	66.62	32.26	22.14	21.74	-1.81%
	Jiangxi	309.25	419.61	416.74	377.60	-9.39%
Recycled Water	Taiwan	6.65	9.13	10.06	9.88	-1.79%
Total water withdrawal		785.92	807.27	786.68	772.39	-1.82%

Note: As the Taiwan Plant operates a reverse osmosis (RO) water reclamation system and a Membrane Bioreactor (MBR) system, reclaimed water is included in the total water withdrawal. The related data have been updated in this report.

Water Drainage Management

Since 2020, ITEQ's Taiwan Plant has installed a Reverse Osmosis (RO) water recycling system. Cooling water recovered from the air conditioning system is reused in the scrubber preceding the Regenerative Thermal Oxidizer (RTO). Waste liquid generated during the manufacturing process is collected by qualified contractors for off-site treatment. The primary source of wastewater at the Taiwan Plant is domestic sewage generated by employees. The wastewater first undergoes treatment in a domestic sewage aeration system, followed by treatment in a Membrane Bio-Reactor (MBR), achieving a 100% wastewater recycling rate.

At the China Plants, wastewater is primarily generated from employees' domestic wastewater, together with small amounts of wastewater from steel plate cleaning, scrubbers, vacuum pumps, and air compressor condensate. After aeration treatment in the wastewater treatment basin, wastewater is discharged to a municipal wastewater treatment plant through the sewer system. In accordance with applicable environmental regulations, key parameters, including chemical oxygen demand (COD), ammonia nitrogen (NH₃-N), pH, and flow rate are continuously monitored online. An independent third-party laboratory is also commissioned each month to conduct wastewater testing and issue inspection reports. The principal testing parameters include chemical oxygen demand (COD), ammonia nitrogen (NH₃-N), suspended solids (SS), total phosphorus (TP), and total nitrogen (TN). All wastewater quality monitoring results in 2025 complied with the applicable regulatory standards. The Company will continue to monitor in accordance with relevant regulatory requirements.

Wastewater Effluent Management Guidelines

In accordance with applicable environmental regulations, the Company is committed to maintaining environmental quality and minimizing pollution risks. Strict wastewater discharge management measures are implemented to ensure that all effluent complies with applicable regulatory standards. The Company has also established wastewater discharge reduction targets (using the Taiwan Plant as an example). The short-term target is to maintain effluent quality within a pH range of 6–9 and a chemical oxygen demand (COD) concentration below 100 ppm. The medium-term target is to achieve a wastewater recycling rate of over 80%, while the long-term target is to increase the recycling rate to over 99%, thereby continuously improving water resource circularity and utilization efficiency. Management measures include implementing standardized wastewater treatment operating procedures, monitoring effluent quality, and conducting regular testing of treated wastewater to continuously optimize treatment performance. The Company also continues to enhance its reclaimed water treatment system through system expansion and upgrades. Performance is evaluated and tracked using indicators such as the wastewater recycling rate and wastewater reduction, ensuring management measures are effectively implemented, wastewater is reduced, and water resource reuse objectives are met.

Sewage Discharge

Unit: M L

Plant	2022	2023	2024	2025
Taiwan	No Discharge	No Discharge	No Discharge	No Discharge
Wuxi	64.23	42.28	58.61	49.83
Dongguan	121.50	98.77	59.85	97.01
Guangzhou	66.62	32.26	22.14	21.74
Jiangxi	39.90	35.30	10.75	12.42
Total	292.25	208.61	151.35	181.00

Note 1: Wastewater discharge data for 2022 and 2024 have been updated in this report because the calculation methodology was not sufficiently defined due to the absence of wastewater flow metering equipment.

Note 2: The Taiwan Plant is equipped with a reverse osmosis (RO) water reclamation system and a Membrane Bioreactor (MBR). As a result, no wastewater is discharged.

Note 3: As the Guangzhou Plant is not equipped with wastewater flow metering equipment, the wastewater discharge volume is assumed to be equal to its total water withdrawal.

Effluent Volume

Unit: M L

Plant	2022	2023	2024	2025
Taiwan	50.20	49.94	56.67	62.74
Wuxi	140.42	132.21	127.64	153.29
Dongguan	27.05	23.07	34.97	0.30
Guangzhou		-	-	-
Jiangxi	269.35	384.31	405.99	365.18
Total	487.02	589.53	625.27	581.51

Quality of Discharged Water

Unit: mg/L

Plant	Suspended Solids (SS)	Biochemical Oxygen Demand (BOD)	Chemical Oxygen Demand (COD)	Ammonia Nitrogen (NH ₃ -N)	Total Phosphorus (TP)	Total Nitrogen (TN)
Taiwan	Testing not required	Testing not required	Testing not required	Testing not required	Testing not required	Testing not required
Wuxi	32.00	21.30	46.00	2.96	1.28	33.00
Dongguan	66.00	65.70	186.00	3.92	0.22	Not required
Guangzhou	92.00	73.60	178.00	28.00	3.24	38.80
Jiangxi	17.00	7.50	69.00	13.00	Not required	Not required

Note: The Taiwan Plant does not discharge any sewage and, in accordance with the requirements of the local environmental protection authority, is not obligated to conduct testing.

4.4. Environmental Cost and Benefits

Our commitment to environmental protection is also reflected in the Group's environmental protection expenditures and investments. In 2025, the Group's environmental protection expenditure totaled NTD 52.249 million, representing a slight decrease of 0.18% compared with the previous year. This change was primarily attributable to the suspension of rigid PCB production at the Guangzhou Plant, which resulted in a reduction in the generation of hazardous waste and, consequently, lower waste treatment and management costs. During the reporting period, the Group continued to closely monitor the operating performance of environmental protection equipment at all plants and implement source reduction measures to effectively reduce air pollutant emissions.

Statistics on Expenditure for the Environment

Unit: NTD Thousand

Cost Category	Description	Plant	2022		2023		2024		2025	
			Procurement	Maintenance	Procurement	Maintenance	Procurement	Maintenance	Procurement	Maintenance
Operating Cost	Pollution control equipment and environmental protection systems (RTO and glue removal equipment)	Taiwan	-	210	-	39	-	402	7,400	756
		Wux	-	5,394	-	9,011	-	7,557	-	771
		Dongguan	-	497	-	319	-	908	-	933
		Guangzhou	-	8,180	-	4,647	-	-	-	-
		Jiangxi	-	378	103,564	988	-	3,034	9,256	109
	Subtotal		-	14,659	103,564	15,004	-	11,901	16,656	2,569
			Treatment and Cleaning	Testing and Certification	Treatment and Cleaning	Testing and Certification	Treatment and Cleaning	Testing and Certification	Treatment and Cleaning	Testing and Certification
Management Cost	Pollution treatment and cleaning, testing, and certification costs	Taiwan	14,497	350	11,720	1,806	10,233	1,972	8,228	3,465
		Wuxi	24,825	1,010	12,588	388	8,536	353	3,059	259
		Dongguan	15,522	1,621	11,385	259	1,270	358	1,298	290
		Guangzhou	11,397	656	9,201	404	13,178	901	928	391
		Jiangxi	1,188	12,964	9,837	571	14,332	606	14,201	905
	Subtotal		67,429	16,601	54,731	3,428	47,549	4,190	27,714	5,310
Total			98,689		176,727		63,640		52,249	

Environmental Protection Benefits

Unit: NTD

Cost-saving Item	Environmental Protection Benefit	Economic Benefit
Electricity costs saved due to energy conservation plans	Electricity saved: 735,139 kWh/year	2,377,304
Natural gas costs saved due to energy conservation plans	Natural gas saved: 917,975 m ³ /year	14,130,654
Total		16,507,958

Communication Channels

To ensure environmental management at each level of ITEQ and in supplier and contractor processes, we have set up communication channels, such as meetings, to interact with our stakeholders and discuss our commitments to environmental management and performance to solve more problems and efficiently reach a consensus. The Occupational Health and Safety Department is responsible for collecting complaints from stakeholders and reporting them to supervisors. Complaints are documented and handled by the responsible unit and reported to the relevant point of contact.



Chapter 5 Trusted Partnerships

2025 Sustainability Performance

- ◆ Passed the ISO 45001 Occupational Health and Safety Management System certification: Taiwan, Dongguan, Guangzhou, and Jiangxi Plants
- ◆ No complaints regarding discrimination or forced labor

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Trusted Partnership Management Guidelines

The Company is committed to a people-oriented philosophy by providing a safe and healthy workplace, fair compensation and promotion systems, statutory pension contributions, and employee insurance to safeguard employees' rights and interests. The Company also complies with applicable employment laws and regulations, maintains effective communication channels with employees, and conducts regular employee engagement and satisfaction surveys. Performance is continuously monitored based on survey results. During the reporting period, no complaints related to discrimination or forced labor were reported, demonstrating the Company's commitment to a fair workplace and the protection of employees' rights.

5.1. Talent Acquisition

5.1.1. Diverse Structure

Talent development is a core element of the Company's competitiveness; ITEQ has always strived to create a stable and friendly workplace in which all employees and the Company can grow together. We emphasize equal and diverse recruitment beyond race, sex, age, religion, nationality, and political affiliation, focus on employment and human rights, and strictly stand against forced labor and child labor. Creating an equal and safe workplace is our basic commitment to employees. We also provide a competitive compensation and benefits system, places for learning and development for our employees' wellbeing, and harmony in the workplace, and ensure high work efficiency. All ITEQ employees are provided with the due rights and interests stipulated in laws and regulations from their first day of employment. In 2025, no cases of discrimination, child labor, or forced labor occurred in any plant.

By the end of 2025, ITEQ Group had a total of 3,420 employees, with males representing 69.0% and females 31.0%. Of these, 2,361 employees were based in Taiwan, and 1,059 were based in China. The employment types across the regions vary according to local laws, as well as operational and capacity demands. Employee statistics were categorized by gender, age, position, and type of employment. Among them, 636 senior executives (at division director level or above) accounted for 14.97% of the total workforce.

Employment Statistics

Item	Plant	Taiwan Plant		China Plants		Total ^{Note 1}		Total	Total Ratio
	Category	Male	Female	Male	Female	Male	Female		
Contract Type	Full-time	308	117	1,736	819	2,044	936	2,980	87.13%
	Part-time (temporary) ^{Note 2}	0	0	317	123	317	123	440	12.87%
Age	20~29	53	16	606	190	659	206	865	25.29%
	30~50	202	77	1,360	740	1,562	817	2,379	69.56%
	>50	53	24	87	12	140	36	176	5.15%
Type of Employment	Direct personnel	147	52	1,612	740	1,759	792	2,551	74.59%
	Indirect personnel	161	65	441	202	602	267	869	25.41%
Position	Above division director level	18	2	44	8	62	10	72	2.11%
	Section head level	36	12	206	78	242	90	332	9.71%
	Non-management role	254	103	1,803	856	2,057	959	3,016	88.19%
Total	Number of employees	308	117	2,053	942	2,361	1,059	3,420	100.0%
	Female and male ratios (%)	72.47%	27.53%	68.55%	31.45%	69.04%	30.96%		
Total		425		2,995		3,420			
Plant ratio (%)		12.43%		87.57%		100.0%			
Other workers ^{Note 3}		2	0	75	39	77	39		
Workers with disabilities ^{Note 4}		4		7		9			

Note 1: The statistics for the plants in China are based on the Wuxi, Guangzhou, Dongguan, and Jiangxi Plants.

Note 2: Part-time (temporary) employees refer to dispatched workers and fixed-term contracts of employment.

Note 3: Other workers refer to individuals not employed directly by the Company but whose work or workplace is managed or controlled by ITEQ, such as contractors (security, cleaning, etc.) or permanent outsourced vendors.

Note 4: The Company is committed to fostering a diverse and inclusive workplace. Although the number of employees with disabilities at the China Plant has not yet met the local regulatory requirement, the Company has fully paid into the required Disability Employment Security Fund in accordance with applicable regulations. To further demonstrate its commitment to corporate social responsibility, the Company is working with local disabled persons' organizations and recruitment agencies to expand suitable employment opportunities. ITEQ also plans to gradually increase the employment ratio over the next one to two years while improving facilities to create a more inclusive, accessible, and compliant workplace.

📁 Management-to-Employee Ratio Per Nationality

Plant	Nationality	Number of Employees	Ratio %	Number of Managers	Ratio %
Taiwan	Taiwan ^{Note}	335	9.80%	68	20.30%
	Philippines	90	2.63%	0	0.00%
	Thailand	32	0.94%	0	0.00%
	Malaysia	1	0.03%	0	0.00%
China	PRC	2,962	86.61%	197	6.65%
Total		3,420	100.00%	265	7.75%

Note: Including Taiwanese employees working in plants in China.

ITEQ is committed to protecting employees' rights and interests. All employees receive an offer letter prior to onboarding and sign employment contracts and related documents on their first day of employment. From the commencement of employment, the Company provides all statutory rights and benefits in accordance with the laws and regulations of each operating location.

The Company actively recruits local talent at its overseas operations, with a certain proportion of management positions filled by local employees to better address local market needs and ensure management practices align with local cultures and regulations. Following the establishment of the Thailand Plant in 2023, the Taiwan Plant has primarily recruited Thai employees. Upon completion of their employment contracts, they may be offered opportunities to transfer to the Thailand Plant, supporting workforce flexibility and employees' career development.

📁 Ratios of Local Managers and Local Senior Managers

Plant	Number of Managers	Number of Local Managers	Ratio of Local Managers	Number of Local Senior Managers	Ratio of Local Senior Managers
Taiwan	68	68	100.00%	16	23.53%
Wuxi	114	95	83.33%	13	11.40%
Dongguan	90	62	68.89%	25	27.78%
Guangzhou	67	28	41.79%	3	4.48%
Jiangxi	65	12	18.46%	0	0.00%
Subtotal of China plants	404	265	65.59%	57	14.11%

Note: Senior managers are division directors or above; local managers from plants in China refer to managers of each plant with their native places located in the province (city) in which this plant is located.

📁 Ratio of Female Employees and Female Managers

Category	Ratio
Overall Employees	30.96%
Female Managers	24.75%
Female Entry-Level Managers (Section Level)	22.28%
Female Senior Managers (Above Division Director Level)	13.89%

Note: The denominator for the ratio of female managers at each level is the number of managers at each level.

The Group has also hired 130 employees from various ethnic minorities, including indigenous peoples across different regions, accounting for 3.80% of the total workforce in 2025. These employees belong to ethnic groups such as the Zhuang and Miao peoples. The Group ensures equal treatment for all employees, with the same salary, promotion opportunities, and educational benefits extended to ethnic minority employees. At the Taiwan Plant, indigenous employees are granted ceremonial leave for indigenous rituals as required by law. For ethnic minority employees at the China plants, the Company provides special meals or meal subsidies if they have specific dietary needs.

📁 The Number and Ratio of New Employees

New Employees		2024				2025			
Age Distribution	Gender	Taiwan Plant	China Plants	Total	Ratio of New Employees	Taiwan Plant	China Plants	Total	Ratio of New Employees
20~29	Male	29	722	751	23.59%	10	869	879	20.70%
	Female	8	410	418	13.13%	8	439	447	13.07%
30~50	Male	22	636	658	20.67%	17	824	841	24.59%
	Female	16	372	388	12.19%	11	455	466	13.63%
>50	Male	2	10	12	0.38%	2	3	5	0.15%
	Female	0	0	0	0.00%	0	0	0	0.00%
Total		77	2,150	2,227	69.97%	48	2,590	2,638	77.13%

Note: The denominator for calculating the percentage of new employees was the total number of employees of that year.

📁 The Number and Turnover Rate of Employees

Outgoing Employees		2024				2025			
Age Distribution	Gender	Taiwan Plant	China Plants	Total	Employee Turnover Rate	Taiwan Plant	China Plants	Total	Employee Turnover Rate
20~29	Male	9	714	723	22.71%	8	789	797	23.30%
	Female	5	437	442	13.89%	5	410	415	12.13%
30~50	Male	30	665	695	21.83%	27	886	913	26.70%
	Female	16	420	436	13.70%	9	477	486	14.21%
>50	Male	3	16	19	0.60%	3	16	19	0.56%
	Female	3	1	4	0.13%	5	3	8	0.23%
Total		66	2,253	2,319	72.86%	57	2,581	2,638	77.13%

Note: The denominator for calculating the percentage of employee turnover was the total number of employees of that year.

Analysis of Workforce Turnover and Improvement Measures

In 2025, the Group's overall employee turnover rate was 77.13%, an increase of 4.27% from the previous year. The increase was primarily attributable to seasonal workforce turnover around the Lunar New Year at the China Plant and competition in the external labor market.

To stabilize the workforce and reduce turnover risks, the Company continues to implement employee retention and engagement initiatives, including attendance incentives during the Lunar New Year, long-service incentive programs, and ongoing reviews of compensation and benefits, employee wellbeing, and the working environment to enhance employee retention and organizational stability.

5.2. Talent Cultivation and Development

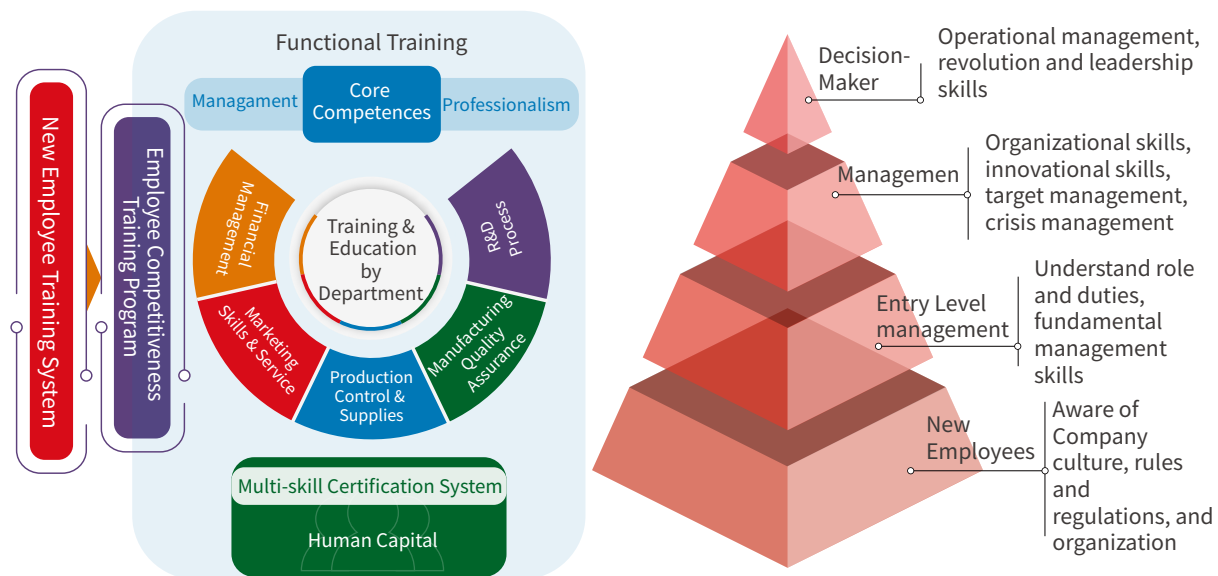
Material Topics Management Guidelines

Talent Cultivation and Development Management Guidelines		
Meaning for the Company	Technical and professional talent is a key driver of the Company's long-term competitiveness.	
Policy/Commitment	➢ To establish an organization that fosters talent development and retention while promoting work-life balance. ➢ To enhance employee well-being and create a positive and fulfilling workplace.	
Objectives	Short-term	Average annual training hours per employee: ≥ 30 hours; internal promotion rate: $\geq 10\%$.
	Long-term	Three-year core talent retention rate: $\geq 90\%$; proportion of key technical personnel: $\geq 25\%$.
Achievements	➢ Training expenditure totaled NTD 2,667,000, with an employee participation rate of 95%. ➢ In 2025, the average salary of full-time non-managerial employees was NTD 833,000, an increase of NTD 56,000, or 7.22%, from the previous year. The median salary was NTD 619,000, an increase of NTD 15,000, or 2.46%. ➢ For full-time male non-managerial employees, the average salary was NTD 881,000 and the median salary was NTD 650,000. ➢ For full-time female non-managerial employees, the average salary was NTD 719,000 and the median salary was NTD 554,000.	
Responsible Department	Administration Department	
Evaluation Mechanism	Employee satisfaction surveys and turnover analysis.	

5.2.1. Training and Education

To improve our employees' skills and competencies and the overall competitiveness of the organization, ITEQ has a series of talent development programs and an annual training plan, which includes pre-service training, management training, specialty training, external training, and self-development.

Orientation helps new employees understand our business philosophy, products and quality control, and policies with regard to occupational health and safety, energy conservation, and environmental protection. Know-how and skills training is also offered to existing employees for personal development and to promote management and specialty training programs and professional certifications.



📁 Training Hours of the Group – Per Gender

2025	Male	Female	Total
Total Hours	99,495	47,705	147,200
Number of Employees	2,362	1,059	3,421
Individual Employees Average Training Hours	42.12	45.05	43.03

📁 Training Hours of the Group – Per Category of Employee

2025	Above Division Director Level	Division Director Level	Section Head Level	Employee Level	Total
Total Hours	1,167	3,243	6,016	136,774	147,200
Number of Employees	53	130	218	3,020	3,421
Individual Employees Average Training Hours	22.03	24.95	27.59	45.29	43.03

In 2025, the main category of training courses conducted by the Group was professional functional training totaling 41,631 hours (accounting for 28.28%) to enable employees to strengthen their professional expertise at work. Environmental health and safety training and professional quality training were also provided, totaling 34,812 hours (accounting for 23.65%) and 26,596 hours (accounting for 18.07%) respectively, revealing the importance that ITEQ places on environmental safety and quality and its determination to meet its comprehensive quality assurance and life-learning goals.

📁 Type of Course

Type of Course	Participants	Total Hours	%
New Employee Training	18,036	21,840	14.84
Management Ability Training	542	1,880	1.28
Quality Professional Training	17,443	34,811	23.65
Environment Health and Safety Training	15,503	26,596	18.07
Technical Engineering Training	2,694	5,047	3.43
Professional Functions Training	21,932	41,631	28.28
Corporate Culture and General Knowledge Training	12,109	15,395	10.46
Total	88,259	147,200	100.00

In 2025, the Company invited faculty members from the National Taiwan University EMBA program to deliver an Executive Management Development Program in China, benefiting 179 participants and generating a total of 1,712.5 training hours. The curriculum was structured around four core pillars—Finance, Strategy, Organization, and Operations—with class sizes of approximately 30 participants, optimal for effective learning. The program not only effectively broke down communication barriers among subsidiaries and departments, but also established a common decision-making framework and business language for the senior management team in China, substantially enhancing cross-functional integration and execution efficiency across the Group.

🔗 2025 Executive Management Development Program

Course Category	Participants	Total Hours
Business Management and Financial Statements	29	319
Strategic Cost Management	29	261
Strategic Management: Competitive Advantage and Growth	29	304.5
Problem Solving	31	279
Organizational Behavior	31	279
Supply Chain Management and the Application of Innovative Design	30	270
Total	179	1,712.5

🔗 Acquisition of Professional Licenses in the Group

Category	Training Form	Certification Item	Participants
Operation certification	Enterprise internal training	IATF 16949	152
		ISO 14064	32
		ISO 140001	30
		QC 080000	26
		VDA 6.3	21
		ISO 45001	57
		ISO 90001	69
Operation Certification – Subtotal			387

Regulations Governing Professional Certifications

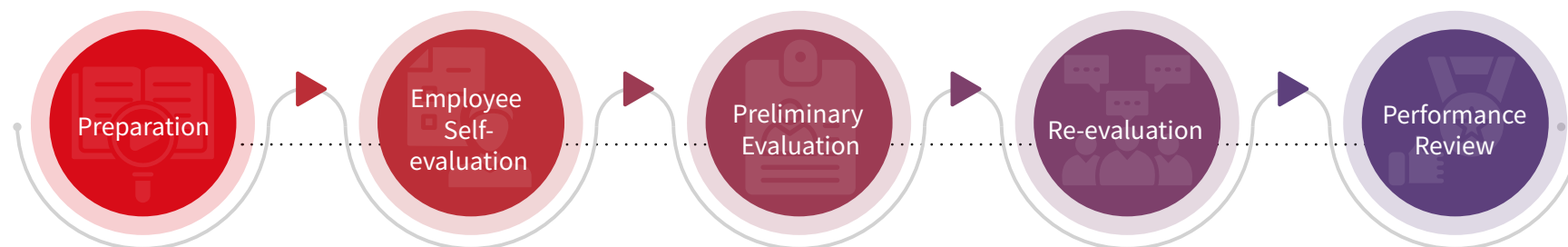
To optimize the working skills and expertise of personnel engaged in special operating posts, and to comply with quality management system requirements and national laws and regulations, ITEQ offers specific operating post qualification training, which can be implemented in the form of internal training. The assessment methods may include testing of theoretical knowledge and accreditations of operations. The certification can also be obtained using the certification methods adopted by external professional training institutions recognized by local governments.

If qualifications are accredited for a full year, managers will review employee qualifications again according to the requirements of the qualification accreditation standards. The manager will issue a List of Qualification Accreditations to the Management Department to register qualified employees. Each plant allocates special operators according to the laws and regulations governing environment health and safety, and require them to obtain relevant licenses.

Accreditation	Basis for Verification	Qualification
Performance Test	Applicable Station SOP	Reports/Records
Written Test	Applicable Station SOP	Score: >80 points (out of 100 points)

Category	Training Form	Certification Item	Participants
Occupational safety	External training	Radioactive or radiation operations	1
		Security supervision and inspection	18
		First aid personnel	59
		First aid personnel	26
		Specific equipment operations	41
		Forklift	139
		Operational supervisor	26
		Boiler	18
Occupational Safety – Subtotal			328

5.2.2. Performance Management



In addition to the guidance and assistance provided by managers on a regular basis, ITEQ has set up the Regulations Governing Employees' Performance Evaluations to reasonably and effectively evaluate employees' performance and potential for growth. Performance evaluations serve as the basis for promotions, bonus distribution, annual salary increases, transfers, and training. Full-time employees who have worked for more than three months undergo performance assessments every year. Direct personnel receive a monthly assessment, while indirect personnel receive an annual assessment. In 2025, the total number of employees who underwent performance assessments in the Company reached 2,600 (accounting for 76.02%). The total number of employees for whom a performance assessment is not required (part-time employees and full-time employees who have not yet worked for three months at the Company) was 820 (accounting for 23.98%).

In addition to work management, talent cultivation and development are further emphasized as assessment items of managers. Managers need to communicate at the beginning of each month with higher managers to determine KPI targets for the current month. Through performance management, the Company provides excellent employees with opportunities for promotion, competitive compensation, and career development. Employees who do not meet standards will be assisted with improving their performance. In 2025, 9.92% of employees who underwent a performance assessment were promoted.

To recognize employees' work efforts and performance contributions, the Company grants performance bonuses to who have achieved the business and production objectives determined by the Company and after-tax net profits. The Company has established the Regulations Governing Employee Performance Bonuses as a reference. In principle, bonuses are appropriated according to the calculated net profit in the current period if business targets are met.

Responsibility for Performance Evaluations

Operational Content	Responsible Unit	Management Highlights
Daily assessment	Managers of employing units	The work performance of employees is recorded on a monthly basis, specifically the completion rate of work plans and performance achievements to maintain the objectiveness and authenticity of regular assessments.
Regular assessment	HR Department	The HR Department of each plant regularly provides assessment forms and information on assessment items to the managers of employing units for individual performance assessments.

5.3. Employee Care

Employment Policies and Human Rights Protection

ITEQ complies with the employment laws and regulations of the jurisdictions in which it operates and respects the principles set forth in internationally recognized human rights instruments, including the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR). The Company is committed to safeguarding the legitimate rights and interests of its employees. ITEQ strictly prohibits child labor, as well as all forms of discrimination and unfair treatment. It also upholds equal employment opportunities for women, persons with disabilities, and employees from diverse backgrounds. Guided by the principles of diversity, inclusion, and equality throughout recruitment, hiring, and workplace management practices, the Company continues to foster a respectful, safe, and inclusive working environment that values individual differences.

Fair employment

To comply with governmental regulations and treat all employees fairly and reasonably, any distinction in employment based on race, region, gender, religion, or age is strictly prohibited (except for those with specific job requirements).

Involuntary labor and human trafficking

The Company ensures that all work is strictly voluntary. Companies may not traffic peoples or employ any form of slave, forced, bonded, indentured, or prison labor. Involuntary labor includes transporting, harboring, recruiting, transferring, receiving, or employing persons for the purpose of exploitation by threatening, coercing, forcing, abducting, defrauding, or paying anyone in control of another person.

The Company does not withhold original government-issued identification and travel documents from workers

The Company does not withhold original government-issued identification and travel documents from workers: The Company ensures that contracts with workers clearly state the terms and conditions of employment in a language that the worker understands. The Company does not impose unreasonable restrictions on movement in the workplace or access to facilities provided by the Company.

Freedom of association and collective bargaining

The company allows employees to associate, form, and join, or not join organizations of their own choice and to engage in collective bargaining without interference, discrimination, retaliation, or harassment. If there is no formal labor organization or association, the company ensures that a comprehensive employee grievance mechanism is established to facilitate open communication between management and employees.

Anti-harassment and anti-discrimination

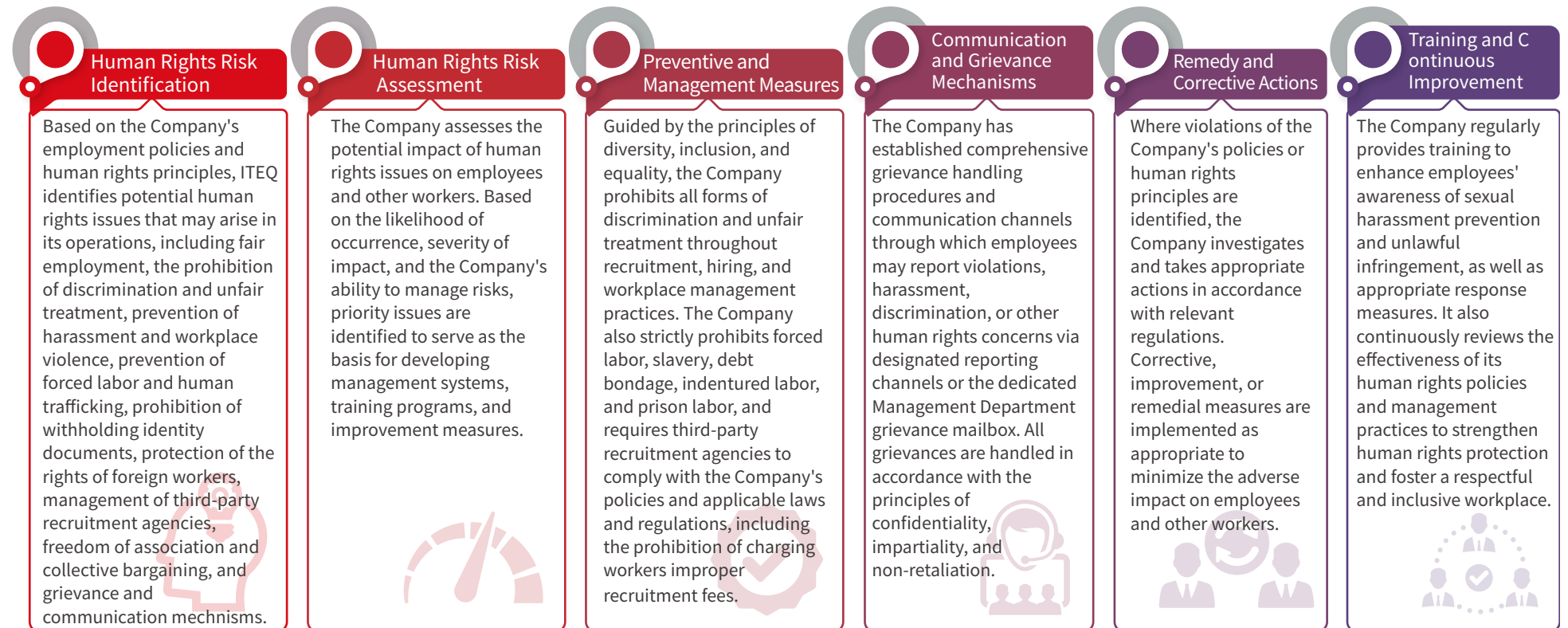
ITEQ adopts a zero-tolerance policy towards any form of discrimination. The Company is dedicated to maintaining a work environment that is free from harassment and abuse. The Company does not threaten workers or treat them harshly or inhumanely, including, but not limited to, verbal abuse, harassment, psychological harassment, mental or physical oppression, and sexual harassment. The Company has also established a comprehensive mechanism for complaint handling and communication platforms to prevent and address incidents related to discrimination and harassment. The Company has put in place the Measures for the Prevention of Sexual Harassment, Complaints, and Disciplinary Actions, and any violations thereof are subject to disciplinary action in accordance with Company regulations. All employees undergo regular training to ensure they have the necessary knowledge to recognize and prevent sexual harassment.

The Company must ensure that third-party recruiters comply with the Company's relevant regulations and legal requirements

Foreign labor agencies that recruit foreign contracted workers directly or through third-party agencies must be responsible for all recruitment-related fees and expenses.

ITEQ has also established a complete appeal handling mechanism and communication platform. Employees may file complaints through the dedicated complaint email of the Management Department (iteq.hr1@iteqcorp.com) to flag and handle incidents related to discrimination and harassment. ITEQ has in place the Regulations Governing the Illegitimate Infringement of the Performance of Duties, and any violations thereof are investigated and disciplinary issued according to Company regulations. All employees regularly undergo training to ensure that they have the basic knowledge and ability to address and prevent sexual harassment or illegitimate infringement of the performance of duties.

Human Rights Due Diligence Process



Note: For ITEQ's complete Human Rights Policy, please refer to the Company's official website (<https://www.iteqcorp.com/esg/sustainable-value-chain/social-responsibility/>)

Benefits and Compensation

ITEQ's compensation system is designed to achieve the goal of attracting, motivating, cultivating, and retaining talent. The Company adjusts its compensation and salaries based on market compensation levels to maintain market competitiveness and internal fairness. Annual bonuses are evaluated according to the Company's annual profits, employee performance, and level of position. The Company guarantees the competitiveness of overall compensation through differentiated salary verification and confirmation, salary adjustments, and bonuses.

📁 Compensation Ratios of Male and Female Employees of the Group in 2025

Ratio of Basic Salary to Remuneration			Taiwan		Wuxi		Dongguan		Guangzhou		Jiangxi	
Type of Employee	Role	Item	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Direct	Vice President or above	Basic salary	-	-	-	-	-	-	-	-	-	-
		Remuneration	-	-	-	-	-	-	-	-	-	-
	Management role	Basic salary	1.16	1	1.00	1	1.01	1	1.11	1	1	1
		Remuneration	1.13	1	1.15	1	1.10	1	1.11	1	1.10	1
	Non-management role	Basic salary	1.02	1	1.00	1	1.04	1	1.04	1	1	1
		Remuneration	0.95	1	1.04	1	1.14	1	1.04	1	1.05	1
Indirect	Vice President or above	Basic salary	1.06	1	-	-	-	-	0.77	1	-	-
		Remuneration	0.52	1	-	-	-	-	0.77	1	-	-
	Management role	Basic salary	1.16	1	1.00	1	1.18	1	1.33	1	1	1
		Remuneration	1.31	1	1.16	1	1.20	1	1.34	1	0.89	1
	Non-management role	Basic salary	1.17	1	1.00	1	1.04	1	1.26	1	1	1
		Remuneration	1.26	1	1.13	1	1.13	1	1.39	1	1.27	1

Taiwan Plant: In 2025, the ratio of the annual total remuneration of the highest-paid individual (General Manager) to the median annual total remuneration of all other employees was 22:1.

Compensation Package and Employee Benefits

Being people-focused, ITEQ strives to offer competitive salaries and benefits to employees, and cares for its employees' wellbeing. We offer a sound safety system, pension, labor, and health insurance, holistic training programs, and incentives.

Benefits are as follows

- Bonuses and year-end bonuses are distributed when annual business objectives are met.
- Monthly performance bonuses are distributed according to production and operation output.
- Employees are encouraged to subscribe to shares to participate in business operations.
- Retirement plans are implemented in accordance with local laws.
- Labor insurance, National Health Insurance, and group insurance (including regular, accident, and occupational medical insurance) are offered.
- Regular health examinations are offered.
- Employee training and regular study clubs are provided.
- Free meals, uniforms, and parking are provided.
- Dormitories and a shuttle bus are available.
- Basketball courts, table tennis rooms, and green spaces as recreational areas are provided.
- A year-end party is thrown.
- A tenure bonus is granted for employees in core positions (once every half year).
- Employees' children are assisted with their admissions to public schools (applicable in the Dongguan, Guangzhou, and Jiangxi Plants).

Trade Union Participation

ITEQ respects employees' right to freedom of association. Employees at the China Plants have established labor unions. Although employees at the Taiwan Plant have not established a labor union, the Company has set up an Employee Welfare Committee to administer the employee welfare fund and provide a wide range of employee benefits.

Plant	Trade Union Employees	Number of In-service Employees	Participation Rate
Taiwan	-	425	NA
Wuxi	773	1,118	69.14%
Dongguan	363	363	100.00%
Guangzhou	263	263	100.00%
Jiangxi	1,251	1,251	100.00%
Total	2,649	3,420	

Note: The trade union of the Jiangxi Plant was established in September 2025.

Shortest Notice Period for Operational Changes

If any significant operational changes occur that may affect employees' rights and interests, the Company shall engage in prior consultation through the trade union or in an employee-management communication meeting before implementing such changes. The affected employees are notified in advance in accordance with applicable regulations. The Company also provides necessary support measures, such as assisting with the internal transfer of affected employees to other suitable positions. If no appropriate positions are available, or if the employees are unable to adapt to their new roles, the employment relationship may be lawfully terminated through mutual agreement in accordance with relevant labor laws. For example, in the Taiwan Plant, notice is given 10-30 days in advance based on the employee's length of service pursuant to the Labor Standards Act. At mainland China Plants, employees must be provided with written notice 30 days in advance or be compensated with one additional month's salary in lieu of notice in accordance with the Labor Contract Law of the People's Republic of China. The Company will assist affected employees in applying for any relevant government subsidies.

Welfare measures provided by the Employee Welfare Committee:

- Three Chinese festival bonuses, birthday gifts, and Labor Day gifts
- Marriage, childbirth, emergency relief, hospitalization, and employee/dependent death grants
- Cultural and recreational activities, sports activities, and other club activities for employees
- Employee travels
- Health promotion activities intended to enrich employees' lives, such as health lectures
- Year-end dinner
- Holiday dinners, including Christmas for foreign employees (Taiwan Plant)
- Education scholarships for children of employees who excel in their studies (Taiwan Plant)
- Childcare allowance of up to NTD 5,000 per month for employees with children under the age of 7 (Taiwan Plant)



Taiwan Plant:
Flower Arrangement Club



Taiwan Plant: Family Day (2025)



China Plants:
Senior Management Training Workshop

Welfare Measures Provided for Employees at Each Plant



Employee Health Assessments

The health of employees is important to the Company, and providing a safe and healthy working environment is a fundamental aspect of corporate social responsibility. To support this commitment, the Taiwan plant arranges general health assessments and cancer antigen screening for all employees with more than one year of service. In addition, to reinforce the prevention of occupational diseases, the Company conducts annual assessments of the working environment and provides targeted medical examinations for employees engaged in operations involving specific occupational hazards, based on their job type.

The Company has assigned an in-house nurse to provide healthcare and regular follow-ups for employees of the Taiwan Plant. Those with abnormal results following their physical assessment have occupational physicians review their medical history to compare, offer health consultations and suggestions, and recommend if further consultations are needed based on the risk level of health hazards. Workers engaged in special operations are provided with protective equipment and relevant training to enhance their safety awareness. In addition to the aforesaid arrangements, those with abnormal health examination results have occupational physicians check the conditions of their workplaces, identify whether the operating environment is harmful, make suggestions for improvements or request the industrial safety department to assist with monitoring operations, or send employees to the hospital for further assessment as necessary.

After obtaining the Healthy Workplace Health Promotion Accreditation in 2024, the Taiwan Plant continued to uphold the philosophy of prevention is better than a cure. In 2025, the Company implemented a variety of health promotion initiatives to enhance employees' health literacy and reduce health risks. To help prevent heat-related illnesses during the hot and humid summer months, the Company launched the Healthy Hydration Challenge and the "Bring Your Own Water Bottle" campaign under the "Drink More Water, Stay Healthier" initiative, with heat illness prevention awareness activities. A total of 69 employees participated, and both campaigns achieved a 100% completion rate. The Company also organized health seminars on preventing cardiovascular disease, healthy eating strategies for building muscle and reducing body fat when dining out, and healthy dietary strategies for blood lipid management to strengthen employees' understanding of cardiovascular health, blood lipid management, and balanced nutrition. Overall participant satisfaction exceeded 90%. Overall, ITEQ encourages employees through internal communications to make use of the healthy eating and exercise resources available in their daily lives, helping them incorporate healthier lifestyle choices into their daily routines and further promoting sustainable healthy behavior.

To prevent the occurrence of occupational diseases, the Company's China-based plants promptly adjust the job assignments of employees who are physically unfit to continue working in positions involving occupational hazards or who are found to have occupational contraindications during their health assessments to ensure that such employees are no longer exposed to hazardous factors. The Company has also established occupational health management records for such employees and conducts regular follow-ups to monitor their health. In 2025, a total of 2,596 employees participated in health assessments across the Group; a participation rate of 83.2%.

Unit: Person

Plant	General Health Assessments	Special Health Assessments				Number of Employees Participating in Health Assessments
		Noisy Environments	Dimethylformamide Environments	Dusty Environments	Other Operations	
Taiwan ^{Note}	255	58	94	102	3	306
Dongguan	162	65	64	101	3	326
Wuxi	196	85	96	70	16	586
Guangzhou	196	0	69	-	3	268
Jiangxi	238	223	232	417	8	1,110
Total	1,047	431	555	690	33	2,596

Note: Foreign employees working at the Taiwan Plant undergo a general health assessment once every 3 or 5 years as stipulated, and a special health assessment every year.

Annual Health Assessments at the Taiwan Plant



Healthcare Activities for Employees in Each Plant

- Heat illness prevention awareness activities, the Healthy Hydration Challenge, and the "Bring Your Own Water Bottle" campaign.
- Health seminars on preventing cardiovascular disease, healthy eating strategies for building muscle and reducing body fat when dining out, and healthy dietary strategies for blood lipid management.
- ITEQ organizes annual health assessments for all employees to encourage them to about their physical health, prevent chronic diseases, lower the risk diseases, and help employees manage health across their entire lifetime.
- ITEQ entrusted hospitals and medical institutions offer health lectures and answer employees' health concerns.
- The employee fitness activity room is provided free of charge (Dongguan Plant).
- Obtained the Badge of Accredited Healthy Workplace (valid from 2024 to 2026) (Taiwan Plant).



2025 Taiwan Plant Workplace Health Promotion

"Drink More Water, Stay Healthier" Campaign



Workplace Care for Women

To support the government's initiative to promote childbirth and enable employees to work without concerns about family obligations, ITEQ fully endorses local governments' parental leave policies. The Company has established a comprehensive leave management system, proactively provides relevant information, and assists employees in the application process. It also guarantees employees' rights to be reinstated at work, allowing them to return to their jobs around their personal and family needs. In 2025, a total of 74 employees across the Group were eligible for parental leave and 67 employees applied. The reinstatement rate was 96.9%, and the retention rate after reinstatement reached 100%.

📁 Application Statistics for Unpaid Parental Leave and Reinstatement

Plant	Taiwan			China			Total		
Category	Female	Male	Total	Female	Male	Total	Female	Male	Total
Employees eligible for unpaid parental leave (A)	2	6	8	19	47	66	21	53	74
Employees requesting unpaid parental leave (B)	0	1	1	19	47	66	19	48	67
Request rate (B/A)	0.0%	16.7%	12.5%	100.0%	100.0%	100.0%	90.5%	90.6%	90.5%
Employees to be reinstated after unpaid parental leave (C)	0	1	1	16	47	63	16	48	64
Employees reinstated from unpaid parental leave in 2021 (D)	0	0	0	15	47	62	15	47	62
Reinstatement rate (D/C)	-	0.0%	0.0%	93.8%	100.0%	98.4%	93.8%	97.9%	96.9%
Employees reinstated last year (E)	0	2	2	18	20	38	18	22	40
Employees who returned to work for more than 12 months from last year (F)	0	2	2	18	20	38	18	22	40
Survival Rate (E/F)	-	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Note: The number of employees qualified to apply for unpaid parental leave was assumed based on the number of employees applying for maternity/paternity leave three years before the statistical year.

Family-Friendly Parenting and Caregiving Support

The Company is committed to fostering a family-friendly workplace that supports employees in balancing their work and family responsibilities. Since 2025, the Xinpu Plant has implemented the Employee Childcare Allowance Program, providing financial assistance to help ease the financial burden of childcare for employees. In 2025, the program benefited 26 employees and 33 children, with a total of NTD 740,000 in childcare allowances distributed during the year. Going forward, the Company will continue to assess employees' needs and enhance supportive welfare programs, serving as a reliable partner for employees throughout their parenting journey.

Pension

Employees at the Taiwan plant may enjoy employee pension contributions appropriated by the Company according to the Labor Standards Act and Labor Pension Act.

Pension Appropriation of the Taiwan Plant

Pension System	Old Pension	New Labor Pension
Applicable law	Defined benefit pension plan according to the Labor Standards Act.	Defined contribution pension plan managed by the government according to the Labor Pension Act.
Type of Contribution	The accumulated amount of the pension reserve was already enough to pay the labor pension reserve.	6% was appropriated to the personal pension accounts opened at the Bureau of Labor Insurance according to employees' insurance cover.
Appropriated amount	By the end of 2025, the fair value of planned assets reached NTD 57,883,000, and accrued pension assets reached NTD 36,899,000.	The pension expense appropriated in 2025 reached NTD 13,625,000.

Pension Appropriation of Plants in China

Pension System	Contributions Appropriated from Employees' Salaries	Contributions Borne by the Company
Applicable law	Each plant follows the local Social Insurance Law.	
Type of Contribution	8% of employees' salaries are appropriated to their personal pension accounts at the Labor Bureau every month.	Wuxi, Guangzhou, and Jiangxi Plants: 16% of the total salary amount is appropriated as pension and then transferred to a bank account designated by a state-owned bank every month. Dongguan Plant: 14% of the total salary amount is appropriated as pension and then transferred to a bank account designated by a state-owned bank every month.

Employees of the China Plants participate in the social insurance plan managed by the local government agency of China. This plan is a defined contribution pension system. Endowment insurance expenses paid to the social insurance plan are accrued as a certain percentage of employees' salaries in accordance with the provisions of the local government.

Employee-Management Communications

ITEQ is committed to fostering healthy and constructive employee-management relations. The Company fully respects employees' freedom of association and their rights to engage in collective negotiations. In accordance with the Regulations for Implementing Employee-Management Meetings, ITEQ regularly holds scheduled or ad-hoc employee-management meetings to establish open and effective communication channels between employees and management. To further encourage dialogue and address employee concerns, ITEQ has set up suggestion boxes and a General Manager mailbox in common areas to collect feedback and complaints. In addition, ad-hoc face-to-face forums are held to directly engage with employees, address issues, and protect their rights and interests.

Employee Dedication and Satisfaction Surveys

To identify and resolve potential issues to improve employees' morale and productivity and enhance their sense of engagement, ITEQ has been conducting an annual employee dedication and satisfaction survey since 2022. The survey covers work engagement, teamwork, career development, remuneration and benefits, the workplace environment, corporate responsibility, and other relevant topics.

In 2025, the survey achieved a 100% coverage rate, representing an increase of 1.11% compared with 2024, while the response rate reached 51.7%, up 0.98% year-on-year. Building on this foundation, the Company's overall employee engagement score was 82.18 in 2025. Although this represented a slight decline of 0.96 points from 2024, the score remained strong, highlighting the need for the Company to remain attentive to evolving employee needs and changes in the organizational climate.

 Based on the survey findings and employee feedback, the Company proactively implemented a series of initiatives and improvement measures to comprehensively address employees' expectations, including the following:

- **Employee Benefits and Workplace Care:** The Company strengthens employee care through regular cross-departmental communication and provides holiday incentives and benefits, team competitions, employee trips, and other activities to enhance the overall employee benefits experience and foster a stronger sense of belonging.
- **Workplace Safety and a Supportive Work Environment:** The Company continues to prioritize workplace safety by promoting safe production practices, strengthening safe operating procedures, and regularly conducting safety training and emergency drills. These measures are intended to enhance employees' safety awareness and emergency response capabilities and support progress toward the goal of zero accidents.

Going forward, the Company will continue to strengthen internal communication and awareness initiatives to enhance employees' understanding of and support for the survey's purpose and follow-up improvement mechanisms. Employees will also be encouraged to participate, enabling the survey results to serve as an important basis for the Company's ongoing improvement of its management systems and workplace environment.

Scope	Item	2022	2023	2024	2025
Response to dedication status	Total score of all employees' dedication	85.01	83.91	83.14	82.18
	Coverage rate	87.1%	97.0%	98.9%	100.0%
	Response rate	77.1%	62.4%	51.2%	51.7%
Dedication score per gender	Male	85.0	83.8	83.7	83.1
	Female	86.0	84.2	82.2	80.2
Dedication score per age group	20~29	83.7	83.9	83.0	81.9
	30~39	85.8	82.4	82.8	81.9
	40~49	86.5	84.1	79.4	82.9
	>50	84.2	85.2	82.2	83.1
Dedication score per category of employee	General employees	84.7	83.5	82.4	81.7
	Managerial employees	88.8	85.3	87.1	85.7

Note: The questionnaire is out of 100.

5.4. Occupational Health and Safety

Workplace Safety

Company safety policy considers employees (including contractors and non-workers) as a key asset. Each year the identification and classification of workplace and activity hazards result in improvement plans. The policy includes employee safety training, immediate reporting and calibration upon the discovery of situations that pose a threat to safety, and timely departure from hazardous environments. All supervisors must monitor operational safety and direct dedicated staff, investigate any incident or injury based on the Occupational Injury and Incident Investigation Guidelines, and eliminate the cause of the incident to mitigate the risk of future safety violations.

A dedicated Health and Safety Management Unit was created to introduce occupational health and safety systems, the Employee Health and Safety Guidelines, and occupational health and safety management plan to enhance occupational safety awareness and environmental management among employees. By providing annual health assessments for on-site workers and fire safety management and workplace environmental assessments, we aim to enhance environmental safety and hygiene levels at plants. In addition to continuous training, our staff are equipped with emergency response skills and workplace safety knowledge to reduce the risk of occupational accidents due to negligence.

Four of the five plants covered in this Report have been certified under the ISO 45001:2018 Occupational Health and Safety Management System and undergo both internal and external audits annually to ensure continued compliance and improvement. The Wuxi Plant is in the process of implementing the necessary management system requirements with the goal of achieving certification in the near future.

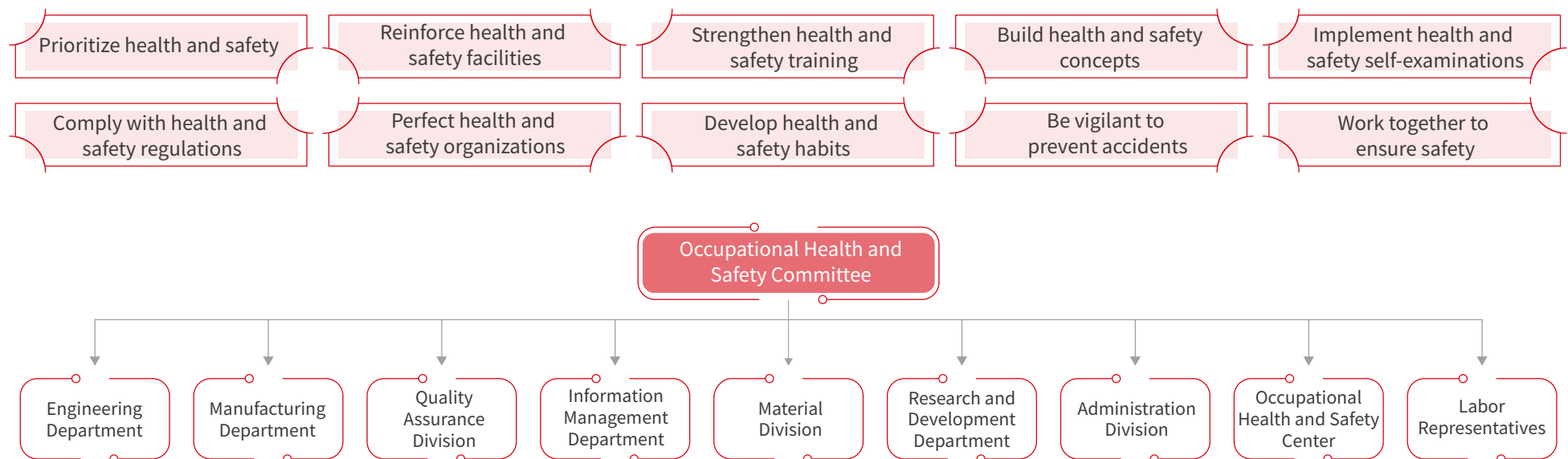
Occupational Health and Safety Management System (ISO 45001:2018)

Plant	Taiwan	Dongguan	Guangzhou	Jiangxi
Certificate Number	TTOSH11240-05	04923S00958R1M	OHS 576133	61623S0221R1M
Date of Validity	January 11, 2027	November 28, 2026	June 7, 2026	September 14, 2026
Number of Employees	425	363	263	1,251
Number of Contractors	22	175	56	156

Material Topics Management Guidelines

Occupational Health and Safety Management Guidelines		
Purpose	A safe, secured workplace to ensure employee health and safety.	
Policy/Promise	➢ Comply with relevant occupational health and safety regulations, and continually improve the operating environment to prevent the occurrence of occupational illnesses. ➢ Introduce ISO 45001 Occupational Health and Safety Management System certification.	
Objectives	Short-term	Reduce the occupational accident frequency rate by 20% within three years and achieve a 100% safety training completion rate for all employees.
	Long-term	Zero major occupational accidents; improve the safety culture index.
Achievements	➢ Regularly convene health and safety meetings, and assign the Health and Safety Unit to provide health and safety training to employees. ➢ Continually improve the management system, quality of the environment, and health and safety, reduce the number of incidences of injury, and guarantee zero occupational diseases.	
Responsible Department	EHS Department	
Evaluation Mechanism	No major occupational disasters and diseases.	

Occupational Health and Safety Commitment



ITEQ has set up an Occupational Health and Safety Committee according to the law and holds quarterly meetings. The ratio of employee representatives in each plant is more than one-third higher than the quorum. The purpose of the committee is to review occupational health and safety management plans, announce work environment assessment results, conduct investigations into occupational accidents, report the results of factory safety management competitions, explain external audit results, organize health and safety training, and review the advantages and disadvantages of environmental health and safety in factories so that necessary improvements can be implemented. Work management by external contractors is also carried out, and should any unsafe conduct be discovered, such conduct will be the focus of inspection so improvements can be made.

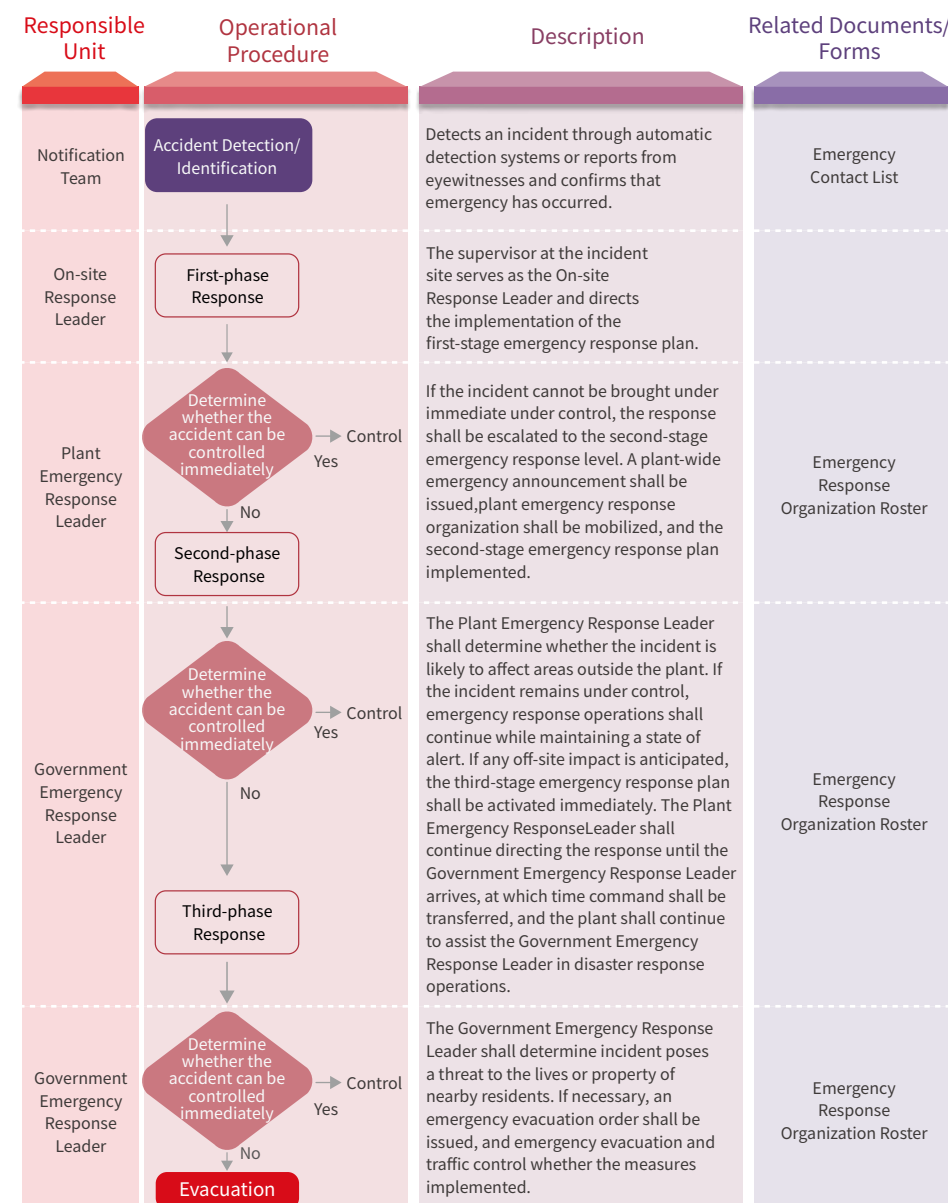
Composition of the Occupational Health and Safety Committee

Plant	Number of Members of the Committee	Number of Employee Representatives	Ratio of Employee Representatives
Taiwan	23	9	39%
Wuxi	31	24	77%
Dongguan	16	4	25%
Guangzhou	20	7	35%
Jiangxi	28	11	39%

Members of the Occupational Health and Safety Committee of the Taiwan Plant convene a meeting once every three months, while those of the China Plants convene once every month. Committee members have their own responsibilities and missions; the chair of the committee convenes meetings periodically, determines the meeting time and location, arranges the meeting agenda, and hosts the meetings. The secretary is responsible for comprehensively arranging meeting data, follow-up resolutions from previous meetings, and the meeting minutes and tasks assigned by the chair. Committee members are responsible for participating in meetings, reviewing health and safety promotion plans, and providing relevant suggestions and discussions regarding accident investigations and health and safety inspections.

Final health and safety proposals, plans, and other improvements of the Occupational Health and Safety Committee are submitted by the chair to the top manager of the plant for review and approval to ensure health and safety is continuously improved.

Taiwan Plant Emergency Response Framework



Workplace and Employee Safety Policy



ITEQ has established an Environmental Health and Safety Center to promote employee health and safety. Environmental health and safety personnel have been appointed in each plant to conduct daily workplace safety inspections and audits and maintain occupational health and safety. Relevant consulting companies have been entrusted by each plant to monitor the operating environment of workers with partner vendors, and identify various potential hazard factors in the operating environment, e.g., workplaces where organic solvents and specific chemical substances are used, environments exposed to dust, and workplaces with significant noise. Planning, sampling, determination, and analysis of workplaces are executed twice a year at the Taiwan Plant and once a year at plants in China to ensure that employee hazard exposure is lower than standard. The monitoring results also are announced or disclosed by other public means in places that can be easily seen by employees. Furthermore, engineering and warning controls are strengthened, and personnel are required to wear appropriate personal protective equipment, e.g., cannisters, earplugs and earmuffs. In 2025, all the test results of each plant reached standards.

The Taiwan Plant has in-house occupational nursing staff to provide dedicated occupational health services. In 2025, the Company invited professional lecturers to provide courses concerning first aid training (CPR and AED drills), human factor engineering, and noise operation and hearing protection, etc. so that employees could develop correct first aid, personal protection, and health concepts and avoid occupational hazards. The Company also shares epidemiological information to all employees each season on an ad-hoc basis.

To prevent disasters and increase practitioners' understanding of health and safety operations, the Environmental Health and Safety Department of each plant carries out monthly training for environmental health and safety employees, hazardous equipment operators, and special operators. New and transferred employees are given 3~6 hours of pre-service health and safety training as well.

The Group regularly provides marshalled self-defense fire drills. In 2025, the Group held 14 drills with 7,547 participants, including information on fire protection basics, use of firefighting equipment, escape and emergency evacuation, and comprehensive drills. The Group also confirms whether response facilities are intact, to ensure that the quickest and most appropriate treatment can be implemented in case of emergencies, and that hazard risks due to employees in the plants are minimized.

Marshalled Self-defense Fire Drills in 2025

Plant	Times	Participants
Taiwan	2	87
China	12	7,460
Total	14	7,547

Effect of Environmental Health and Safety Education and Training of the Group in 2025

Category	Course Content	Participants	Hours
Management	Emergency safety training for all staff members, safety emergency training for on-duty supervisors, emergency hazards and occupational health training for all staff members, requirements for corporate social responsibility, training on standards, and training for registered safety engineers, etc.	696	1,382
Profession	ISO14001/ISO45001 System Education and Knowledge	225	550
	Training on the safety of special operations (Electricians, welders, forklift operators, pressure vessels, boiler operators, etc. as well as working with heat, working at heights, working in confined spaces, and lifting operations)	1,131	2,188
Industrial safety	Fire drills and comprehensive drills for all staff members (fire alarms, broadcastings, fire, evacuation, and practical operation of fire extinguishers)	3,499	3,284
	Safety training on chemical solvent leaks and training on basic safety knowledge of hazardous chemicals	99	156
	Introduction to being trapped in confined spaces, chemical solvent leaks, foam firefighting equipment in oil tanks, and corresponding operations	83	194
	Education and training courses on electrostatic hazards	5	5
	Training on mechanical hazards, work safety upon the resumption of work and production, respiratory protection, on-site first-aid, and self-rescue	4,618	11,309
Total		10,356	19,068

ITEQ's Environment, Health, and Safety (EHS) policy prioritizes workplace safety and is committed to providing a safe and supportive working environment. The Company continuously strives to achieve the goal of zero occupational injuries throughout its operations and project execution. To demonstrate its dedication to occupational safety, ITEQ obtained OHSAS 18001 Occupational Health and Safety Management System certification in 2012. In January 2021, the Company successfully transitioned to ISO 45001 and passed the subsequent recertification audit. By systematically identifying, evaluating, and controlling workplace hazards, the Company continuously reduces risks to employees and strengthens its overall safety culture.

The Taiwan Plant recorded zero occupational injury incidents in 2025, while the China Plants reported 31 occupational injury cases. Compared with the previous year, the total number of work-related injury cases across the Group increased by 19. An analysis of the incidents showed that 18 cases involved operational injuries, including index finger crushes and pinch injuries, contusions, fractures caused by falls, and ankle sprains. There were also three slip-and-fall incidents, four burn injuries, and six commuting-related traffic accidents. The Company conducted a case-by-case review of the causes of each incident and implemented corresponding corrective measures, including strengthening workplace safety awareness, reviewing equipment safeguards and work routes, enhancing slip and burn prevention measures, and continuously promoting commuting traffic safety to reduce the risk of similar incidents occurring.

To reduce the impact and risks of workplace incidents, ITEQ has established incident investigation and improvement procedures. When an incident occurs, the responsible department reports the incident, and an investigation team consisting of the department's employee representative(s) and occupational health and safety personnel conduct the investigation within the required timeframe. Based on the investigation results, corrective and preventive actions are implemented. The incident is also added to the department's hazard identification and risk assessment records to review risk levels and the effectiveness of improvement measures. In addition, the Company shares incident cases through internal communication channels and the Occupational Health and Safety Committee to strengthen safety awareness and prevent similar incidents from recurring.

The Company recorded no cases of statutory occupational disease in 2025. To prevent occupational diseases, the Company continues to implement occupational health management measures. Employees who are no longer suitable for work involving occupational hazards due to their health are reassigned to appropriate positions. If occupational contraindications are identified during health assessments, they are reassigned to avoid further exposure to workplace hazards. The Company maintains occupational health records and regularly monitors employees' health.

Occupational Injuries Statistics

Item	Taiwan Plant		China Plants		Total	
	Employees	Other Workers ^{Note 1}	Employees	Other Workers ^{Note 1}	Employees	Other Workers ^{Note 1}
Head count ^{Note 2}	425	2	2,551	480	2,976	482
Work hours	848,320	4,224	5,305,696	757,328	6,154,016	761,552
Number of occupational injuries	0	0	31	0	31	0
Days lost	0	0	1,957	0	1,957	0
Severe occupational accidents	0	0	0	0	0	0
Occupational deaths	0	0	0	0	0	0
Disabling injuries frequency rate (FR) ^{Note 3}	0	0	5.84	0	5.04	-
Disabling injuries severity rate (SR) ^{Note 4}	0	0	368.90	0	318.04	-
Occupational disaster rate (ODR)	0	0	0	0	0	0
Number of occupational injuries – Male ^{Note 5}	0	0	26	0	26	0
Number of occupational injuries – Female ^{Note 5}	0	0	5	0	5	0

Note 1: Workers who are not employees but their work and/or workplaces are controlled by ITEQ, e.g., outsourcers (maintenance, cleaning, etc.), contractors (project contractors, etc.) or resident outsourced firms.

Note 2: For the Taiwan Plant, it refers to the number of head count indicated in the monthly statement of occupational injuries reported to Occupational Health and Safety Administration in December 2025. For plants in Chain, it refers to the in-service head count as of the end of 2025.

Note 3: FR = (Number of disabling injuries/Total work hours) * 1,000,000.

Note 4: SR = (Number of work days loss/Total work hours) * 1,000,000.

Note 5: There were 31 cases of occupational injury, including six commuting-related traffic accidents. A total of 1,957 days lost were recorded, including 416 days resulting from commuting-related traffic accidents.

5.5. Community Participation

Upholding the spirit of taking and giving back to society, ITEQ places great importance on good interactions with local communities. Through donations and participation in community activities, we fulfill our duties to our local communities and strive to increase our employees' awareness of corporate citizenship.

ITEQ's Taiwan Plant is located in Neili Village, Xinpu Township. To give back to the community and promote community development, it not only hires local employees, but sponsors many local community groups and development activities, and establishes favorable interactions and relationships. In addition to the continual sponsorship of the Environmental Protection Association of Xinpu Township, Hsinchu County, ITEQ has also donated to the Neili Sanyuan Palace of the Community Belief Center and the Neili Community Development Association to promote community development work and participate in community activities. We also pay continual attention to disadvantaged groups, organize care activities for elderly and disadvantaged groups in the Neili Village community, and provide cakes, soup, and fruit.

🏠 Community Participation of the Group in 2025

Childcare Allowance	➤ Taiwan Plant: To help employees balance work and family responsibilities, reduce the financial burden of childcare, and enhance employee wellbeing and engagement, the Company provides a monthly childcare allowance of NTD 5,000 for each eligible child until the age of seven. ➤ In 2025, 26 employees and 33 children benefited from the program, with a total of NTD 740,000 in childcare allowances distributed throughout the year.
Giving Back to Society	➤ Taiwan Plant: To support local environmental initiatives, the Company participated in the Touqian River Air Quality Improvement Area Adoption Program in Hsinchu County. The adoption period runs from September 2025 to August 2026. Through practical conservation efforts, the Company helps maintain the local riverside ecosystem and improve air quality while fulfilling its corporate citizenship responsibilities. ➤ Wuxi Plant: To express appreciation for the dedication of local firefighters, the Company donated 20 cartons of sports drinks and 130 cartons of bottled water to the local fire brigade, providing practical support to frontline emergency responders and strengthening relationships with the local community. ➤ Jiangxi Plant: The Company actively promoted employee blood donation activities. In 2025, employees participated 17 times, donating a total of 6,800 mL of blood, demonstrating their compassion and commitment to supporting the community. ➤ Taiwan Plant: The Company organized a variety of environmental and charitable activities, including a Family Day Sustainable Flea Market to promote waste reduction, a campaign encouraging employees to download the Environmental Protection Point app in exchange for small gifts, and the 2025 Step30 Used Shoes Donation Campaign.
Talent Cultivation	➤ Wuxi plant: To support local education, the Company donated scholarships to nearby schools (Yunlin Elementary School, Yulin Kindergarten, Jiangnan University, etc.), and established the ITEQ Liqing scholarship of the Xishan Education Bureau to subsidize poverty-stricken students. ➤ Taiwan Plant: To support sustainability education and industrial transformation, the Company donated NTD 30,000 to the Taiwan Printed Circuit Board Environmental Protection Foundation (TPCF). The donation was designated for: ✦ Talent cultivation: Supporting the University Environmental Sustainability Awards and Lecture Series to encourage university students' awareness of environmental sustainability. ✦ Low-carbon transition: Supporting the Sustainability Forum on Net-zero Carbon Emissions to promote knowledge sharing and technological development for industrial decarbonization.



Investments of the Group in Community Participation

Unit: NTD Thousand

Plant	2022	2023	2024	2025	Total
Taiwan	134	-	-	90	224
Wuxi	2,021	1,814	1,624	107	5,566
Dongguan	-	-	-	-	-
Guangzhou	-	-	-	-	-
Jiangxi	887	-	-	-	887
Total	3,042	1,814	1,624	197	6,677

Unit: NTD Thousand

Plant	2022	2023	2024	2025	Total
Charity Activities	1,007	-	-	-	1,007
Long-Term Community Participation	2,035	1,814	1,624	197	5,670
Donations Linked with Operating Activities	-	-	-	-	-
Total	3,042	1,814	1,624	197	6,677

Appendix

GRI content index

Statement of use	ITEQ has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025.
GRI 1 used	GRI: Foundation 2021

General Disclosures

GRI Standards	Disclosure Title	Page Number	Remark	Disclosure Title	Page	Remark
GRI 2: General Disclosures 2021	2-1 Organizational details	05-08		2-16 Communication of critical concerns	10	
	2-2 Entities included in the organization's sustainability reporting	08-09		2-17 Collective knowledge of the highest governance body	17	
	2-3 Reporting period, frequency and contact point	02		2-18 Evaluation of the performance of the highest governance body	17	
	2-4 Restatements of information	02		2-19 Remuneration policies	18	
	2-5 External assurance	02		2-20 Process to determine remuneration	18	
	2-6 Activities, value chain and other business relationships	05, 08, 29, 30, 32		2-21 Annual total compensation ratio	73	
	2-7 Employees	64		2-22 Statement on sustainable development strategy	03-04	
	2-8 Workers who are not employees	86		2-23 Policy commitments	Please refer to the Material Topic Management Approach table in each respective section.	
	2-9 Governance structure and composition	14-19		2-24 Embedding policy commitments		
	2-10 Nomination and selection of the highest governance body	15		2-25 Processes to remediate negative impacts	27-29	
	2-11 Chair of the highest governance body	15		2-26 Mechanisms for seeking advice and raising concerns	27-29	
	2-12 Role of the highest governance body in overseeing the management of impacts	19		2-27 Compliance with laws and regulations	27-29	
	2-13 Delegation of responsibility for managing impacts	19		2-28 Membership associations	09	
	2-14 Role of the highest governance body in sustainability reporting	19		2-29 Approach to stakeholder engagement	10	
	2-15 Conflicts of interest	15		2-30 Collective bargaining agreements	74	

Topics Disclosure

GRI Standards	Disclosure Title	Page	Remark
GRI 201 Economic Performance 2016	201-1 Direct economic value generated and distributed	21	
	201-2 Financial implications and other risks and opportunities due to climate change	41	
	201-3 Defined benefit plan obligations and other retirement plans	79	
	201-4 Financial assistance received from government	21	
GRI 202 Market Presence 2016	202-2 Proportion of senior management hired from the local community	65	
GRI 205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	28	
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—	No incidents related to Anti-Competitive Practices, Antitrust, or Monopolistic Actions were reported in 2025.
GRI 207 Tax 2019	207-1 Approach to tax	20-22	
	207-4 Country-by-country reporting	20-22	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	36	
	301-3 Reclaimed products and their packaging materials	36	
GRI 302 Energy 2016	302-1 Energy consumption within the organization	44	
	302-2 Energy consumption outside of the organization	45	
	302-3 Energy intensity	46	
	302-4 Reduction of energy consumption	48	
	302-5 Reductions in energy requirements of products and services	—	As ITEQ is not an end-product manufacturer, this indicator is not applicable.
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	59	
	303-4 Water discharge	59-60	
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	45	
	305-2 Energy indirect (Scope 2) GHG emissions	45	
	305-5 Reduction of GHG emissions	48	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	54	
GRI 306 Waste 2020	306-1 Water generation and significant waste related impacts	52-57	
	306-2 Management of significant waste-related impacts	52-57	
	306-3 Waste generated	57	
	306-4 Waste diverted from disposal (Recovery)	57	
	306-5 Water directed to disposal	57	
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	33-34	
	308-2 Negative environmental impacts in the supply chain and actions taken	32	

GRI Standards	Disclosure Title	Page	Remark
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	66	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	75	
	401-3 Parental leave	78	
GRI 402 Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	74	
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system	81	
	403-2 Hazard identification, risk assessment, and incident investigation	82-85	
	403-3 Occupational health services	76-77	
	403-4 Worker participation, consultation, and communication on occupational health and safety	82-85	
	403-5 Worker training on occupational health and safety	82-85	
	403-6 Promotion of worker health	76-77	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	82-85	
	403-8 Workers covered by an occupational health and safety management system	82-84	
	403-9 Work-related injuries	86	
	403-10 Work-related ill health	86	
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee	68-69	
	404-2 Programs for upgrading employee skills and transition assistance programs	68-70	
	404-3 Percentage of employees receiving regular performance and career development reviews	70	
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	15, 17, 64	
	405-2 Ratio of basic salary and remuneration of women to men	64, 73	
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		No discrimination incidents were reported in 2025.
GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collection bargaining may be at risk	74	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	32, 63	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	87-88	
GRI 414 Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	33-34	
	414-2 Negative social impacts in the supply chain and actions taken	35	
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No complaints concerning breaches of customer privacy were received in 2025.

United Nation Global Compact Comparison Table

Ten Principles	Related Chapter	Page	Remark
Human Rights			
Businesses should support and respect the protection of internationally proclaimed human rights	5.3 Employee Care	71-72	
Make sure that they are not complicit in human rights abuses	3.2 Supply Chain Management 5.1 Talent Acquisition	32	
Labor			
Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	5.3 Employee Care	71-72	
The elimination of all forms of forced and compulsory labor	5.1 Talent Acquisition	63-66	
The effective abolition of child labor	5.1 Talent Acquisition	63-66	
The elimination of discrimination in respect of employment and occupation	5.1 Talent Acquisition	63-66	
Environment			
Businesses should support a precautionary approach to environmental challenges	4.1 Climate Change and Energy Management	40-43	
Undertake initiatives to promote greater environmental responsibility	4.1 Climate Change and Energy Management	48	
Encourage the development and diffusion of environmentally friendly technologies	3.3 Customer Service and Management	37	
Anti-Corruption			
Businesses should work against corruption in all its forms, including extortion and bribery	2.4 ITEQ's Responsibilities- Ethical Management	27-28	

Sustainability Disclosure Indicators - Electronic Parts/Components Industry

No.	Metric for Disclosure	Category	Disclosure	Unit	Page
1	Total energy consumption, percentage of grid electricity, and renewable energy usage rate	Quantitative	4.1 Climate Change and Energy Management	GJ, Percentage (%)	734,078.15 GJ 100% electricity was purchased. No renewable energy was used.
2	Total water withdrawal and total water consumption	Quantitative	4.3.3 Water Resource Management	Thousand cubic meters (m ³)	58-60
3	The weight of hazardous waste from manufacturing, and the recycling percentage	Quantitative	4.3.2 Wastes Management	Metric tons (t), percentage (%)	56-57
4	Explain the occupational accident categories, number of people being affected, and relevant percentages	Quantitative	5.4 Occupational Health and Safety	Rate (%), Quantity	81
5	Disclosure of product life cycle management: Including weight of scrap products and e-waste, and percentage of recycling	Quantitative	4.3.2 Wastes Management	Metric tons (t), percentage (%)	As ITEQ is not an end-product manufacturer, this indicator is not applicable.
6	Description of the risk management associated with the use of critical materials	Qualitative Description	3.2 Sustainable Supply Chain	NA	32-34
7	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	Quantitative	No incidents reported	Reporting Currency	—
8	Production volume of the main product under the company's product category	Quantitative	CCL: 43,496 thousand SH PP: 169,009 thousand M FPC CCL: 6,534 thousand M ²	Varies by product category	—

Sustainability Accounting Standards Board (SASB) Index

🏢 Industry: Technology & Communications / Hardware

Release Version: December 2023

Topic	Code	Accounting Metric	Disclosure Summary	Related Chapter
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	This indicator is not applicable because ITEQ does not manufacture end products; therefore, end-product information security is not applicable.	—
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender and racial/ethnic group representation in the following employee categories: (a) Management, (b) non-management, (c) Technical staff, and (d) All other employees.	Please refer to page 63~66	5.1 Talent Acquisition

Topic	Code	Accounting Metric	Disclosure Summary	Related Chapter
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	This indicator is not applicable because the raw materials currently used by ITEQ do not contain any IEC 62474 declarable substances.	—
	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	As ITEQ is not an end-product manufacturer, this indicator is not applicable.	—
	TC-HW-410a.3	Percentage of eligible products, by revenue, meeting ENERGY STAR	As ITEQ is not an end-product manufacturer, this indicator is not applicable.	—
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	As ITEQ is not an end-product manufacturer, this indicator is not applicable.	—
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier (1) facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	ITEQ requires all suppliers to sign the Supplier Letter of Undertaking, under which they agree to comply with the RBA Code of Conduct and applicable labor rights regulations. However, the Company has not yet compiled statistics on whether its suppliers have undergone RBA Code of Conduct Version 8.0 audits.	3.2 Supply Chain Management
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other non-conformances	For existing suppliers, ITEQ completed on-site or document-based audits of 86 suppliers in accordance with its annual audit plan. The audits included assessments against the RBA Code of Conduct. The results showed that all audited suppliers met the Company's qualification criteria (Grades A–C), achieving a 100% compliance rate.	
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	ITEQ requires its raw material suppliers not to use conflict minerals and requires all suppliers to provide a Conflict Minerals Declaration confirming that their products are conflict-free. Conflict minerals prohibited by ITEQ include, but are not limited to, cassiterite, wolframite, columbite-tantalite (coltan), gold, and their derivatives sourced from illegal mining areas in the Democratic Republic of the Congo (DRC). These requirements specifically cover the mineral raw materials gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co), and mica. ITEQ also requires its suppliers and their upstream supply chains to be fully informed of these requirements.	3.2 Supply Chain Management
Industry Activity	TC-HW-000.A	Number of units produced by product category.	CCL: 43,496 thousand SH PP: 169,009 thousand M FPC CCL: 6,534 thousand M ²	—
	TC-HW-000.B	Area of manufacturing facilities	301,939.48 m ²	—
	TC-HW-000.C	Percentage of production from owned facilities	100% Self-manufactured	—

Implementation of Climate-Related Information

Item	Related Chapter
Describe how the Board of Directors and management oversee and govern climate-related risks and opportunities.	4.1 Climate Change and Energy Management
Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	
Describe the financial impact of extreme weather events and transformative actions.	
Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	
If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	
If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	
If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	
If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	
Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan.	

Greenhouse Gas Inventory and Assurance

Plant	Scope 1(tCO ₂ e)	Scope 2(tCO ₂ e)	Scope 3(tCO ₂ e)	Assurance agency	Assurance opinion
Taiwan	7,664.95	10,338.89	5,233.89	TÜV Rheinland Taiwan	Reasonable Assurance
Wuxi	13,313.41	30,486.58	360,411.54	WIT	Reasonable Assurance
Dongguan	3,021.24	6,211.97	41,135.76	Beijing Daluhangxing Quality Certification Center Co., Ltd.	Reasonable Assurance
Guangzhou	1,575.52	4,444.25	5,904.34	Zhongjing Certification	Reasonable Assurance
Jiangxi	51,274.12	55,249.71	529,932.60	Zhongbiaoyan Guolian (Beijing) Certification	Reasonable Assurance
Total Emissions	76,849.24	106,731.40	942,618.13		
Emission Intensity (tCO ₂ e/NT\$ million)	2.32	3.22	28.48		

Note: Emission intensity is calculated based on ITEQ's 2025 revenue of NT\$33,098 million.

Independent Assurance Statement



Independent Assurance Statement

2025 ITEQ CORPORATION SUSTAINABILITY REPORT

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

RESPONSIBILITIES

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

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

SCOPE AND CRITERIA

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

1. The scope of assurance operation is consistent with the scope disclosed in the "2025 ITEQ CORPORATION SUSTAINABILITY REPORT".
2. AFNOR ASIA performs assurance operation according to the Type 1 assurance of the AA1000 assurance standard (v3), reviewing and evaluating ITEQ's compliance with the AA1000 Accountability Principles (2018).
3. The assurance operation includes reviewing and evaluating ITEQ's relevant processes, systems and controls and available performance information, as well as compliance with the following reporting criteria:
 - GRI Standards.

METHODOLOGY

- The Report is reported in reference with the GRI Standards, and the content of the Report is reviewed for compliance with the GRI Guidelines for general disclosure and specific topic disclosure.



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

CONCLUSION

◆ AA1000 Accountability Principles

Inclusivity

ITEQ has already disclosed its actions and achievements in environmental, social, and governance aspects in the Report, covering stakeholder concerns and expectations under the principle of inclusivity. In the future, the organization can integrate internal and external resources and risk and opportunity management mechanisms to improve the assessment and control effectiveness of strategic objectives and more clearly respond to stakeholders' concerns about sustainable performance.

Materiality

ITEQ has developed a structured process for identifying material topics, referencing GRI 3 and the AA1000 Accountability Principle. Utilizing the principle of Double Materiality, it assesses the impact of operations on the external environment and the influence of external issues on organizational operations, integrating internal and external perspectives through multi-departmental participation and collaboration with external experts. In the future, the organization can continue to strengthen its assessment and decision-making processes for material topics, ensuring timely updates and development of response strategies.

Responsiveness

ITEQ has regularly and irregularly disclosed information on its economic, governance, environmental, and social performance through the Report, its official website, and other public information channels, enabling stakeholders to understand and assess the organization's governance and management performance. Overall, it has demonstrated concrete actions in accordance with the principle of responsiveness.



Impact

ITEQ has identified and assessed the positive and negative impacts on its organizational operations in accordance with the GRI Standards and SASB Standards, covering social, economic, and environmental aspects, and disclosed impact indicators, management countermeasures, and financial classifications. Overall, this meets the requirements of the impact principle for impact assessment and information disclosure.

◆ Global Reporting Initiative Sustainability Reporting Standards

Based on the results of the review, it is confirmed that the general disclosures, specific topic disclosures, and material topics management disclosures in the Report have complied with the requirements of the GRI Standards. In the future, the organization can continue to optimize its stakeholder engagement mechanism and material topic identification process to more comprehensively and timely update its material topics and response strategies, and collect and disclose various sustainability information to stakeholders through cross-departmental cooperation.

ASSURANCE OPINION

AFNOR ASIA has developed a complete sustainability reporting assurance standard based on the verification guidelines of the AA1000 Assurance Standard (v3) and the GRI Standards. Based on the sufficient evidence provided by ITEQ and the facts seen during on-site verification, we adhere to the principle of fairness and issue a statement on the global sustainability reporting standards followed by the organization. We have summarized the contents of the Report to provide a fair view of ITEQ's relevant operations and specific performance. We believe the focuses on economic, social, and environmental indicators in ITEQ in 2025 are well represented.

ASSURANCE LEVEL

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

For and on behalf of AFNOR :

Dr. August Tsai
The Director for Certification and Assessment
Jul.15.2026

Verification team: Kuan Hsiung Huang (Lead Verifier).

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ITEQ

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