



# **2024**

## **ESG Report**

**Trio Technology International Group  
Co., Ltd.**

## **ESG Report**

(This document is prepared in accordance with the Chinese version and for reference only.  
If there is any inconsistency between the English version and the Chinese version, the Chinese version shall prevail.)

# Table of Contents

<b>1. EDITORIAL POLICY</b>	<b>6</b>
<b>1-01 REPORT INFORMATION</b>	<b>6</b>
<b>1-01-1 DEAR READERS</b>	<b>6</b>
<b>1-01-2 REPORTING PERIOD</b>	<b>6</b>
<b>1-01-3 BASIS FOR REPORT PREPARATION</b>	<b>6</b>
<b>1-01-4 REPORTING BOUNDARY AND SCOPE</b>	<b>7</b>
<b>1-01-5 FEEDBACK</b>	<b>7</b>
<b>1-01-6 RESPONDING TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGs)</b>	<b>8</b>
<b>1-02 ABOUT THE COMPANY</b>	<b>9</b>
<b>1-02-1 COMPANY AND GROUP DEVELOPMENT</b>	<b>11</b>
<b>1-02-2 PRODUCTS AND SERVICES</b>	<b>12</b>
<b>1-02-3 PARTICIPATION IN ASSOCIATIONS</b>	<b>14</b>
<b>2. BUSINESS PHILOSOPHY AND SUSTAINABILITY STRATEGY</b>	<b>15</b>
<b>2-01 MESSAGE FROM THE MANAGEMENT</b>	<b>15</b>
<b>2-02 PROMOTING SUSTAINABLE DEVELOPMENT MECHANISMS</b>	<b>17</b>
<b>2-02-1 SUSTAINABLE GOVERNANCE STRUCTURE</b>	<b>17</b>
<b>2-02-2 OPERATIONS AND IMPLEMENTATION STATUS</b>	<b>18</b>
<b>2-03 STAKEHOLDER IDENTIFICATION AND COMMUNICATION</b>	<b>19</b>
<b>2-04 PROCESS FOR DETERMINING MATERIAL TOPICS</b>	<b>20</b>
<b>2-05 LIST OF SIGNIFICANT TOPICS</b>	<b>22</b>
<b>3. CORPORATE GOVERNANCE</b>	<b>23</b>
<b>3-01 ORGANIZATIONAL STRUCTURE</b>	<b>23</b>

<b>3-02 OPERATING AND FINANCIAL PERFORMANCE</b>	<b>25</b>
<b>3-03 BOARD OF DIRECTORS AND FUNCTIONAL COMMITTEES</b>	<b>28</b>
<b>3-03-1 STRUCTURE OF THE BOARD OF DIRECTORS</b>	<b>28</b>
<b>3-03-2 BOARD DIVERSITY</b>	<b>29</b>
<b>3-03-3 ROLE AND SUPERVISION OF SUSTAINABLE MANAGEMENT</b>	<b>31</b>
<b>3-03-4 ROLE IN SUSTAINABILITY REPORTING</b>	<b>32</b>
<b>3-03-5 CONTINUING EDUCATION FOR SUSTAINABLE DEVELOPMENT</b>	<b>32</b>
<b>3-03-6 FUNCTIONAL COMMITTEES</b>	<b>33</b>
<b>3-03-7 CONFLICT OF INTEREST MANAGEMENT</b>	<b>35</b>
<b>3-04 ETHICAL CORPORATE MANAGEMENT</b>	<b>37</b>
<b>3-04-1 BUSINESS PHILOSOPHY, POLICIES, AND CODES OF CONDUCT</b>	<b>38</b>
<b>3-04-2 REGULATORY COMPLIANCE</b>	<b>41</b>
<b>3-05 SUPPLY CHAIN MANAGEMENT</b>	<b>42</b>
<b>3-05-1 SUPPLY CHAIN STRATEGY</b>	<b>42</b>
<b>3-05-2 KEY RAW SUPPLIES RISK MANAGEMENT STRATEGY</b>	<b>42</b>
<b>3-05-3 UPSTREAM, MIDSTREAM, AND DOWNSTREAM INDUSTRY VALUE CHAIN</b>	<b>42</b>
<b>3-05-4 SUPPLIER MANAGEMENT</b>	<b>43</b>
<b>3-06 RISK MANAGEMENT</b>	<b>46</b>
<b>3-06-1 RISK MANAGEMENT OBJECTIVES AND POLICIES</b>	<b>46</b>
<b>3-06-2 RISK MANAGEMENT PROCEDURES</b>	<b>47</b>
<b>3-07 PRODUCT R&amp;D AND INNOVATION</b>	<b>49</b>
<b>3-07-1 PRODUCT R&amp;D ACHIEVEMENTS</b>	<b>50</b>
<b>3-07-2 INNOVATIVE TECHNOLOGY</b>	<b>51</b>
<b>4. SUSTAINABLE SOCIETY</b>	<b>54</b>
<b>4-01 HUMAN RESOURCES DEVELOPMENT</b>	<b>54</b>
<b>4-01-1 LABOR-EMPLOYER RELATIONSHIP AND TALENT STRUCTURE</b>	<b>54</b>

<b>4-01-2 HUMAN RIGHTS COMMITMENTS</b>	<b>61</b>
<b>4-01-3 EMPLOYEE EQUITY AND BENEFITS</b>	<b>63</b>
<b>4-01-4 COLLECTIVE BARGAINING AGREEMENT</b>	<b>64</b>
<b>4-01-5 TALENT CULTIVATION AND DEVELOPMENT</b>	<b>65</b>
<b>4-02 OCCUPATIONAL SAFETY AND HEALTH</b>	<b>70</b>
<b>4-02-1 OCCUPATIONAL SAFETY AND HEALTH POLICY</b>	<b>70</b>
<b>4-02-2 ACCIDENT RESPONSE PROCESS</b>	<b>73</b>
<b>4-03 INFORMATION SECURITY AND CUSTOMER PRIVACY</b>	<b>75</b>
<b>4-03-1 INFORMATION SECURITY MANAGEMENT POLICY</b>	<b>76</b>
<b>4-03-2 CUSTOMER PRIVACY PROTECTION</b>	<b>78</b>
<b>4-04 CUSTOMER RELATIONSHIPS</b>	<b>79</b>
<b>4-04-1 CUSTOMER SATISFACTION</b>	<b>79</b>
<b>4-04-2 SERVICE QUALITY MANAGEMENT</b>	<b>83</b>
<b>4-05 COMMUNITY ENGAGEMENT</b>	<b>85</b>
<b>4-05-1 COMMUNITY ACTIVITIES/COMMUNITY ENGAGEMENT AND DONATION EXPENSE</b>	<b>85</b>
<b><u>5. ENVIRONMENTAL PROTECTION</u></b>	<b><u>87</u></b>
<b>5-01 CLIMATE ACTION</b>	<b>87</b>
<b>5-01-1 CLIMATE RISKS, OPPORTUNITIES, AND RESPONSE MEASURES</b>	<b>87</b>
<b>5-02 GREENHOUSE GAS AND WASTE MANAGEMENT</b>	<b>92</b>
<b>5-02-1 GREENHOUSE GAS MANAGEMENT STRATEGIES, METHODS, AND OBJECTIVES</b>	<b>93</b>
<b>5-02-2 GREENHOUSE GAS EMISSIONS</b>	<b>95</b>
<b>5-02-3 WASTE AND CIRCULAR REUSE</b>	<b>95</b>
<b><u>6. APPENDIX</u></b>	<b><u>99</u></b>
<b>6-01 APPENDIX I. GRI CONTENT INDEX</b>	<b>99</b>

<b>6-02 APPENDIX 2, SASB STANDARDS ALIGNMENT TABLE</b>	<b>103</b>
<b>6-03 APPENDIX 3: INDUSTRY-SPECIFIC SUSTAINABILITY INDICATORS</b>	<b>104</b>
<b>6-04 APPENDIX 4. CLIMATE-RELATED INFORMATION</b>	<b>105</b>

# 1. Editorial Policy

## 1-01 Report Information

### 1-01-1 Dear Readers

Welcome to the ESG Report published by Trio Technology International Group Co., Ltd. (hereinafter referred to as Trio-KY or the Company). The content of the report primarily aims to fully disclose various information of concern to Trio-KY stakeholders, clarifying our planning and execution results in aspects such as corporate governance, financial operations, environmental protection, information security, occupational safety and health, supply chain management, employee care, and social feedback, thereby fulfilling our corporate sustainability responsibilities for sustainable development.

### 1-01-2 Reporting Period

The report discloses the key ESG management priorities and achievements of Trio-KY for the year 2024 (2024.01.01 to 2024.12.31), covering information on ESG commitments, strategies, goals, management approaches, key themes, responses and activity performance. The Company plan to publish ESG reports regularly every year.

- Previous report issuance: First issuance in 2025
- The report was published in August 2025.
- Next report issuance: Scheduled for August 2026

### 1-01-3 Basis for report preparation

The report is prepared in accordance with the standards of the Global Reporting Initiative (GRI). Trio Technology International Group Co., Ltd. has long been committed to promoting and enhancing Environmental, Social, and Governance (ESG) aspects. The report adheres to the GRI Sustainability Reporting Standards (2021) and aligns with the United Nations Sustainable Development Goals (SDGs). An electronic version can be downloaded from the "Investor Relations - Sustainable Operations" section of our official website, addressing stakeholders' concerns regarding sustainable development. Through public and transparent information, the Company e to learn and grow together, striving for sustainable development through continuous efforts.

## 1-01-4 Reporting Boundary and Scope

The financial data disclosed in the report is consistent with the boundaries of the Company's consolidated financial statements, and the operational data is consistent with the data boundaries of the Company's 2024 Annual Report. The report primarily discloses data from the Company's main operating bases in Taiwan and China, covering Taiwan HQ, the Suzhou factory, and the Dongguan plant.







## 1-01-5 Feedback

For all readers who follow Trio-KY, the Company will uphold our commitment to sustainable development and fulfill our responsibilities in corporate governance, environmental protection, and corporate sustainability. The report is issued in Chinese and is available on the official website of Trio-KY for readers. (Notes: This document is prepared in accordance with the Chinese version and for reference only. If there is any inconsistency between the English version and the Chinese version, the Chinese version shall prevail.)

Your valuable comments and suggestions are welcome. Contact information is as follows:

- Contact Person: Mr. Lin, Huo-Li
- Address: 14F-9, No. 268, Lienchiang Rd., Zhonghe Dist., New Taipei City 235, Taiwan
- Phone: 02-8227-9268
- Email address: ESG@trio.com.tw
- Company website: <https://www.trio.com.tw/>
- Company ESG website: <https://zh-tw.trio.com.tw/sustainable-operation-area.htm>

## 1-01-6 Responding to the UN Sustainable Development Goals (SDGs)

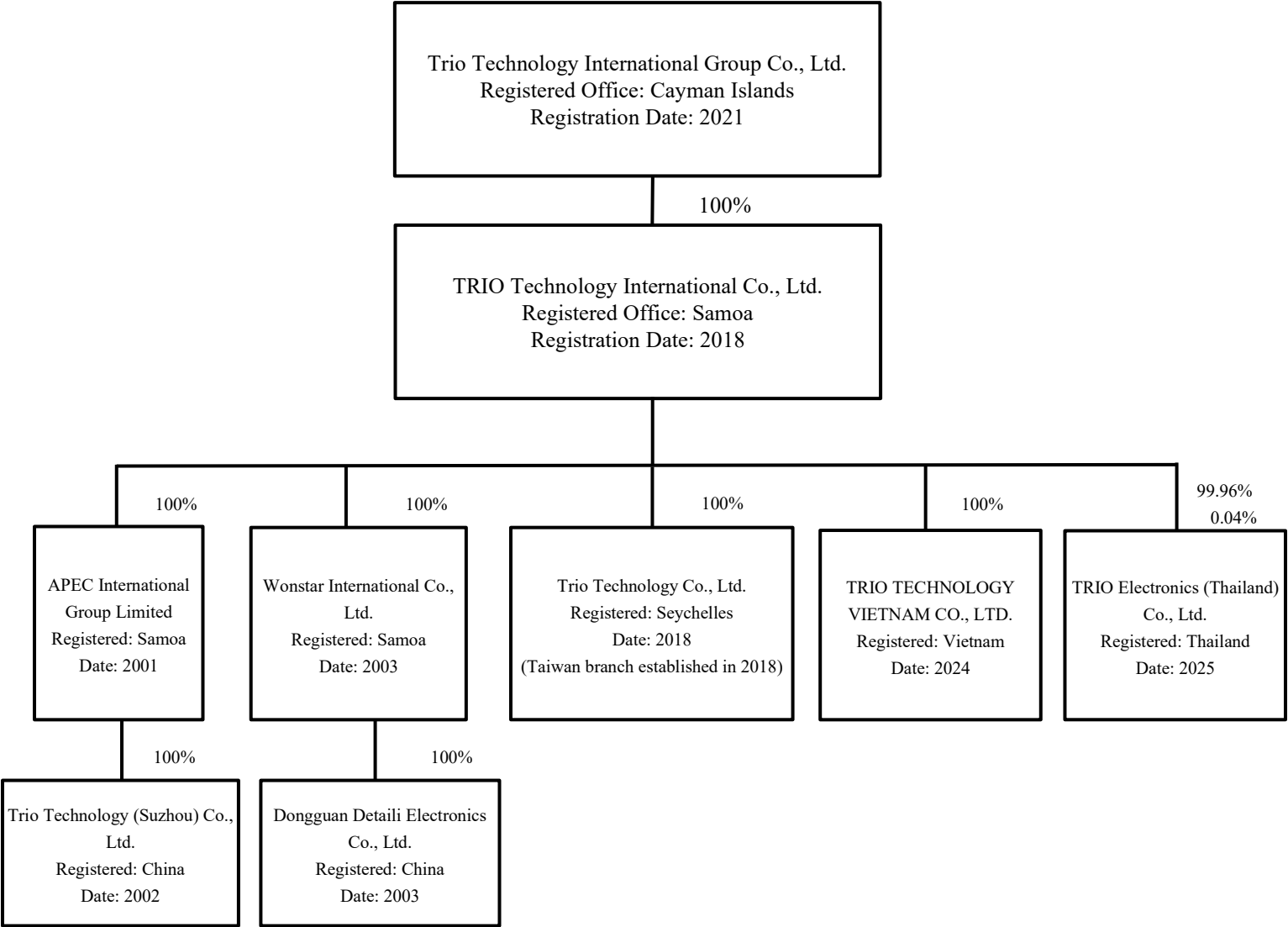
Corresponding to the United Nations Sustainable Development Goals		Action	Corresponding Sections
<b>SDG 3: Good Health and Well-being</b>		<ul style="list-style-type: none"> <li>The main production base has obtained ISO 45001 certification.</li> <li>Regular health check-ups, health promotion activities, and occupational disease prevention measures.</li> </ul>	4-02
<b>SDG 5: Gender Equality</b>		<ul style="list-style-type: none"> <li>Fairness principles are upheld in all aspects, including compensation and benefits, education and training, performance appraisals, and promotion systems.</li> <li>Strictly prohibit sexual harassment, provide complaint channels, and protect the equity of complainants.</li> </ul>	4-01-1
<b>SDG 8: Decent Work and Economic Growth</b>		<ul style="list-style-type: none"> <li>Maintain human rights, prohibit child labor and forced labor; institutionalize labor-management meetings, and provide reasonable salary and retirement systems.</li> <li>Establish an integrity whistleblowing mechanism, internal controls, and employee integrity training.</li> <li>Year-end performance reviews, internal transfer opportunities, and training systems.</li> </ul>	4-01-1 4-01-2 4-01-5 3-04
<b>SDG 12: Responsible Consumption and Production</b>		<ul style="list-style-type: none"> <li>Supplier audits incorporate sustainability indicators such as ISO certification and RBA audits.</li> <li>Actively implement the ISO 14001 Environmental Management System and QC 080000 Hazardous Substance Management System.</li> <li>Clear classification and transportation, distinction between hazardous/non-hazardous waste, and recycling.</li> </ul>	3-05 5-02-3
<b>SDG 13: Climate Action</b>		<ul style="list-style-type: none"> <li>Starting from 2024, greenhouse gas emission inventories will be conducted annually.</li> <li>Set short, medium, and long-term carbon reduction targets.</li> </ul>	5-01 5-02
<b>SDG 16: Peace, Justice and Strong Institutions</b>		<ul style="list-style-type: none"> <li>Promote ethical corporate management, internal control systems, and board of directors' oversight mechanisms.</li> <li>Establish complaint communication channels and a reporting system.</li> </ul>	3-03 3-04



## 1-02 About the Company

Trio Technology International Group Co., Ltd. (hereinafter referred to as Trio-KY, "the Company" or "the Group") is a holding company established on 13 July 2021 in the Cayman Islands, and a listed company whose shares were listed on the Taiwan Stock Exchange on 23 October 2024. The business item is the research, development, manufacturing, and sales of inductor components. The Company is committed to enhancing manufacturing capabilities and aligning with international standards to meet customer demands for product performance, quality, reliability, and service, while providing optimal technical support. Our goal is to become the leading supplier in the international electronics industry and ultimately a world-class inductor component supplier.

<b>Full Company Name</b>	Trio Technology International Group Co., Ltd.
<b>Number of Employees</b>	811 people (62/ TW HQ; 151/ Dongguan factory; 598/ Suzhou factory) / (as of 2024.12.31)
<b>Capital Amount</b>	NTD 500,000 thousand
<b>Establishment Date</b>	1990
<b>Main business activities</b>	Inductor Components
<b>Industry Type</b>	Electronic Components
<b>Chairman</b>	Mr. Lin, Huo-Li
<b>Headquarters</b>	14F-9, No. 268, Lienchiang Rd., Zhonghe Dist., New Taipei City 235, Taiwan



## 1-02-1 Company and Group Development

Yearly	Milestone
1990	The Chairman of the Company Lin, Huo-Li started his business in Taiwan and began investing in the passive component industry.
2002	Trio Technology (Suzhou) Co., Ltd. (abbreviated as Trio-Suzhou) was established in mainland China.
2003	Dongguan Detaili Electronics Co., Ltd. (abbreviated as Trio-Dongguan Detaili) was established in China.
2005	Trio-Suzhou has obtained ISO-9001 and ISO-14001 certifications.
2007	Trio-Dongguan Detaili has obtained ISO-14001, QC080000, and ISO45001 (formerly OHSAS18001) certification.
2009	Nvidia Reference Design (NB/MB/Server GPU) (Tesla NV A100)
2011	AMD Reference Design (Apple iMac AIO/AIR)
	Trio-Suzhou has obtained ISO 45001 certification (formerly OHSAS 18001).
2017	Trio-Suzhou and Trio-Dongguan Detaili have obtained ITAF16949 and AEC Q200 certifications.
2018	Trio Technology International Co., Ltd. (abbreviated as Trio-Samoa) was established.
	Trio Technology Co., Ltd. (abbreviated as Trio-Seychelles) and its Taiwan branch (Trio-Seychelles Taiwan Branch) were established.
2021	Trio Technology International Group Co., Ltd. (abbreviated as Trio-KY, the Company or the Group) was established in the Cayman Islands and issued new shares to acquire Trio 100% equity in Samoa, with a share capital of NTD 400,000 thousand.
2024	Trio-KY shares were listed on the Taiwan Stock Exchange on 23 October 2024.
	Trio-KY had conducted a cash capital increase, with the capital changing to NTD 500,000 thousand.
2025	Trio-KY issues its first ESG Report and greenhouse gas inventory report.

## 1-02-2 Products and Services

### Business Content

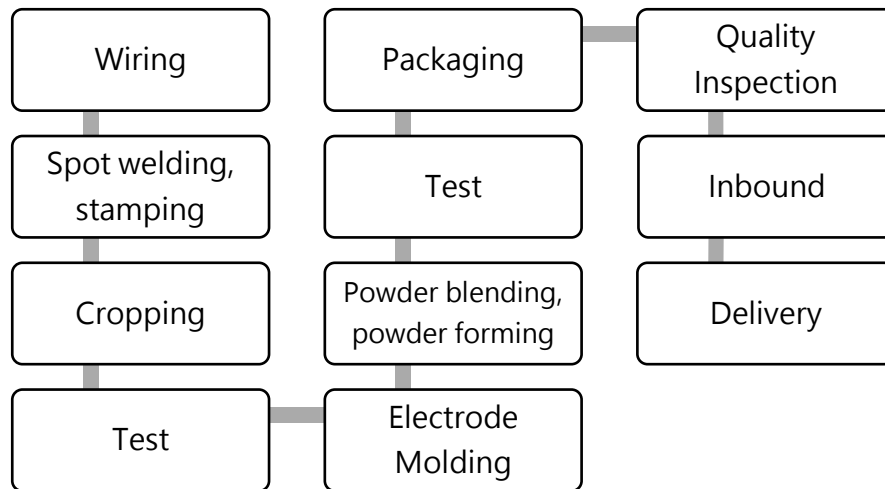
The main business of the Company is the research, development, manufacturing, and sales of inductor components, with the primary sales markets being mainland China and Taiwan, among other Asia-Pacific regions. The revenue composition is entirely derived from inductors, which belong to the passive components industry. The Company produces inductors that are all of the winding type according to the manufacturing process, with over 80% being integrated power inductors, followed by assembled power inductors. Our main customers include major brands and manufacturers in the global PC market. We can provide various customized specifications that meet the demands of high power, high efficiency, high noise resistance, and miniaturization according to customer needs, thereby establishing long-term stable business relationships with our clients.

#### The Company's current products (services) item

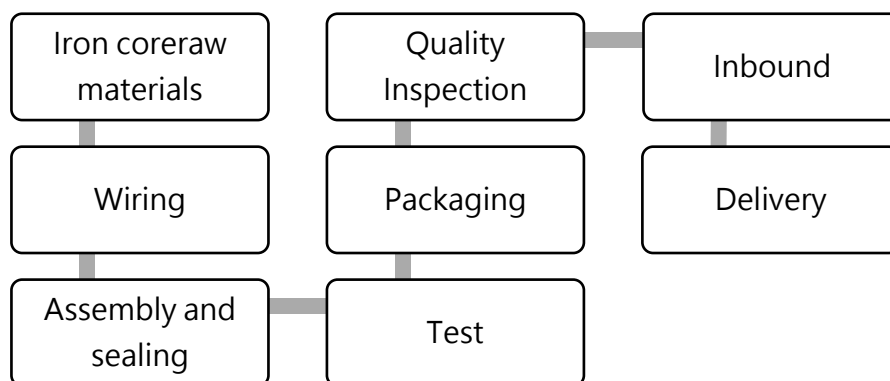
Manufacturing Process				Characteristic		
Type	Major Category	Subcategory	Material	Item	Remark	Main Applications
Wiring	integrated power inductor	SMD integrated power inductor	Collectively referred to as magnetic powder, it can be subdivided into: Carbonyl Iron Powder (CIP) Alloy	Generally, integrated inductor	The cold pressing process offers performance comparable to leading brands (such as Japanese manufacturers TDK, Murata, etc.) and can replace traditional assembled power inductor.	Motherboards, laptops, graphics cards, servers, and automotive applications.
		Modular integrated power inductor				
		Surface-mounted Molding high density inductor				
		Microchip power inductor				
	Assembled power inductor	Surface mount non-shielded power inductor	Referred to collectively as Core, it can be subdivided into: Ferrite Alloy	High power inductor	Hot pressing process, higher power, higher efficiency, smaller size, higher noise resistance.	AI and high-end laptops and other high value-added products (such as high performance and high price, etc.)
		Surface mount Shielded Power Inductor				
		Surface mount power inductor				
		Modular assembly power inductor				

## The production process of the product.

### 1. Integrated power inductor



### 2. Assembled power inductor



### 1-02-3 Participation in associations

Trio-KY continues to participate in industry associations related to its business, fostering exchanges of industry knowledge, information, and practical experience with peers and professionals. This collaboration aims to collectively respond to changes in the international landscape and elevate industry standards.

In 2024, the number of associations and organizations that the Company joined is listed as follows:

Item	Name of Association/Organization	Is sponsorship provided?	Participation Status
1	Suzhou Industrial Park Taiwan Compatriot Investment Enterprises Association	Yes	Member
2	Qingxi Branch of Dongguan Association of Taiwan Investment Enterprises	Yes	Member

## 2. Business Philosophy and Sustainability Strategy

### 2-01 Message from the Management

Looking back over the past year, the Company's shares were listed on 23 October 2024. In addition to enhancing the Company's capital raising and financial planning, the Company have also effectively utilized the process of entering the capital market to improve corporate governance and supervisory management mechanisms: "Enhancing the transparency of corporate governance, implementing internal and external supervisory systems, and through the disclosure of financial and non-financial information, allowing the market and investors to understand our management philosophy, operational direction, and financial condition." These continuous advancements and deep-rooted efforts have laid a solid foundation for the Company's sustainable operations, enabling us to pursue sustainable operations and profitability while also committing to safeguarding the equity of all stakeholders and emphasizing the practice of corporate social responsibility.

The world is currently facing various challenges, including the post-pandemic impact on the global economy and society, geopolitical instability, environmental pressures from climate change, and international trade tariff conflicts, all of which bring high uncertainty to global industrial supply chains. These challenges highlight the complexity of our times, requiring global collective efforts to address them, strengthen environmental, social, and governance (ESG) actions, and promote corporate sustainability.

The Company's main sustainability development strategies are:

- Environmental Protection: Focusing on reducing carbon emissions, greenhouse gas inventories, using renewable energy, and promoting a circular economy, with each setting clear goals and plans.
- Social Responsibility: Enhance the importance of employee care and social concern, including initiatives in occupational safety and health, vocational training and development, and community participation and feedback.
- Corporate Governance: Measures such as strengthening the governance of the Board of Directors and functional committees, establishing and improving internal control and audit systems, and enhancing the transparency and timeliness of financial information.
- Technological Innovation: Emphasize technological innovation for sustainable development, including the development of energy-saving and consumption-reducing products, and the promotion of circular economy product innovation.

Given the increasing attention to human rights and climate change recently, the Company has established systems and a work environment that respect human rights, diversity, equality, and inclusion, and is committed to promoting the integration of global talent.

In the future, the Company will continue to uphold sustainable development as a core corporate value, actively participate in international cooperation, and promote green energy and environmental protection measures to address challenges such as climate change.

We will continuously improve our products and services through innovation and integration to meet customer demands while reducing negative environmental impacts. At the same time, the Company will also be committed to giving back to society, supporting community development and vulnerable groups, and promoting the development of social welfare undertakings. Through these efforts, the Company aspires to become an enterprise that contributes to society and the environment, and to collaborate with global partners to jointly achieve the goal of sustainable business operations.



## **2-02 Promoting Sustainable Development Mechanisms**

### **2-02-1 Sustainable Governance Structure**

Trio-KY established the ESG Committee on 9 April 2024, serving as the driving and supervisory unit for the formulation of sustainability development strategies and risk management. The members appointed to the committee include Chairman Lin, Huo-Li, Director Tsao, Yun-Hua, Independent Director Chen, Chia-Yu, Independent Director Wan, Chia-Sen, and Independent Director Chen, Li-Yuan, with Independent Director Chen, Chia-Yu serving as the Chairperson, who will submit recommendations for discussion by the Board of Directors.

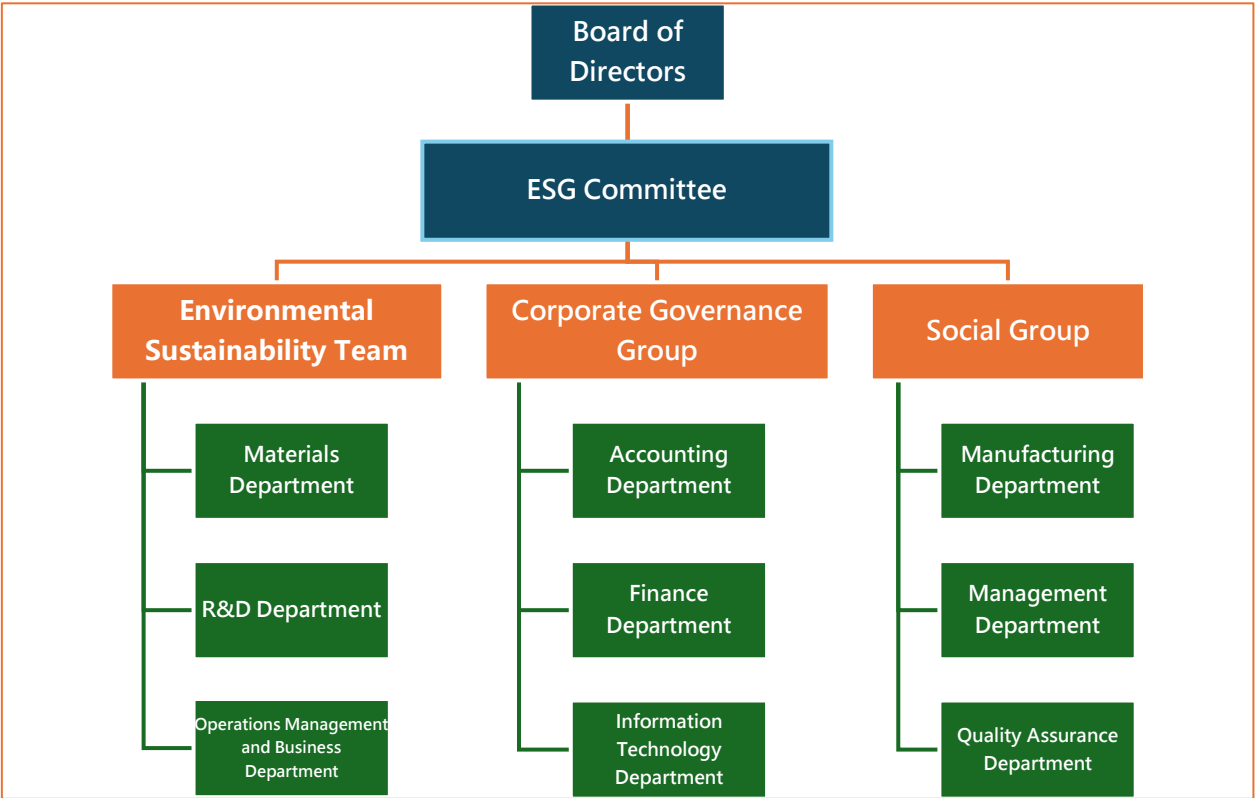
The Company's ESG Committee is established in accordance with the ESG Committee Charter approved by the Board of Directors. It defines the responsibilities and duties of the ESG Committee, primarily serving as the driving and supervisory unit for the Company's sustainability development strategies and risk management. It also regularly reviews the execution results of the Company's ESG and Risk Management Executive Team or the progress of the Company's sustainability development implementation schedule and provides reports and recommendations to the Proposal of the Board of Director. It regularly reports on its execution results to the Board of Directors, which in turn monitors the progress of the greenhouse gas inventory quarterly. The Board of Directors regularly reviews the progress of the strategy and urges the management team to make adjustments when necessary.

The ESG Committee has established three ESG and Risk Management Executive Teams under its functional responsibilities, divided into the Environmental Group, Social Group, and Corporate Governance Group. The ESG and Risk Management Executive Teams are responsible for identifying significant ESG issues related to the Company's operations, climate change risks, formulating management strategies and objectives, and preparing the annual ESG Report and greenhouse gas inventory. The Executive Teams regularly review their performance and the achievement of their objectives, and report regularly to the ESG Committee.

In 2024, various departments formed the ESG and Risk Management Executive Team to participate in ESG initiatives. A total of 8 ESG guidance and risk management meetings were held in 2024 and up to the date of this report. The results of the operation of the Sustainability Team shall be reported annually to the ESG Committee or the Board of Directors.

In the year 2024, a total of two meetings of the ESG Committee were held, and the results of these meetings were reported to the Board of Directors for follow-up or discussion.

Organizational Chart of the ESG Committee



2-02-2 Operations and Implementation Status

In 2024, the ESG Committee held a total of 2 meetings, with a member attendance rate of 100%, and 2 significant matters were communicated to the Board of Directors.

2024 ESG Committee resolution and communication resolution matters with the Board of Directors.

1.2024.04.12, 2024-1 ESG Committee Meeting:

- (1) Election of the Chairperson of the first ESG Committee -
- (2) ESG Development and Ethical corporate management Policy and Progress Report The committee advises the Board of Directors to be approved by all attending directors.

2. 2024.05.14, 2024-2 ESG Committee Meeting:

- (1) Greenhouse Gas Inventory Schedule The committee will provide opinions to the BOD, which will regularly track the progress every quarter.

## 2-03 Stakeholder Identification and Communication

The Company adheres to the five principles of AA1000 SES Stakeholder Engagement Standards (Stakeholder Engagement Standard, SES) to assess stakeholders' dependence, responsibility, concern, influence, and diverse perspectives in relation to the Company. Six key stakeholders have been identified: government agencies, customers, shareholders, employees, suppliers, and the community. Trio-KY values the opinions and suggestions of its stakeholders, providing various communication channels for stakeholders to offer feedback at any time, thereby understanding and responding to the sustainability issues of concern to different stakeholders. The communication mechanisms and issues of concern for various stakeholders in 2024 are summarized in the table below.

Stakeholders	Issues of Concern	Communication Channels	Communication Frequency
Government	Compliance with laws and regulations, environmental protection, occupational safety and health, labor equity, labor-management relations, social insurance, corporate governance, information security	Official documents/e-documents, telephone/fax, email, policy promotion meetings, security compliance inspections, agency's website reporting system, spot checks/visits/desk reviews/on-site reviews, dedicated contact window.	Irregularly, at a frequency determined by the needs of the competent authority for business development.
Customer	Customer relationships, competitive behavior, regulatory compliance, ethical corporate management, product quality, customer complaint handling, and factory safety production status	Phone, email, dedicated contact window, customer satisfaction survey	as needed
Shareholder	Corporate Governance, Regulatory Compliance, Operating Performance, Risk Management, Operational Status, Information Disclosure, Information Security	Spokesperson and deputy spokesperson system, company website, Market Observation Post System, financial reports, telephone, shareholders' meeting, investor conference, mailbox	Irregularly, at least once a year (Annual Shareholders' Meeting)
Employee	Ethics and integrity, compensation and benefits, labor relations, labor equity, labor health and safety, education and training/talent development, performance management	Regular and irregular meetings, education and training, mailboxes, company internal websites and emails, welfare committee, labor-management meetings, health check-ups	as needed
Suppliers	Ethical Corporate Management, Sustainable Supply Chain	Irregular interviews, supplier evaluation system, phone/fax, email	as needed
Local community	Community relations, social engagement, employment opportunities, community feedback, environmental issues, pollution prevention, carbon management, and climate action	External communication window, public welfare activities, company website, irregular news releases/media interviews, external communication mailbox	as needed

## 2-04 Process for Determining Material Topics

### Materiality Assessment

In accordance with the "GRI 3: Material Topics 2021" guidelines, actual or potential impacts on the economy, environment, and people (including their human rights) in operations are identified. The materiality of these impacts and corresponding topics is determined based on the scale and likelihood of the impact. The list of material topics for Trio-KY in 2024 and the material topic identification process are as follows:

#### I. Understanding the Organizational Context

Reviewing the value chain relationships, business activities, compliance responsibilities, and external environmental factors of Trio-KY, key stakeholders were identified. External sustainability experts were consulted to understand the overall sustainability context, serving as foundational information for identifying actual and potential impacts on Trio-KY. Six key stakeholders were identified, including (1) employees, (2) suppliers, (3) shareholders, (4) customers, (5) government agencies, and (6) communities/non-profit organizations.

Furthermore, Trio-KY considered the enterprise's key operational items, critical operational resources, essential elements for business continuity, and all aspects of the supply and value chains. Simultaneously, it focused on international sustainability trends and issues of concern to foreign investment rating agencies regarding the industry, ultimately compiling 22 sustainability issues covering 10 economic aspects, 9 social aspects, and 3 environmental aspects.

#### II. Identify Impacts and Assess Materiality

Through questionnaire surveys, quantitative impact significance data is collected. The survey content is as follows:

##### 1. Stakeholder Concern Survey

To understand stakeholders' assessments of various issues, the Company surveyed the six major categories of stakeholders mentioned above, sending invitations and online questionnaires through various channels. A total of 300 questionnaires were distributed, and 243 were ultimately collected. The questionnaire recovery rate reached 81%.

##### 2. Impact Assessment Questionnaire

Based on the list of sustainability issues identified in the preceding steps, Trio-KY further invited senior executives at or above the manager level (or department heads) to conduct a detailed and standardized internal assessment of each issue's severity (scope, degree of impact), likelihood of occurrence, and human rights violation risks (questionnaire response rate 100%). This assessment aims to analyze the actual and potential positive and negative impacts of various sustainability issues.

- **Positive Impact (Actual or Potential):** When enterprises establish and implement relevant management policies for sustainability issues and achieve significant results, it can bring positive impacts, promoting the sustainable development of the economy, environment, and society.
- **Negative Impact (Actual or Potential):** If an enterprise fails to effectively implement or manage specific sustainability issues, its operations may negatively impact the external economy, environment, and society, thereby affecting the enterprise's sustainable development goals.

### **III. Prioritize Impact**

Trio-KY integrates the relevant impacts into themes, ranking them by positive and negative significance to determine materiality. After consulting external sustainability experts to set the materiality threshold, a total of nine material themes for 2024 have been identified for management and disclosure. Trio-KY will formulate corresponding policies and objectives for these material themes and plan solutions for practical actions.

Note: Average score for likelihood of occurrence = total score for likelihood of occurrence from all valid questionnaires / number of valid questionnaires collected; average score for impact level = total score for impact level from all valid questionnaires / number of valid questionnaires collected.

## 2-05 List of Significant Topics

After total consideration of the positive and negative impact assessment results and stakeholder feedback, Trio-KY's management, following careful discussion and consultation with external sustainability experts, finalized the list of significant issues for 2024 as follows:

Value chain impact boundary involvement: ● Direct / ○ Indirect (Facilitation or business relationship)

Impact Assessment: ▲ Positive Impact / □ Negative Impact

Significant Topics	Value Chain Impact Scope			Corresponding to GRI Standards	Response Chapter
	Upstream Supplier	Trio-KY	Downstream customers		
Greenhouse Gas and Waste Management	○ ▲ □	● ▲ □	○ ▲	302 Energy 305 Emissions	5-02
Labor Rights	○ Mouth	● Mouth	○ Mouth	401 Employer-Employee Relationship 408 Child Labor 409 Forced or Compulsory Labor	4-01-2 4-01-3
Employment relationship		● ▲ □		401 Employer-Employee Relationship 402 Labor-Management Relations 404 Training and Education	4-01-1
Service Quality Management		● ▲	● ▲ □		4-04-2
Customer Satisfaction		● ▲ □	● ▲ □		4-04-1
Cybersecurity and Customer Privacy	○	● ▲ □	● ▲	418 Customer Privacy	4-03
Ethical corporate management	○ Mouth	● ▲ □	○ Mouth		3-04
Operating and Financial Performance	○ ▲	● ▲ □	○ ▲	201 Economic Performance 207 Taxation	3-02
Product R&D and Innovation	● ▲	● ▲	● ▲		3-07

Note: Upstream suppliers: raw materials procurement/product manufacturing.

## 3. Corporate Governance

### 3-01 Organizational Structure

Segment Name	Main business activities
Board of Directors	Plan the company's overall business operations and policies, formulate operational goals, and appoint the company's key managerial officers to execute and promote the company's business.
Audit Committee	Supervise the Company's business and financial conditions, the fair presentation of financial statements, and the effective implementation of the internal control system.
Remuneration Committee	Formulate policies, systems, and standards for the performance evaluation and remuneration of the company's directors and managerial officers and regularly evaluate and review the remuneration of the company's directors and managerial officers.
ESG Committee	Supervise the operational mechanisms related to sustainable development and risk management, including assessing the development trends of sustainability issues and their relevance to the company's core business, the impact of overall operational activities on stakeholders, and managing risks that may negatively affect the company's operational objectives in accordance with risk management procedures, while also formulating management policies such as sustainable development policies and specific implementation plans.
Audit Department	Plan and execute internal audit operations and evaluate the implementation status and provide recommendations for internal controls in various departments.
Chief Governance Officer	Assist the Board of Directors and shareholders' meeting procedures and resolutions in legal compliance matters and revise relevant regulations in accordance with regulatory requirements; assist directors and independent directors in performing their duties, provide necessary information, and arrange for continuous training of directors; safeguard shareholder equity in accordance with the Articles of Incorporation and other matters, and strengthen the functions of the Board of Directors.
Chairman	Set goals for the company's operations and make policy directives.
President's Office	The General Manager implements the relevant resolutions of the Board of Directors and the Chairman, manages all company affairs, and fulfills policy directives and operational goals.
Business Center	Coordinate planning, management, execution, and achievement of the Company's various operating items targets, including maintaining existing business and long-term business development.
Operations Management Department	Assist with internal sales-related administrative tasks after receiving business orders, including forwarding orders to the factory, coordinating production work, following up on shipping-related matters, and organizing various sales information.
Business Department	Product sales, customer service, order management, collections, and expanding business markets to develop new customer bases.
Materials	Procurement of raw materials and supplies for products for sale, management of warehouse

Segment Name	Main business activities
Department	inventory, and inbound/outbound matters for raw materials and materials.
R&D center	Formulate product R&D plans, coordinate development progress and technology, and collect and master R&D technologies to complete product development.
Information Technology Department	Planning, management, and daily maintenance of computerized information systems, and ensuring that information usage and overall information security matters comply with management requirements.
Management Department	Human resource management, payroll processing, administrative operations, and maintenance and management of offices and related areas.
Finance Center	Responsible for the management of company financial and tax planning and accounting matters, as well as the planning and execution of corporate governance and operations.
Accounting Department	Accounting processing, preparation of various financial statements, operational analysis, expense analysis, reconciliation of related parties, Foreign Company and customer Accounts receivable.
Finance Department	Planning and operation of fund allocation, fundraising, control, cash custody, banking transactions, bill collection and payment matters, as well as shareholder affairs, shareholders' meetings, board meetings, and functional meetings.
Subsidiary Manufacturing Center	Product manufacturing, testing and machine assembly, factory equipment maintenance, industrial safety and environmental protection, and daily affairs management and planning.



## 3-02 Operating and Financial Performance

### Operating and Financial Performance Management Policies

Impact Explanation	Stable operations and financial performance help enterprises maintain competitiveness in an uncertain market environment, enhance investor confidence, and create substantial economic value for employees, shareholders, and society. If financial performance is unstable, it will directly impact the company's credit rating, ability to obtain capital, and sustainable operations.
Policy or Commitment	Committed to continuously generating revenue and profit with prudent and pragmatic operating principles, while regularly disclosing financial information and tax payment status, to safeguard investors' right to information, and maintain corporate transparency and integrity governance.
Management Actions	<ul style="list-style-type: none"> <li>✓ Internal management reports are prepared monthly to track revenue and cost status; operational overviews such as revenue are disclosed regularly on a monthly basis, and communication channels with investors are kept open.</li> <li>✓ Transparency and timeliness of financial information disclosure: Quarterly financial reports and annual reports are regularly disclosed, and institutional investor conferences and shareholder meetings are held.</li> <li>✓ The Group Company has implemented a consistent accounting system and financial reporting process to enhance the effectiveness of group governance.</li> </ul>
Follow-up actions Effective Processes	Monthly KPI operational performance reviews are conducted to assess the operating results and achievement of targets for each department, and to plan the following year's budget and financial strategies in advance, serving as a basis for senior executive performance evaluations.
Goals and Achievements	In 2024, Operating revenue increased by 37.98% compared to the previous year, after-tax net profit grew by 31.42%, and shareholder return on equity (ROE) reached 23%. earnings per share reached NTD 11.41, maintaining investors' high trust and evaluation of the Company's operating performance.
Complaint Channels	Regarding issues related to financial information disclosure and investor equity, a "Spokesperson System," "Investor Relations Section," and "Stakeholder Contact Window" have been established for shareholders and stakeholders to submit opinions and concerns, which are promptly addressed by dedicated units.
Remedial Measures	If a material financial statement error or operational mistake occurs that causes damage to stakeholders, the Company will make an information announcement correction and proactively disclose explanations in accordance with the law. At the same time, relevant internal departments will conduct a review to prevent recurrence.

### Main operational content

The main business of the Company is the research, development, manufacturing, and sales of inductor components, with the primary sales markets being mainland China and Taiwan, among other

Asia-Pacific regions. The revenue composition is entirely derived from inductors, which belong to the passive components industry. The Company produces inductors that are all of the winding type according to the manufacturing process, with over 80.0% being integrated power inductors, followed by assembled power inductors. Our main customers include major brands and manufacturers in the global PC market. We can provide various customized specifications that meet the demands of high power, high efficiency, high noise resistance, and miniaturization according to customer needs, thereby establishing long-term stable business relationships with our clients.

### Main Products and Their Revenue Proportions

Unit: NTD thousand; %

Main item \ Yearly	Year 2023		Year 2024	
	Amount	%	Amount	%
Integrated molded power inductor PC products	1,174,946	73.68	1,339,253	60.87
Other products of integrated power inductor	210,776	13.22	575,469	26.15
Assembled Power Inductor Mainboard	68,209	4.28	68,564	3.12
Other products of assembled power inductor	140,690	8.82	216,954	9.86
Total	1,594,621	100.00	2,200,240	100.00

### Historical Financial Performance

In 2024, the Company's Operating revenue was NTD 2,200,240 thousand, an increase of NTD 605,619 thousand from NTD 1,594,621 thousand in 2023, representing a growth rate of 37.98%. Net profit is NTD 515,623 thousand, an increase from NTD 392,336 thousand in the 2023 fiscal year by NTD 123,287 thousand, representing a growth of 31.42%, and earning per share is NTD 11.41. For other explanations and analysis of financial performance, please refer to the Company's consolidated financial statements.

Item	Basic elements	2023	2024
Direct economic value generated	Operating revenue	1,594,621	2,200,240
Economic value of distribution	Operating costs	857,300	1,285,173
	Employee Salaries and Benefits	389,557	507,464

	Payments to investors (dividends)	176,000	180,400
	Payments to government (taxes)	95,707	188,825
	Social Investment (Charitable Activities)	215	315
Economic value retained (after-tax net profit)		392,336	515,623

## Operating Results

Item	2023 Annual	Year 2024	Difference	
			Amount	%
Operating revenue	1,594,621	2,200,240	605,619	37.98
Operating costs	857,300	1,285,173	427,873	49.91
Gross profit from operations	737,321	915,067	177,746	24.11
Operating expenses	251,213	370,870	119,657	47.63
Operating profit	486,108	544,197	58,089	11.95
Non-operating income and expenses	5,755	129,607	123,852	2152.08
Net profit before tax	491,863	673,804	181,841	36.99
Tax expense	99,527	158,181	58,654	58.93
After-tax net profit	392,336	515,623	123,287	31.42

## Product Sales

Main product sales regions

Unit: NTD thousand; %

Sales Region \ Yearly	2023 Annual		Year 2024	
	Amount	Ratio (%)	Amount	Ratio (%)
China	848,714	53.22	1,074,672	48.84
Taiwan	506,739	31.78	735,818	33.44
Others	239,168	15.00	389,750	17.72
Total	1,594,621	100.00%	2,200,240	100.00

## 3-03 Board of Directors and Functional Committees

### 3-03-1 Structure of the Board of Directors

The Company has 9 directors (including 4 Independent Directors). Information on the background and expertise of each director is detailed in the table below:

Job Title	Name	Gender Age	Nationality or Registered Office	possesses Employee Status	Industry Experience
Chairman	Lin, Huo-Li	Male 61 -70	ROC	v	Graduated from the Department of Electrical Engineering at National Taipei University of Technology, the founder of the Company has been engaged in the inductor component industry since 1990, becoming a leader in the field.
Director	Wu, Shih-Lu	Male 61 -70	ROC		Graduated from the Department of Chemical Engineering at the Lee-Ming Institute of Technology, he is the founder of Yi Jing Color Printing Ltd. and has many years of practical experience in business.
Director	Tsao, Yun-Hua	Female 51-60	ROC	v	Master of Business Administration from the University of Northern Virginia, USA, and has been employed by the Company since 2005, possessing many years of experience related to inductor components.
Director	Chen, Hsiu-Wei	Female 51-60	ROC	v	Graduated from the Industrial Engineering Department of Longhua Vocational College, has been employed by the Company since 1994, and possesses many years of experience related to inductor components.
Director	Chang, Kuo-Wei	Male 51-60	ROC		Graduated with a master and doctoral degree from the Department of Electrical Engineering at National Taipei University of Technology and the Institute of Electrical Engineering at National Tsing Hua University, he has served as an associate engineer at the Optoelectronics Research Center and Measurement Center of the Industrial Technology Research Institute. He has also been a lecturer and assistant professor in the Department of Electrical Engineering at various colleges for many years.
Independent Director	Chen, Chia-Yu	Male 51-60	ROC		Master's degree from the Department of Business Administration at National Chengchi University, previously served as Vice President of the Underwriting Operations Department at Yuanta Securities Co., Ltd., and VP of the Underwriting Department at KGI Securities Co., Ltd., with many years of practical experience in the financial industry.
Independent Director	Tsai, Wen-Pin	Male 51-60	ROC		Graduated from the Graduate Institute of Law at the Chinese Culture University, currently serving as the director of Guanghe Law Firm, a professional practitioner holding a lawyer's certificate from the ROC.
Independent	Wan, Chia-	Male	ROC		Wu Feng graduated from the Electronic Engineering Department of

Job Title	Name	Gender Age	Nationality or Registered Office	possesses Employee Status	Industry Experience
Director	Sen	51-60			WuFeng Technical College and is currently enrolled in the Master Degree Program in Technology Management at Fu Jen Catholic University (in progress). He has previously worked at World Precision Electronics Co., Ltd. and is currently the President of Chung Chih Limited, Shenzhen Gaoyu Electronic Technology Co., Ltd., and Wei Sen Technology Ltd., with many years of practical experience in business.
Independent Director	Chen, Li-Yuan	Male 51-60	ROC		Master' s degree from the Accounting Department of Tamkang University and the Executive Master Program in Information Management at National Taiwan University, currently pursuing a doctoral degree in the Department of Energy and Refrigeration Air-Conditioning Engineering at National Taipei University of Technology. Previously employed at Ernst & Young, Taiwan, and currently working as a practicing accountant/director at Li-Yuan CAPs and as an Independent Director at Anli International Co., Ltd. (Anli-KY), with many years of practical experience in financial accounting, securities regulations, and business management.

### 3-03-2 Board Diversity

The selection of the members of the Board of Directors of the Company is primarily based on the diversity policy established in the Company' s " Corporate Governance Best Practice Principles " and is composed after fully considering the educational and professional backgrounds of each director, in accordance with the "Board Member Diversity Policy" established by the Company for the nomination and selection process.

The Company currently has 9 directors, ranging in age from 51 to 70, including 2 female directors. As the Company considers the professional experience and skills of its directors as key indicators for selection, and embraces board diversity as a core principle, the Company's directors possess professional skills in various fields, including finance and industry. They also have the necessary knowledge, skills, and qualities, such as technical background, operational judgment, accounting and financial analysis, business management, and industry leadership, to perform their duties, demonstrating diversity in professional qualifications, experience, and age.

The Company currently has not reached one-third of its board seats occupied by directors of any gender, primarily due to considerations of the professional backgrounds and management experience of the board members, as historically, the proportion of such talent in the market has been higher among males.

Future plans and specific action measures:

1. The Company will actively promote gender diversity policies in the future and will incorporate gender ratio considerations in the upcoming (third) board election to ensure compliance with the gender balance targets set by the regulatory authorities.
2. The Company plans to introduce more candidates with relevant professional backgrounds and who meet gender balance objectives over the next two years. During the Board of Directors' election, priority will be given to candidates with gender diversity, aiming to gradually achieve the goal of having at least one-third of board seats occupied by either gender. In the future, the gender composition of the Board of Directors will be reviewed annually to ensure that the gender ratio can be improved during the re-election of directors.
3. The Company will establish a gender diversity policy, and in the future, will gradually enhance the participation of women in the Company's governance structure by increasing the number of female management staff, thereby providing a richer pool of candidates for future board elections.

### Diversity of Board Members:

Job Title Name	Nationality	Diversified management item						
	Age	Gender	Operational Judgment	Financial Accounting	Management Operations Crisis Management	Industry Knowledge	International Market View	Leadership
Chairman Lin, Huo-Li	ROC 61-70	Male	●	●	●	●	●	●
Director Wu, Shih-Lu	ROC 61-70	Male	●	●	●		●	●
Director Tsao, Yun-Hua	ROC 51-60	Female	●	●	●	●	●	●
Director Chen, Hsiu-Wei F	ROC 51-60	Female	●		●	●	●	●
Director Chang, Kuo-Wei	ROC 51-60	Male	●		●	●	●	●
Independent Director Chen, Chia-Yu	ROC 51-60	Male	●	●	●		●	●
Independent Director Tsai, Wen-Pin	ROC 51-60	Male	●		●		●	●
Independent Director Wan, Chia-Sen	ROC 51-60	Male	●		●		●	●
Independent Director Chen, Li-Yuan	ROC 51-60	Male	●	●	●		●	●

Item	Classification	Percentage
Gender	Male	78%
Gender	Female	22%
Age	51-60	89%
Age	61 (including) and above	11%

### 3-03-3 Role and Supervision of Sustainable Management

#### The Board of Directors oversees the promotion of ESG projects.

The Board of Directors is responsible for guiding long-term business strategies and has supervisory responsibilities. Annually, the ESG Committee formulates sustainability development policies, systems, or relevant management guidelines and specific implementation plans based on significant issues and the Company's operational vision and reports them to the Board of Directors. Related policies are issued after approval.

The Company conducts an annual assessment of significant issues managed by the ESG and Risk

Management Executive Team. It distributes a significant issues questionnaire to internal senior management and stakeholders to investigate the impact of various ESG issues on the economy, environment, and people. The analysis identifies the significant issues for the year which are then reported to the ESG Committee. The ESG and Risk Management Executive Team is responsible for identifying significant ESG issues related to the Company's operations, climate change risks, formulating management strategies and objectives, and preparing the annual ESG Report and greenhouse gas inventory. The Executive Team regularly reviews its performance and goal achievement, compiles relevant information, and subsequently reports to the ESG Committee through the board meeting unit for review and examination by the Board of Directors.

### 3-03-4 Role in Sustainability Reporting

#### ESG Reporting Management

The ESG report is completed annually by the ESG and Risk Management Executive Team after collecting relevant content, data, and verification materials. It is then submitted each year by the board meeting unit to the ESG Committee and the Board of Directors for review and examination, and issued after approval by the Board of Directors.

Report Data and Information Collection	Report drafting and compilation	Internal Audit
The ESG and Risk Management Executive Team collects data and compiles statistics based on three dimensions: Environmental, Social, and Governance.	The ESG and Risk Management Executive Team prepares and compiles the ESG Report.	Submitted by the board meeting unit to the ESG Committee and the Board of Directors for review and approval.

### 3-03-5 Continuing Education for Sustainable Development

#### Board of Directors Continuing Education

The Company arranges training courses for directors annually to enhance their knowledge of corporate governance, economic, environmental, and social issues, thereby increasing the Board of Directors' ability to manage risks. The Board of Directors' total continuing education hours reached 60 hours in 2024, with each director averaging 6 hours, which complies with the regulatory recommendations. For details on the Board of Directors' continuing education, please refer to the Company's 2024 Annual Report.



Participation in ESG-related courses or seminars is as follows:

Type	Date	Course/Seminar Name	Hours
Physical Course	2024/01/29	Trio-KY Technology ESG Education and Training	2 hours
Video Physical Course	2024/04/19	Trends in Corporate Governance and Corporate Sustainability	3 hours
Forum/Seminar	2024/07/24	Circular Economy Opens the Door to ESG for SMEs	6 hours
Seminar	2024/11/07	Taiwan Stock Exchange Listed Companies sustainability report Preparation Seminar	3 hours

### 3-03-6 Functional Committees

#### 1. Remuneration Committee

The Company established the Remuneration Committee on 7 September 2021, which will serve a term from 9 April 2024 to 8 April 2027 following the comprehensive re-election of directors at the shareholders' annual meeting on 9 April 2024, with four Independent Directors serving as members of the Remuneration Committee. In the most recent year (2024), the Remuneration Committee held 5 meetings.

Job Title	Name	Actual Attendance Count (B)	Number of Attendance Delegated	Actual Attendance Rate (B/A)	Remark
Independent Director (Convener)	Chen, Chia-Yu	5	-	100%	
Independent Director (member)	Tsai, Wen-Pin	5	-	100%	
Independent Director (member)	Wan, Chia-Sen	5	-	100%	
Independent Director (member)	Chen, Li-Yuan	3	-	100%	Appointed on 09 April 2024 attendance required: 3 times
Other matters to be recorded:					
I. If the Board of Directors does not adopt or amend the recommendations of the Remuneration Committee, it should specify the date of the Board meeting, the period, the content of the proposal, the results of the Audit Committee resolution, and how the Company addresses the Audit Committee's opinions (for instance, if the compensation approved by the Board is superior to that recommended by the Remuneration Committee, the differences and reasons should be specified): No such situation.					
II. The decisions of the Remuneration Committee, if any member has opposing or reserved opinions and there are records or written statements, should specify the date of the Remuneration Committee, the period, the content of the proposal, all members' opinions, and the handling of opposing members' opinions: none of this situation.					

## Remuneration Policy

The policies, standards, and combinations for the payment of remuneration, the procedures for establishing remuneration, and their correlation with operational performance and future risks.

### A. Directors

The Company has established the Remuneration Committee, composed entirely of Independent Directors, which is responsible for formulating and regularly reviewing the performance evaluation and remuneration policies, systems, standards, and structures for directors and managerial officers. At the same time, it regularly assesses and determines the remuneration for directors and managerial officers.

### B. President and VP

The remuneration of the President and VP includes salary, bonuses, and retirement pensions, which are determined based on the positions held, responsibilities undertaken, and contributions to the Company, while taking into account industry standards.

The directors' remuneration has also increased accordingly. The Company's managerial officer's performance evaluation item is divided into two parts: the first part - functional performance (50%) and the second part - project performance or departmental performance (50%); among which the functional performance assessment item includes: 1. conceptual skills (cognitive abilities, planning abilities), 2. interpersonal skills (leadership abilities, interpersonal abilities), 3. professional skills (professional abilities). Project performance or departmental performance is evaluated based on the achievement level of the managerial officer in their project or department during the assessment period.

## 2. Audit Committee

The Company established the Audit Committee on 7 September 2021, initially consisting of 3 Independent Directors as members of the Audit Committee. Following the comprehensive re-election of the Board of Directors on 9 April 2024, the Audit Committee is now comprised of 4 Independent Directors. During the year 2024, the Audit Committee met a total of 9 times.

Job Title	Name	Actual Attendance Count (B)	Number of Attendance Delegated	Actual Attendance Rate (B/A)	Remark
Independent Director	Chen, Chia-Yu	9	-	100%	
Independent Director	Tsai, Wen-Pin	9	-	100%	
Independent Director	Wan, Chia-Sen	8	1	89%	
Independent Director	Chen, Li-Yuan	7	-	100%	Appointed on 09 April 2024 attendance required: 7 times

### 3. ESG Committee

The Company established the ESG Committee on 9 April 2024, serving as the driving and supervisory unit for the formulation of ESG development strategies and risk management. The members appointed to the committee include Chairman Lin, Huo-Li, Director Tsao, Yun-Hua, Independent Director Chen, Chia-Yu, Independent Director Wan, Chia-Sen, and Independent Director Chen, Li-Yuan, with Independent Director Chen, Chia-Yu serving as the Chairperson, who will submit recommendations for discussion by the Board of Directors.

The Company's ESG Committee held a total of 2 meetings in the year 2024.

Job Title	Name	Actual Attendance Count (B)	Number of Attendance Delegated	Actual Attendance Rate (B/A)
Independent Director	Chen, Chia-Yu	2	-	100%
Independent Director	Wan, Chia-Sen	2	-	100%
Independent Director	Chen, Li-Yuan	2	-	100%
Chairman and President	Lin, Huo-Li	2	-	100%
Director and CFO	Tsao, Yun-Hua	2	-	100%

### 3-03-7 Conflict of Interest Management

The Company has established relevant regulations on conflict of interest in the "Board of Directors Meeting Rules," "Code of Conduct for Integrity in Business," and "Operational Procedures and Guidelines for Integrity in Business," which respectively regulate directors, managerial officers, and company personnel to prevent individuals from making decisions that do not align with the Company's principles of integrity. If an employee violates relevant regulations, the relevant investigative units and decision-making supervisors shall provide the party concerned with ample opportunity to make a statement before the Company makes a formal disciplinary decision.

At each Board of Directors meeting, the conflict of interest system for directors as stipulated in the "BOD Meeting Rules" is promoted. For example, if a director has a conflict of interest with the meeting's agenda, either personally or through a legal entity they represent, they must disclose the significant details of their conflict of interest at that Board meeting. If there is a risk of harming the company's interests, they must not participate in the discussion and voting, must recuse themselves during discussion and voting, and may not act as proxies for other directors in exercising their voting rights.

The spouse of a director, a blood relative within the second degree of kinship, or a company with a controlling and subordinate relationship with the director, if they have a vested interest in the matters of the aforementioned meeting, shall be deemed to have a personal interest in the matter as a director.

The execution of the board members' avoidance of conflicts of interest in relation to the proposals, including their names, the content of the proposals, the reasons for the avoidance of interest, and the circumstances of their participation in the voting, will be recorded in the minutes of each board meeting.

## 3-04 Ethical Corporate Management

### Ethical Corporate Management Policy

Impact Explanation	Ethical corporate management is the foundation for maintaining corporate reputation, investor trust, and sustainable development. Once improper conduct such as fraud, bribery, disclosure of confidential information, or insider trading occurs, it will have a significant negative impact on the company's reputation, operational stability, and legal compliance, and may also lead to damage to stakeholder equity.
Policy or Commitment	"The Ethical Corporate Management Principles," "Procedures and Guidelines for Ethical Corporate in Business Operations," "Code of Ethical Conduct," and "Management Procedures for Preventing Insider Trading and Handling Major Information," which are approved and continuously supervised by the Board of Directors. All employees must adhere to commitments of integrity and confidentiality, and undertake not to offer, accept, or solicit improper benefits.
Management Actions	<ul style="list-style-type: none"> <li>✓ Assess the legality and integrity records of partners before engaging in business dealings.</li> <li>✓ The Company has established a corporate governance officer, who will serve as the unit promoting integrity in operations, responsible for the formulation and supervision of relevant ethical corporate management policies. If there are significant violations of integrity in business operations or specific reporting matters, an investigation and verification action will be formed by a cross-departmental unit, and a report will be made to the Board of Directors in a timely manner.</li> <li>✓ Annual training includes topics on integrity and internal control.</li> <li>✓ The audit unit regularly audits high-risk processes in accordance with the annual audit plan.</li> </ul>
Tracking Effective Actions	<ul style="list-style-type: none"> <li>✓ Report annually to the Board of Directors and the ESG Committee on the implementation of the integrity policy.</li> <li>✓ Promote policies through email, meetings, and bulletin boards.</li> <li>✓ Reported cases are filed and included in the tracking list, and investigation records and handling status are retained for more than five years.</li> </ul>
Goals and Achievements	<ul style="list-style-type: none"> <li>✓ The coverage rate of integrity promotion and education training for all employees reached 100%.</li> <li>✓ The ethical corporate management policy is promoted regularly every year.</li> <li>✓ Targeting significant violations in the number of parts annually.</li> </ul>
Complaint Channels	Integrity Reporting Mailbox
Remedial Measures	If dishonest behavior is confirmed, disciplinary and corrective procedures are immediately initiated, and an inter-departmental investigation team reviews internal control deficiencies. For serious cases, the competent authority will be notified or the judicial authority will be referred, and subsequent tracking and optimization of the management system will be implemented.

## 3-04-1 Business Philosophy, Policies, and Codes of Conduct

### **Ethical corporate management**

Trio-KY upholds the core value of ethical corporate management, establishing and implementing various internal regulations, including "The Ethical Corporate Management Principles," "Procedures and Guidelines for Ethical Corporate in Business Operations," "Code of Conduct," and "Management Procedures for Preventing Insider Trading and Handling Major Information." All regulations have been approved by the Board of Directors, ensuring the effective implementation of the ethical corporate management policy. The Board of Directors and senior management are committed to implementing the principles of integrity and promoting relevant policies through concrete actions.

Trio-KY's "Code of Conduct for Integrity in Business" explicitly stipulates that all directors, managerial officers, employees, and those with substantive control capabilities shall not engage in business activities involving dishonest conduct listed in Article 7, Paragraph 2 of the "Code of Conduct for TWSE/TPEx Listed Companies" or other high-risk dishonest conduct. To further prevent dishonest conduct, all company personnel, in the course of performing their duties, shall not directly or indirectly offer, promise, request, or accept improper benefits, including kickbacks, commissions, or facilitation payments, from clients, agents, contractors, suppliers, public officials, or other stakeholders, to ensure that business operations comply with the principles of integrity.

### **Implementation Mechanism for Ethical Corporate Management**

To ensure the implementation of the ethical corporate management policy, the Company has established a series of supervision and management mechanisms to ensure that all business dealings and internal operating procedures comply with ethical corporate management principles.

#### **1. Business Relationship Assessment**

Before establishing business relationships with counterparties, the Company will first assess their legality, ethical corporate management policies, and any records of dishonest behavior, fully understanding the ethical corporate management status of the other party, and will incorporate ethical corporate management compliance into the contract terms, explicitly stating the illegal activities that must not be engaged in.

#### **2. Internal Monitoring and Audit Mechanisms**

The Company has established a sound accounting system and internal control system, designing corresponding internal monitoring measures for business processes that may pose a high risk of

dishonest behavior, and formulating an annual audit plan, which is regularly verified by the audit unit to ensure that all operational aspects comply with integrity in operations standards.

### 3. Ethical Corporate Management Promotion and Supervision

The Company has appointed a Chief Governance Officer to serve as the unit promoting integrity in operations, responsible for the formulation and supervision of relevant ethical corporate management policies. If there are significant violations of integrity in business operations or specific reporting matters, an investigation and verification action will be formed by a cross-departmental unit, and a report will be made to the Board of Directors in a timely manner. The Company also reported on the "ESG Development and Ethical corporate management Policy and Progress Report" at the ESG Committee and Board of Directors meeting on 2024.04.12.

### 4. Employee Education and Training

The Company arranges relevant courses on corporate governance and ethical corporate management in the annual regular training programs for directors and will gradually extend this to company executives and other personnel. The Chief Governance Officer and the management department regularly promote the ethical corporate management policy to all employees each year through email, meetings, and bulletin board announcements.

### 5. Reporting and Protection Mechanisms

The Company has established a dedicated reporting mailbox to provide a channel for employees and external parties to report dishonest behavior. Reporting cases are handled by dedicated personnel, and appropriate rewards will be given to those whose reports are verified as true. In addition, the Company is committed to maintaining the confidentiality of the whistleblower's identity and the content of the report, and takes necessary security measures to ensure that the whistleblower is not subjected to unfair treatment, retaliation, or threats.

Through the above mechanisms, the Company continues to promote a culture of integrity in operations, ensuring transparent and sound corporate governance, and working with all stakeholders to maintain a fair and honest business environment.

## **Complaint Communication Channels and Reporting System**

To protect the Company's reputation, safeguard assets, and prevent damage to the equity of shareholders, employees, and partners due to corruption, theft, embezzlement, malfeasance, fraud, or other immoral and dishonest acts, the Company has established reporting channels and procedures to

optimize corporate governance and ensure the legitimate equity of whistleblowers and related parties.

The reporting email address is as follows: [honest@trio.com.tw](mailto:honest@trio.com.tw)

The Company did not receive any related reports or complaints for the year 2024.

### **Standard Operating Procedures for Handling Complaints**

The Company has established a dedicated reporting mailbox to provide a channel for employees and external parties to report dishonest conduct. Records of the acceptance of reported cases, investigation processes, investigation results, and related document preparation are preserved. The Company has a confidentiality mechanism for handling reported cases and keeps the identity of the whistleblower and the content of the report confidential, fully protecting whistleblowers from improper treatment due to their reporting. For reported matters that are verified as true, relevant units are tasked with reviewing the relevant internal control systems and operating procedures and proposing improvement measures to prevent similar incidents from recurring. If the Company's designated personnel or unit responsible for handling reports discovers significant violations or a risk of substantial damage to the Company after investigation, a report shall be immediately prepared, and the Independent Directors shall be notified in writing. The Group had no significant illegal activities in 2024, nor did it receive any reports from authorities.



## 3-04-2 Regulatory Compliance

Trio-KY strictly adheres to local regulations, covering areas such as personal data protection, confidentiality, anti-bribery, anti-discrimination, environmental protection, intellectual property rights, prevention of insider trading, fair competition, and labor equity, and has established relevant policies and regulations accordingly. In addition to explicitly stipulating confidentiality obligations, intellectual property rights management, and integrity policies, the Company also offers online courses from time to time, covering topics such as ethical corporate management and sexual harassment prevention, to ensure that employees fully understand and implement relevant regulations. Through the above mechanisms, the Company continues to promote a culture of integrity in operations, ensuring transparent and sound corporate governance, and working with all stakeholders to maintain a fair and honest business environment.

Compliance has always been an issue of great importance to Trio-KY. We also ensure that our various operations are conducted within legal and regulatory frameworks through a series of measures, protecting the equality of employees and customers, and assuming corresponding responsibilities in economic, social, and environmental aspects. There are no significant illegal activities (fines exceeding NTD 1 million), including non-monetary penalties. The details of the violations, sanctions, and improvement measures are explained below:

**Statistics of Penalized Incidents**

Yearly	Number of Penalties	Non-penalty cases	Total number of items	Total amount of fines
2023	0	0	0	0
2024	0	0	0	0

No violations or penalties occurred in 2024. If such circumstances arise in the future, Trio-KY will take strict corrective measures for any illegal incidents that occur to ensure similar events do not recur and will continuously strengthen internal management and compliance monitoring to enhance the company's level of regulatory adherence.

Note: The date of the incident is determined by the date the Company receives the official letter from the competent authority. If the incident date is determined by other standards, please modify the definition accordingly.

Note: Trio-KY's definition of a so-called material event follows the relevant regulations of the Market Observation Post System, considering any penalized event with a fine exceeding NTD 1 million as a material event.

## 3-05 Supply Chain Management

### 3-05-1 Supply Chain Strategy

Effective supply chain management is crucial for enhancing organizational competitiveness. In addition to considering traditional factors such as quality, technology, cost, delivery, and service, Trio-KY is committed to strengthening and advancing the sustainable development of its supply chain. By implementing various evaluation and measurement mechanisms, the company encourages its supply chain partners to strictly adhere to and implement ESG sustainable development principles, thereby protecting the environment, safeguarding human rights, and observing ethical standards. This approach aims to achieve a sustainable vision, enhance sustainable competitiveness, and create a sustainable and mutually beneficial industrial chain.

### 3-05-2 Key Raw supplies Risk Management Strategy

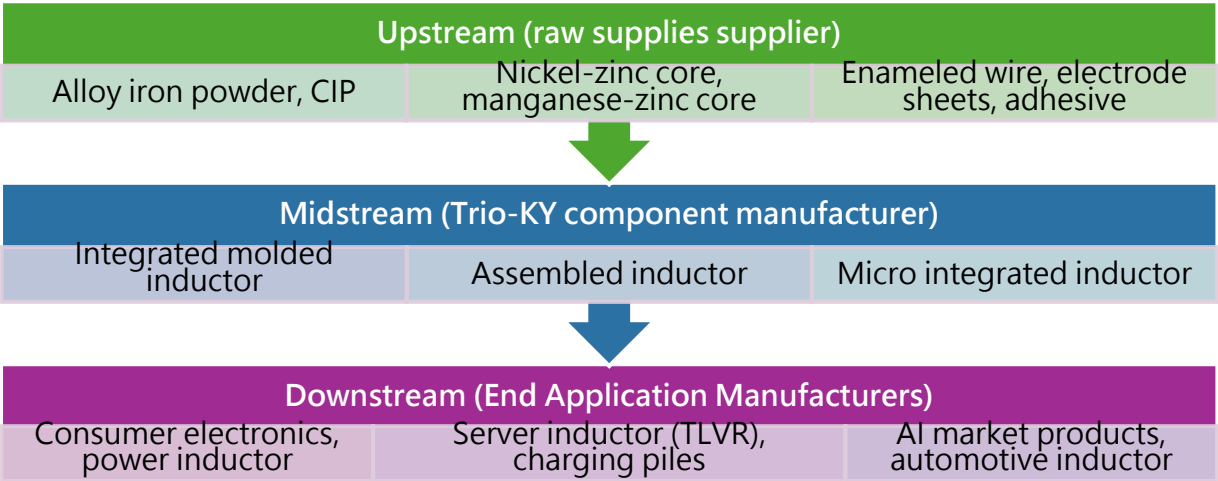
Through regular risk assessment and identification, suppliers can address and improve related deficiencies early, avoiding potential crises and further strengthening a sustainable supply chain.

Main raw supplies	Risk Type	Response Measures
Core	✓ Quality risk ✓ Delivery risk	✓ Seek a second and third supplier. ✓ Advance estimation of material preparation or alternative materials
Powder	✓ Acquisition through an agent, with risk of shipping delays. ✓ Impact of fluctuations in international metal supplies prices	✓ Seek third-party, third-party suppliers or alternative materials ✓ Place long-term orders to ensure supply source and price.
Electrode sheets	✓ Fluctuations in international heavy metal prices ✓ Quality risk	✓ Advance preparation of materials to secure supply ✓ Seek third-party, third-party suppliers or alternative materials
Enameled Wire	✓ Fluctuations in international heavy metal prices	✓ Advance preparation of materials to secure supply

### 3-05-3 Upstream, Midstream, and Downstream Industry Value Chain

Passive components include three main categories: capacitors, resistors, and inductors. The

Company is a manufacturer of inductors, with upstream suppliers primarily consisting of magnetic powder, copper wire, cores, terminals, and packaging materials. In midstream, the Company supply various inductor component manufacturers, while downstream are brand owners and OEMs for end applications such as PC, AI, and automotive electronics. The upstream, midstream, and downstream relationships of the inductor industry are listed and explained as follows:



### 3-05-4 Supplier Management

To implement the supply chain management strategy, in addition to regularly evaluating and auditing suppliers on product quality, on-time delivery rate, cooperation, and technical services, the Company also promotes environmental friendliness and integrity in operations to seek the best partners. In addition, effectively utilizing forward-looking supplier management strategies, promoting the concept and practice of "sustainable development" to the supply chain, and assisting enterprises in reviewing their own conditions and resources, can systematically and progressively build a "sustainable supply chain" with unique competitive advantages.

#### Supplier Screening Mechanism

Trio-KY requires that all of its top ten main material suppliers are ISO 9001 certified. In the future, new main material suppliers will be progressively required to be ISO 9001 certified and comply with environmental management substance requirements. They will also be encouraged to obtain ISO environmental certification to achieve Trio-KY's ultimate goal for supplier management.

### Supplier Audit and Assessment Content

Yearly	Factory area	Supplier Audit	Supplier Self-Assessment	Completion Rate %	Assessment results: A	Assessment result: Grade B
2023	Dongguan factory	7	49	100%	56	0
	Suzhou factory	12	14		12	14
	<b>Total</b>	19	63		68	14
2024	Dongguan factory	26	52	100%	77	1
	Suzhou factory	10	20		19	11
	<b>Total</b>	36	72		96	12

### Major Deficiencies and Corrective Actions Identified in the 2024 Supplier Audit

Deficiencies	Improvement Actions
Regarding the implementation of the 5S project.	The training has been re-organized and the SQE has re-confirmed on-site that it is being implemented, so it can be closed.
Non-conforming product identification and handling are not standardized.	The non-conforming product handling process will be re-engineered, and the SOP execution will be defined. Confirmed OK to close.
Deficiencies in the annual quality objectives and implementation plan.	The lack of timely on-site correction for supplier quality objectives is verified by monthly audits. Confirm OK to close.
Incomplete equipment maintenance inspection records	Revise the SOP and organize training for relevant personnel on the new SOP content. Confirm OK to close.

## Supplier Assessment and Management Policy

### Class A

(90 points or above)

- Procurement volume should be increased.

### B-grade

(80-89 points)

- Maintain measurement of purchases
- Regular audit

### C.

(60-79 points)

- Decrease in procurement volume
- Require the vendor to conduct a comprehensive review and improvement.
- If a vendor is rated C for three consecutive months, it will be considered a D-rated vendor.
- Temporary disqualification of suppliers

### D

(Below 60 points)

- Temporary disqualification of suppliers
- Improvement within one month
- Suspension of Procurement
- Vendors failing audits or continuously rated D for three consecutive times will be directly eliminated.

## 3-06 Risk Management

### 3-06-1 Risk Management Objectives and Policies

The Company's risk management policy defines various risks by considering the overall scale, business characteristics, nature of risks, and operating activities of the Company and its subsidiaries. Within acceptable risk tolerance, prevent potential losses and optimize resource allocation to ensure the achievement of the enterprise's sustainable development goals.

The Company categorizes the risks it faces related to environmental, social, or corporate governance issues associated with its operations into the following types: strategic risk, operational risk, financial risk, information risk, compliance risk, integrity risk, and other emerging risks (e.g., climate change or infectious disease-related risks). Regarding risks such as environmental safety and health hazards, water resources, government laws and policies, and climate change in the plant area, relevant risk control mechanisms are jointly participated in according to the responsibilities of each unit, in order to reduce losses or impacts caused by enterprise risk shocks.

#### **ESG and Risk Management Executive Team**

The ESG and Risk Management Executive Team, led by the President as the highest-ranking executive, holds regular annual meetings to identify, assess, address, report, and monitor risks that could negatively impact the Company's operational objectives, and to facilitate cross-departmental risk management interaction and communication. The ESG and Risk Management Executive Team is subdivided into the Corporate Governance Group, Employee Care Group, and Sustainable Operations Group. Its members are concurrently held by heads of various departments, spanning across financial accounting, materials, business operations management, management, human resources, information technology, manufacturing, quality assurance, and research and development departments. The results of the implementation are regularly reported to the ESG Committee annually.

#### **The main responsibilities of the ESG and Risk Management Executive Team are as follows:**

- (I) Transmit risk information in a timely and accurate manner.
- (II) Ensure the effective implementation of risk regulations within the unit.
- (III) Review the risk management policy at any time based on changes in the company's internal and external environment, ensuring the continuous effectiveness of the system's design and implementation, and providing recommendations and responses to risks.

## 3-06-2 Risk Management Procedures

The Company manages risks that may negatively impact its operational objectives by following procedures such as risk identification, risk assessment, risk control and supervision, and risk communication.

### **I. Risk identification.**

The Company categorizes the risks it faces related to environmental, social, or corporate governance issues associated with its operations into the following types: strategic risk, operational risk, financial risk, information risk, compliance risk, integrity risk, and other emerging risks (e.g., climate change or infectious disease-related risks).

The Company considers its scale, business characteristics, risk nature, and operational activities, and conducts risk analysis focusing on various aspects of corporate sustainability (including climate change) to analyze and identify applicable risk sources and categories for the Company.

### **II. Risk Assessment**

Each executing unit defines the risks within the Company's risk management scope, analyzes and identifies them, assesses their impact on the Company, and formulates response measures as a basis for risk management.

### **III. Risk Control and Supervision**

(I) These are risks associated with the daily operating activities of each unit, and risk control is implemented by the respective responsible units.

(II) For significant cross-departmental crisis events, risk management conducts cross-departmental risk assessments to identify feasible strategies for preventing crisis events, and formulates handling procedures and recovery plans based on the crisis events.

### **Climate Change Risk Assessment and Response**

The Company continues to monitor the potential risks and opportunities of climate change on its business operations and takes corresponding measures to mitigate the impact. The Company adheres to international standards and guidelines, conducting greenhouse gas inventories and disclosing information, which includes:

- Direct greenhouse gas emissions (Scope 1): Emissions from sources owned or controlled by the Company.

- Indirect greenhouse gas emissions (Scope 2): Emissions from purchased electricity.
- Indirect Greenhouse Gas Emissions (Scope 3): Other indirect emissions, including upstream and downstream supply chains, transportation, etc.

In addition, the Company also accounts for total greenhouse gas emissions, water usage, and total waste, and has established policies for energy conservation and carbon reduction, greenhouse gas reduction, water management, and waste treatment. In the future, carbon credit trading will be incorporated into the carbon reduction strategy in accordance with regulations to reduce the environmental impact of operations.

### **Information Disclosure and Corporate Governance**

The Company implements information disclosure in accordance with relevant regulations and the "Corporate Governance Best Practice Principles for TSEC/GTSM Listed Companies", ensuring the transparency and reliability of information related to sustainable development. By publicly disclosing its practices in governance, environmental protection, and social responsibility, the Company is committed to mitigating the impact of potential risks on its operations and financial condition.

Through a comprehensive risk management mechanism and information disclosure policy, the Company will continue to enhance corporate governance, ensure business activities comply with environmental and social responsibility requirements, and jointly promote sustainable development with all stakeholders.



### 3-07 Product R&D and Innovation

#### Product R&D Innovation Management Policy

Impact Explanation	With the rapid evolution of AI, high-performance computing, and automotive electronics industries, customer demand for high-performance inductor components is continuously increasing. Failure to continuously innovate will lead to a decline in product competitiveness and missed opportunities in emerging markets. Conversely, actively developing products with high efficiency, high density, and miniaturized characteristics can create significant market value and stakeholder trust.
Policy or Commitment	The Company is committed to strengthening its self-production, self-marketing, and core technology development, and pledges to continuously invest resources in developing high-density, high-power, and automotive-grade inductor components, advancing in sync with end-use application technologies, and building long-term innovative competitiveness.
Management Actions	<ul style="list-style-type: none"> <li>✓ Expand the R&amp;D center's space and workforce in the short term and establish a high-density integrated inductor production line.</li> <li>✓ Long-term adoption of magnetic circuit simulation software and advanced material testing technology to enhance R&amp;D efficiency and product precision.</li> <li>✓ Continue to collaborate closely with PC, GPU, AI server, and automotive electronics clients for customized development.</li> </ul>
Tracking Effective Actions	<ul style="list-style-type: none"> <li>✓ The R&amp;D unit consolidates the progress of new products and mass production readiness quarterly, submitting them to management for review.</li> <li>✓ Establish a project management system to conduct phased reviews of development schedules, test results, and reliability verification.</li> <li>✓ Conduct customer introduction rate and yield analysis for new products, incorporating them into internal KPI assessments.</li> </ul>
Goals and Achievements	<ul style="list-style-type: none"> <li>✓ Complete at least three new inductor product development and trial production projects annually.</li> <li>✓ R&amp;D expenses as a % of revenue remained above 3%.</li> <li>✓ Starting from 2024, at least two products will obtain certification for automotive or AI server application adoption.</li> </ul>
Complaint Channels	Customers can provide feedback on the development process and product performance by contacting the project manager through the sales representative, technical service team, or official website; internally, there is also a cross-departmental regular meeting mechanism to integrate communication between the market and R&D departments.
Remedial Measures	If product development is delayed or implementation fails, the technical and business units will convene a review meeting to adjust the project direction or schedule. For significant abnormalities in customer implementation, the R&D and quality departments will prioritize forming a special project team to collaboratively carry out technical corrections and application optimizations and establish improvement tracking records.

Therefore, the end application products are set to include motherboards, laptops, graphics cards, and other PC products, with the target customer group being PC market brand vendors and manufacturers. The Company is committed to providing product solutions based on customer needs, quickly supplying customized samples, and completing product development. In recent years, in response to technological development trends, the Company has developed new product applications such as TLVR Molding Choke and High-Density Flat Wire Inductor for automotive, AI, and power supply sectors. It continues to invest in establishing hot-press production lines for high-density integrated inductors to meet future production demands.

### 3-07-1 Product R&D Achievements

#### R&D Strategy Planning

- ✓ Expand the scale of the Taiwan R&D center, including the establishment of research laboratories, hiring of R&D personnel, and purchase of equipment.
- ✓ Expand the high-density power inductor R&D capabilities and improve yield.
- ✓ In conjunction with the server product line, the Company is committed to the R&D of modular and integrated TLVR for mass production.

In response to the rapid changes in the global electronics industry, the Company focuses on strengthening the advantages of self-manufacturing and self-marketing, enhancing product competitiveness, and meeting market demands. The following describes the Company's short-term and long-term development strategy plans:

<b>Short-term</b>	(A) Expand the scale of the Taiwan R&D center, including the establishment of research laboratories, hiring of R&D personnel, and purchase of equipment.
	(B) Expand the high-density power inductor R&D capabilities and improve yield.
	(C) In conjunction with the server product line, the Company is committed to the R&D of modular and integrated TLVR for mass production.
<b>Long-term</b>	(A) New product development combines advanced magnetic circuit simulation software and material analysis instruments from the industry, effectively enhancing product design capabilities.
	(B) Accelerate the development process of miniaturized, high-power, and high-density products.
	(C) Fully develop materials suitable for high frequency and high temperature, in conjunction with the new high-temperature integrated molding process for inductor R&D, effectively enhancing efficiency.
	(D) Meet the diverse market needs for inductor product development, including the design of automotive electronics and high-power power supply magnetic components, to enhance

	product performance and reliability.
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### Planned development of new products and services

Item	1. Future R&D Plan	Process Category	Application Aspect	Application Instructions
1	TLVR Molding Choke	Surface-mounted Molding high density inductor	AI Server	The server VR application has transitioned from Ferrite assembly to an integrated molding process, bringing soft saturation characteristics that provide better flexibility for RD design.
2	Multi winding inductor	Surface mount Shielded Inductor Power	AI PC	Multi winding inductor can be applied in DC/DC multiphase power applications, effectively reducing the design area and increasing circuit board efficiency.
3	Power inductor	Surface-mounted Shielded Power Inductor, surface-mounted Molding high density inductor	AI GPU	Developing power inductor in collaboration with IC solution providers, applied to servers and AI computing boards.
4	High sensitive high frequency filter	Surface mount power inductor	Power supply	Using the new type of strip core applied in high-frequency EMI solutions.
5	High density flat wire inductor	Surface-mounted Molding high density inductor	Automotive, AI PC, AI Server	High power density integrated inductor effectively reduces the design area and improves efficiency.

## 3-07-2 Innovative Technology

### Trio-KY ESG Actions: Practicing Sustainable Commitments with Innovative Design and Green Manufacturing

Trio-KY upholds the core philosophy of "efficiency, innovation, and sustainability," continuously integrating ESG principles into product design and manufacturing processes, thereby actively responding to global sustainable development trends.

#### Innovative Design and High-Efficiency Development

In response to the rapid evolution of industries such as AI computing, high-performance servers, and automotive electronics, the Company has actively invested in the research and development of high-density, high-power, and miniaturized inductor products, developing several innovative solutions that

meet the demands of the next generation. For example, the integrated TLVR Molding Choke product features soft saturation characteristics and high power density, which can effectively reduce the design area and improve system efficiency, and has been successfully integrated into AI servers and GPU applications. On the other hand, to meet the conversion efficiency requirements of high-frequency power supplies, our developed high-frequency filter series adopts new core materials, significantly reducing losses and supporting operating frequencies of up to 1MHz or more, thereby enhancing overall noise suppression performance.

To strengthen its R&D capabilities, the company continues to expand its Taiwan R&D center's space, human resources, and equipment. It has also introduced magnetic circuit simulation and material analysis tools to accelerate product development speed and precision. In 2024, the company successfully advanced multiple new inductor products into mass production, with several products achieving automotive qualification and integration into AI applications.

Period	Item	Process Category	Application Instructions	Application Aspect
2024	1	Surface-mounted integrated inductor	Large-sized high-current integrated inductor	Power applications, output inductor.
	2	High-density surface-mounted Integrated inductor	High-density integrated inductor for automotive use, high sensitivity, and high reliability applications.	Application of Vehicle Regulations, Application of Server
	3	Assembled TLVRinductor	Next Generation TLVR Products for Servers	Server Application

**Green Materials and Resource Recycling**

In addition to innovation in product design, Trio-KY is also committed to environmental protection and resource recycling practices. In the selection of raw supplies, the Company actively introduce low-carbon and environmentally friendly materials, including the evaluation of recyclable Ferrite powder and low-VOC (volatile organic compound) epoxy encapsulation resin, to reduce the environmental impact of the manufacturing process. Simultaneously, the comprehensive adoption of recycled cartons and eco-friendly paper materials in the packaging system not only enhances logistics efficiency but also

reduces the use of single-use plastic packaging, fulfilling the ESG commitment of "carbon reduction, plastic reduction, and reuse."

In addition, the Company promotes a waste sorting and recycling system in the production process to effectively improve material reuse rates; it also collaborates with suppliers to build a green supply chain system, requiring them to comply with environmental regulations such as RoHS and REACH, thereby extending green management to the entire value chain.

### **Looking ahead**

Trio-KY will continue to drive innovation as its core momentum, promoting an R&D strategy for energy-efficient, high-performance, and recyclable products, and actively building a green manufacturing and supply system, working with upstream and downstream partners towards a new future of low-carbon sustainability.

## 4. Sustainable Society

### 4-01 Human Resources Development

#### 4-01-1 Labor-employer relationship and talent structure

##### Labor-management relationship management policy

Human Capital Principles	Trio-KY firmly believes that "talent is the most important capital for business operations," and a harmonious employer-employee relationship is crucial for the smooth functioning of an enterprise, as well as the foundation of its core competitiveness. Therefore, continuously maintaining good labor conditions and employer-employee relationships is a direction to which the Company is committed in the long term.
Talent Policy	<p>The Company fully complies with international human rights conventions, strictly prohibits the use of illegal labor, child labor, and any form of forced labor, and is committed to eliminating employment discrimination and upholding gender equality.</p> <p>The Company adheres to the principle of fairness in all aspects of compensation and benefits, education and training, performance appraisals, and promotion systems, ensuring no discriminatory treatment based on race, class, language, religion, political affiliation, origin, place of birth, gender, sexual orientation, age, or marital status.</p>
Labor-Management Relations	<p>To promote labor-management cooperation and a win-win situation, the Company selects representatives from both labor and management in accordance with the law, and regularly convenes labor-management meetings every quarter. If a major issue arises, an ad-hoc meeting may also be convened for coordination and resolution.</p> <p>The Company has a comprehensive welfare system, including health check-ups, group insurance, emergency assistance, employee meals, recreational facilities, and travel activities. In addition, an Employee benefits/welfare committee is established in accordance with the law, with welfare committee members overseeing the use of welfare funds and planning diversified welfare items to enhance employee well-being.</p>

Equity and Commitments	<p>The Company is committed to protecting the basic equity of all employees in accordance with the law, including participation in labor insurance, health insurance, group insurance, and the establishment of a reasonable compensation system. All labor conditions comply with relevant regulations.</p> <p>The Company promotes a retirement system in accordance with the Labor Standards Act, under which all full-time employees are covered by the new pension system, with the Company contributing 6% of their monthly salary to individual pension accounts. Employees may also voluntarily contribute an additional pension of 0% to 6% based on their personal plans. Employees who meet the conditions for voluntary retirement may apply for retirement in accordance with the law and receive their pension after reaching the age of 60.</p>
Action Effectiveness	<ul style="list-style-type: none"> <li>✓ Establish diverse communication channels: such as labor-management meetings, employee benefits/welfare committee, employee suggestion boxes, direct supervisors, and human resources department, to strengthen horizontal communication.</li> <li>✓ Labor-management meetings are regularly convened in accordance with regulations to continuously review employee feedback and the implementation of welfare benefits.</li> <li>✓ The human resources department regularly analyzes the workforce structure and turnover trends, and conducts employee satisfaction surveys and reviews the welfare system.</li> </ul>
Effort Indicators	<ul style="list-style-type: none"> <li>✓ The attendance rate of labor-management meetings reached 100%.</li> <li>✓ Employee engagement and satisfaction continue to grow.</li> <li>✓ Pension contributions for permanent employees reached 100% of the statutory standard.</li> <li>✓ The number of significant labor-management disputes for the year is zero.</li> </ul>
Remedial Measures	<p>If labor-management or workplace disputes occur, the Company will immediately convene relevant departments to investigate and negotiate a resolution. When necessary, a "Complaint Handling Committee" shall be established within seven days from the date of receiving the complaint to initiate investigation and review mechanisms, ensuring the matter is properly handled.</p>

## Employee Overview

Trio-KY upholds the corporate philosophy of "co-existence and co-prosperity" and is committed to creating a diverse and inclusive workplace, employing 100% local staff. As of the end of 2024, the Group had a total of 811 full-time employees.

**(1) Employee Structure at Year-End 2024 (Unit: 811 persons)**

**Employee Age and Gender Statistics:**

Factory area	2023						
	Location Nationality						Total
	Male			Female			
	Below 30	30-50	Over 50	Below 30	30-50	Over 50	
TW HQ	3	15	4	4	17	6	49
Suzhou factory	66	115	27	45	93	27	373
Dongguan factory	18	42	14	13	45	11	143
Subtotal	87	172	45	62	155	44	565
Percentage	15%	30%	8%	11%	27%	8%	100%
Total	304			261			565
Percentage	54%			46%			100%

Factory area	2024						
	Location Nationality						Total
	Male			Female			
	Below 30	30-50	Over 50	Below 30	30-50	Over 50	
TW HQ	1	23	7	3	22	6	62
Suzhou factory	169	144	38	84	126	37	598
Dongguan factory	21	42	16	10	50	12	151
Subtotal	191	209	61	97	198	55	811
Percentage	24%	26%	8%	12%	24%	7%	100%
Subtotal	461			350			811
Total	57%			43%			100%



**(2) Employee percentage by function and diversity indicators at the end of 2024**

	2023								Total
	Location Nationality								
	Male				Female				
	General Staff	Junior Supervisor	Assistant Manager or above	Assistant Vice President or above	General Staff	Junior Supervisor	Assistant Manager or above	Assistant Vice President or above	
TW HQ	6	1	9	6	15	4	7	1	49
Suzhou factory	157	41	7	3	148	13	4	0	373
Dongguan factory	54	15	3	2	61	4	4	0	143
Subtotal	217	57	19	11	224	21	15	1	565
Percentage	38%	10%	3%	2%	40%	4%	3%	0%	100%
Officer Subtotal		87				37			124
Percentage		70%				30%			100%

Group	2024								Total
	Location Nationality								
	Male				Female				
	General Staff	Junior Supervisor	Assistant Manager or above	Assistant Vice President or above	General Staff	Junior Supervisor	Assistant Manager or above	Assistant Vice President or above	
TW HQ	10	0	13	8	18	4	8	1	62
Suzhou factory	293	43	11	4	225	16	6	0	598
Dongguan factory	58	15	4	2	64	4	4	0	151
Subtotal	361	58	28	14	307	24	18	1	811
Percentage	45%	7%	3%	2%	38%	3%	2%	0%	100%
Officer Subtotal		100				43			143
Percentage		70%				30%			100%

### (3) Salary and Welfare Benefits and Gender Statistics

Employee Salary Analysis	2023							
	Various salary multiple ratios							
	Management position		Non-managerial		Ratio of Employee Minimum Wage to Statutory Minimum Wage		Ratio of highest to lowest enterprise salary	
	Male	Female	Male	Female	Male	Female	Male	Female
TW HQ	3.3	2.5	1.7	1.4	1.1	1.0	6.9	3.4
Suzhou factory	7.3	4.7	1.9	1.8	1.3	1.1	7.2	5.0
Dongguan factory	5.6	4.6	2.4	2.1	1.7	1.8	4.7	2.9

Employee Salary Analysis	2024							
	Various salary multiple ratios							
	Management position		Non-managerial		Ratio of Employee Minimum Wage to Statutory Minimum Wage		Ratio of highest to lowest enterprise salary	
	Male	Female	Male	Female	Male	Female	Male	Female
TW HQ	3.2	2.4	1.9	1.4	1.1	1.0	6.9	3.3
Suzhou factory	7.1	4.8	1.7	1.6	1.2	1.0	7.8	5.0
Dongguan factory	5.3	4.7	2.3	2.2	1.7	1.7	4.5	4.2

Note:

In 2023, the minimum basic wage for TW factories is NTD 26,400, for Suzhou it is RMB 2,280, and for Dongguan it is RMB 1,900.

The minimum basic wage for TW factories in 2024 is NTD 27,470, for Suzhou it is RMB 2,490, and for Dongguan it is RMB 1,900.

#### (4) Employee Turnover and Gender Statistics

##### New employees

Yearly	New Employees in 2023											
	Location Nationality						New employees		Total Number of New Employees	Total number of employees	Percentage (%)	
							Total				Male	Female
	Male			Female								
	Below 30	30-50	Over 50	Below 30	30-50	Over 50	(New Male Employees / Total Number of Employees)	(Female New Hires / Total Employees)				
Taiwan	1	4	1	1	7	0	6	8	14	49	12%	16%
Suzhou	97	60	3	46	47	4	160	97	257	373	43%	26%
Dongguan	19	28	0	23	19	1	47	43	90	143	33%	30%

Yearly	New Employees in 2024											
	Location Nationality						New employees		Total Number of New Employees	Total number of employees	Percentage (%)	
							Total					
	Male			Female			Male	Female			Male	Female
	Below 30	30-50	Over 50	Below 30	30-50	Over 50					(New Male Employees / Total Number of Employees)	(Female New Hires / Total Employees)
Taiwan	0	8	2	2	6	0	10	8	18	62	16%	13%
Suzhou	410	169	15	171	136	17	594	324	918	598	99%	54%
Dongguan	26	21	2	15	29	1	49	45	94	151	32%	30%

## Resigned employees

Yearly	Employees resigned in 2023											
	Location Nationality						New employees		Total Number of New Employees	Total number of employees	Percentage (%)	
							Total				Male	Female
	Male			Female								
	Below 30	30-50	Over 50	Below 30	30-50	Over 50						
Taiwan	1	1	0	0	5	0	2	5	7	49	4%	10%
Suzhou	81	51	3	42	43	13	135	98	233	373	36%	26%
Dongguan	14	29	0	19	16	1	43	36	79	143	30%	25%

Yearly	Employees resigned in 2024											
	Location Nationality						New employees		Total Number of New Employees	Total number of employees	Percentage (%)	
							Total				Male	Female
	Male			Female								
	Below 30	30-50	Over 50	Below 30	30-50	Over 50	(Male Resignations / Total Number of Employees)	(Female turnover/Total employees)				
Taiwan	0	1	0	1	3	0	1	4	5	62	2%	6%
Suzhou	299	145	7	128	103	11	451	242	693	598	75%	40%
Dongguan	23	21	0	18	22	2	44	42	86	151	29%	28%

## 4-01-2 Human Rights Commitments

### Labor Human Rights Management Policy

Impact Explanation	<p>Protecting labor human rights is a key foundation for sustainable business operations. Through a sound human rights management mechanism, the Company create a friendly and safe workplace environment, which not only complies with regulatory requirements but also meets the expectations of customers and supply chain partners.</p> <p>If incidents such as discrimination, forced labor, child labor, or sexual harassment occur, they not only severely impact employees' physical and mental health and workplace safety but also pose risks to the Company's reputation and legal compliance, thereby affecting operational stability and stakeholder trust.</p>
Policy or Commitment	<p>Trio-KY is committed to complying with international human rights conventions and local labor regulations, explicitly prohibiting discrimination, child labor, forced labor, and human trafficking, ensuring all workers are employed voluntarily, implementing fair employment and diverse respect, and providing reasonable benefits and a safe workplace.</p>
Management Actions	<ul style="list-style-type: none"> <li>✓ Formulate human rights policies and implement them in the recruitment and employment processes, explicitly prohibiting any discrimination and forced labor.</li> <li>✓ Appointments adhere to the principles of openness, fairness, and suitability for the position.</li> <li>✓ Promote parental leave, emergency assistance, health check-ups, group insurance, and epidemic prevention measures.</li> </ul>
Follow-up actions Effective Processes	<ul style="list-style-type: none"> <li>✓ Regularly review records of complaints and reports concerning discrimination, sexual harassment, or human rights violations.</li> <li>✓ Heads of various departments and the Human Resources Department shall report on employee care and welfare execution every six months.</li> <li>✓ Human rights-related training courses are held annually, including sexual harassment prevention, workplace ethics, and human rights awareness.</li> </ul>
Goals and Achievements	<ul style="list-style-type: none"> <li>✓ Achieve "zero violations" of child labor, forced labor, and discrimination incidents.</li> <li>✓ Completion rate of human rights training for new employees 100%.</li> <li>✓ All employees shall participate in human rights courses at least once a year.</li> <li>✓ The case closure rate for employee grievances reached 100%.</li> </ul>
Complaint Channels	<ul style="list-style-type: none"> <li>✓ Employees can provide feedback through their direct supervisors, the Human Resources Department, suggestion boxes, the sexual harassment complaint system, or the spokesperson system.</li> <li>✓ Encourage named complaints to facilitate investigation and commit to providing reasonable protection to complainants to prevent retaliation and improper treatment.</li> </ul>
Remedial Measures	<p>Once a human rights violation is discovered, the Company immediately forms a special investigation team composed of human resources and relevant supervisors to handle the matter in accordance with the "Sexual Harassment Prevention Measures" or the Company's disciplinary mechanism. If it is a material violation, it will be reported to</p>

	the competent authority in accordance with the law, and after the case is closed, the system will be reviewed and education and training will be strengthened to prevent recurrence.
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## Human Rights Policy

1. The principle of equal employment prohibits discrimination in hiring, salary, promotion, rewards, or training opportunities based on race, color, age, gender, sexual orientation, gender identity, disability, pregnancy, religious beliefs, political affiliation, social background, marital status, or veteran status.
2. Child labor is strictly prohibited. The employment of child laborers under the age of 16 is strictly forbidden.
3. Freedom of Employment Principle: All work is voluntary and there shall be no forced labor, slavery, or human trafficking.
4. Legal Working Hours Principle: Working hours comply with the provisions of the Labor Standards Act, with weekly working hours (including overtime) not exceeding 60 hours, and at least one day off every seven days. The company does not compel employees to work overtime.
5. Work-life balance and a long-term cooperation agreement signed with a high-end health check-up center to regularly provide health examinations, and organize year-end parties, employee trips, and various activities to care for employees' physical and mental health and cohesion.

## External Stakeholder Reporting Mechanism

External stakeholders who have concerns about the Company's human rights and labor equity can report them through the Company's IR email address, and the Company will have the relevant departments investigate and respond. Colleagues can express their opinions through channels such as supervisors, human resources, and suggestion boxes, and file complaints in accordance with the "Sexual Harassment Prevention Measures." The Company will provide reasonable protective measures to safeguard the complainant's equity and the quality of the investigation. As of now, no internal or external complaints regarding sexual harassment, improper treatment, or identity discrimination have been received.

### 4-01-3 Employee Equity and Benefits

Trio-KY views employees as central to the company's sustainable development, and is committed to creating a workplace environment that is secure, fulfilling, professionally excellent, diverse, inclusive, and safe and healthy, by providing:

- ✓ Market Competitive Remuneration and Diversified Benefits
- ✓ Comprehensive Career Development and Education Training
- ✓ Fair and transparent appraisal and promotion system
- ✓ Open Communication Channels and Human Rights Protection Mechanisms

### Employee Care and a Comfortable Five-Sense Environment

#### ● Employee Insurance

In addition to statutory labor insurance, health insurance, and occupational insurance, the Company also provides group insurance to enhance the level of coverage.

#### ● Health Care

Collaborating with "MJ Health Management" to provide high-quality health check-up services and safeguard employee health.

#### ● Security Facilities

Implement a facial recognition access control system and night security to ensure the safety of office areas.

#### ● Comfortable office environment

Visual: Comprehensively update lighting and office facilities to reduce eye strain.

Olfactory: Install air purifiers to ensure air quality and health.

Taste: Employee coffee bar and Hydrogen Water Pot provided for healthy replenishment

Auditory: Play light music during working hours to relieve stress.

Mood: Organize gatherings and provide fruits to promote emotional exchange.

#### ● Emergency Assistance

An emergency assistance program is in place, offering special subsidies and 慰問 in cases of hospitalization, critical illness, etc., in addition to insurance claims.

#### ● Pandemic Response

During the pandemic, a staggered work-from-home system and paid leave were implemented, and epidemic prevention supplies were provided free of charge to employees and their families to reduce the risk of infection.

## **Balancing Family and Work**

- **Parenting and Family Support**

The Company responds to the "Act of Gender Equality in Employment" and the national low birth rate policy by providing a parental leave and childcare leave system regardless of seniority, and assists employees in applying for government subsidies. In addition, a childcare incentive bonus is provided to encourage employees to support family and childbirth, thereby achieving gender equality and a family-friendly workplace.

- **Reinstatement and Retention Status after Parental Leave**

## **4-01-4 Collective Bargaining Agreement**

To create a friendly, diverse, and inclusive workplace environment, Trio-KY continues to promote labor-management cooperation and system development:

- The labor-management conference was established and commenced operations on 14 May 2021, with labor representatives elected by all employees, officially forming the first labor-management conference, and an application for approval of its establishment was filed in accordance with the law. Labor and management representatives hold regular quarterly meetings to negotiate and reach a consensus resolution on matters such as working conditions, the work environment, and welfare measures, thereby deepening labor-management cooperation.
- Employee benefits/welfare committee was established and promoted in May 2024, applying for establishment in accordance with the law. In its first year, the Employee benefits/welfare committee initiated several innovative welfare activities, including organizing overseas employee trips and various recreational activities and cultural experiences. This broadened the scope of employee benefits to include cultural enrichment, enhancing employees' physical and mental well-being and sense of belonging.



## 4-01-5 Talent Cultivation and Development

Trio-KY values employees' career growth and learning development, fostering a culture of continuous corporate learning through diverse training mechanisms.

### I. Overall Training Results (2024)

- Officer level: Average training hours per person reached 19 hours
- Non-managerial level: The average training hours per person is 2.34 hours

The Company encourages supervisors to take the lead in learning, fostering a proactive learning environment, and transferring knowledge to team members through a re-training mechanism to enhance organizational learning effectiveness and internal talent development.

### II. Training types and actions

#### 1. Outsourcing training

Select employees to participate in external technical, regulatory, and professional course training. After returning from training, the trained personnel will be responsible for internal re-training and experience sharing to expand learning outcomes and cultivate seed instructors with integration and presentation skills.

#### 2. New Employee Training

To assist new employees in quickly adapting, the Company provides systematic new employee training courses, covering company culture, organizational structure, basic workplace regulations, and work processes, establishing a good starting point for their careers.

#### 3. Annual Internal Training Program

To address the needs and professional development of employees at different stages, the following core training topics are planned:

- **Enhancing Product and Industry Knowledge**
  - ✓ Introduction to New Product Technologies
  - ✓ Industry Trends and Market Knowledge
- **Management and Strategy Capability Development**
  - ✓ Strategic management, competitive analysis, industry analysis
- **Professional Skills Enhancement**
  - ✓ Computer applications, presentation skills, negotiation and interview skills, etc.
- **Regulatory Compliance and Workplace Ethics**
  - ✓ Prevention of Sexual Harassment in the Workplace Advocacy
  - ✓ Explanation of Gender Equality Education and the "Act of Gender Equality in Employment"

- ✓ Personal Data Protection Act Regulations
- **Security and Self-Protection Awareness**
  - ✓ Basic First Aid Knowledge and Fire Drills
- **Information and Communication Security Education**
  - ✓ The Information Technology Department regularly conducts awareness campaigns on cybersecurity regulations and protection knowledge to safeguard company and personal data.

### Employee Training and Gender Statistics Average Hours (Hours)

Annual Training Hours of TW HQ	Gender	Number of people	Total training hours (hours)	Average training hours per person (hours) (Total training hours (hours) / Number of participants)
Direct labor	Male	0	0	0
	Female	0	0	0
Indirect employees	Male	179	469	5.33
	Female	261	518.5	4.23
General Staff	Male	59	165	2.80
	Female	175	303.5	1.73
Management position	Male	120	304	2.53
	Female	86	215	2.50

Annual training hours of Suzhou factory	Gender	Number of people	Total training hours (hours)	Average training hours per person (hours) (Total training hours (hours) / Number of participants)
Direct labor	Male	409	818	2.00
	Female	226	452	2.00
Indirect employees	Male	150	300	2.00
	Female	186	372	2.00
General Staff	Male	0	0	0.00
	Female	0	0	0.00
Management position	Male	0	0	0.00
	Female	0	0	0.00

Annual training hours of Dongguan factory	Gender	Number of people	Total training hours (hours)	Average training hours per person (hours) (Total training hours (hours) / Number of participants)
Direct labor	Male	231	1637.5	7.09

	Female	170	1637.5	9.63
Indirect employees	Male	178	1637.5	9.20
	Female	175	1637.5	9.36
General Staff	Male	357	1637.5	4.59
	Female	333	1637.5	4.92
Management position	Male	42	1637.5	38.99
	Female	22	1637.5	74.43

Note: Direct employees: manufacturing production line unit; Indirect employees: other units; General employees: non-managerial positions; Managerial positions: assistant manager level (inclusive) and above.

## Performance Evaluation

Trio-KY views performance appraisal as a core tool for overall human resource development, serving not only as a basis for evaluating individual work results but also as a key mechanism for the company to support employee career growth, adjust compensation, and drive organizational performance.

### I. Purpose of Performance Appraisal

Performance appraisal not only reflects individual work effectiveness but also serves as an extension of team and overall company performance, specifically applied in the following aspects:

- ✓ Remuneration and Salary Adjustment Basis
- ✓ Promotion and Career Development Planning
- ✓ Annual Bonus Distribution Reference
- ✓ Employee Development and Capability Enhancement Direction Setting

The Group actively encourages high-performing employees to continuously improve through internal training and transfer opportunities, not only leveraging their individual expertise but also developing leadership and team planning capabilities, assuming greater organizational responsibilities, and expanding their positive influence.

## II. Assessment System Framework

### 1. General Employee Appraisal Mechanism

According to the "Employee Performance Appraisal Regulations," the company designs corresponding appraisal processes for different job levels:

- ✓ New employees: A probationary assessment is conducted at the end of the probationary period as a basis for regularization and subsequent development.
- ✓ Formal employees: A complete annual performance review is conducted once a year, with two-way communication between the direct supervisor and the employee to review the

previous year's performance and set future work goals, aiming to align with the company's short-, medium-, and long-term strategic directions.

## 2. Assessment mechanism for senior managerial officers

According to the "Senior Managerial officers Performance Evaluation Measures," senior executives responsible for the company's strategic planning and execution undergo multi-faceted evaluations, including:

- ✓ Achievement of Project/Departmental Performance Goals
- ✓ Professional Performance (e.g., Strategic Capability, Decision-Making Capability)
- ✓ Leadership and Communication Coordination Capabilities
- ✓ Contributions to Organizational Development and Team Building

Through a comprehensive appraisal system, the Company strengthens the performance orientation and organizational competitiveness of the senior management team and uses it as an important reference for talent retention and promotion planning.

## III. Execution Results (2024)

- ✓ According to company regulations, employees eligible for performance appraisal are those who joined on or before 31 August 2024, have passed their probation, and remain employed during the annual appraisal period.
- ✓ The 2024 annual performance appraisal process has been successfully completed, with all eligible individuals having undergone evaluation.
- ✓ Senior managerial officers also undergo annual evaluations as required, with reviews and adjustments made in conjunction with the company's strategic objectives.

## Performance Review and Gender Statistics

Yearly	Regular Performance Review Statistics - Taiwan							
	Number of personnel assessed in 2023; 43				Number of personnel assessed in 2024; 58			
	Male		Female		Male		Female	
	Number of employees	Percentage (%)	Number of employees	Percentage (%)	Number of employees	Percentage (%)	Number of employees	Percentage (%)
Direct labor	0	0%	0	0%	0	0%	0	0%

Indirect personnel	14	33%	24	56%	21	36%	28	48%
Senior Management	4	9%	1	2%	8	14%	1	2%

43

58

Yearly	Regular Performance Review Statistics - Dongguan factory							
	Number of personnel assessed in 2023; 142				Number of personnel assessed in 2024; 153			
	Male		Female		Male		Female	
	Number of employees	Percentage (%)	Number of employees	Percentage (%)	Number of employees	Percentage (%)	Number of employees	Percentage (%)
Direct labor	41	29%	38	27%	48	31%	38	25%
Indirect personnel	31	22%	31	22%	33	22%	33	22%
Senior Management	1	1%	0	0%	1	1%	0	0%

142

153

Yearly	Periodic Performance Review Statistics - Suzhou factory							
	Number of personnel assessed in 2023; 215				Number of employees assessed in 2024; 341			
	Male		Female		Male		Female	
	Number of employees	Percentage (%)	Number of employees	Percentage (%)	Number of employees	Percentage (%)	Number of employees	Percentage (%)
Direct labor	15	7%	0	0%	115	34%	1	0%
Indirect personnel	119	55%	78	36%	111	33%	110	32%
Senior Management	3	1%	0	0%	4	1%	0	0%

215

341

Note: Direct employees: manufacturing production line unit; Indirect employees: other units; General employees: non-manual positions; Managerial positions: assistant manager level (inclusive) and above.

## 4-02 Occupational Safety and Health

### 4-02-1 Occupational Safety and Health Policy

The Company's Suzhou and Dongguan factorys have obtained ISO 45001 Occupational Safety and Health Management System international certification. Based on the laws and regulations of the local competent authorities at each production site, a comprehensive occupational safety and health policy has been formulated, and the occupational safety and health management system has been fully implemented. Policy core objectives include:

- ✓ Provide safe and healthy working conditions
- ✓ Comply with all relevant Occupational Safety and Health Act regulations and requirements.
- ✓ Identify and eliminate potential hazards in the workplace, and reduce risks.
- ✓ Encourage employees to actively participate in and consult on matters related to occupational safety and health.
- ✓ Covering all workers (including all full-time employees)



### Practical Implementation (Taking Taiwan Region as an Example)

To ensure the safety of employees and assets, the Group implements the following measures for its Taiwan operational bases:

#### I. Fire Safety Management

- Every year, qualified fire equipment technicians and safety inspection companies are commissioned to complete fire equipment safety inspections in the office area in accordance with laws and regulations.

- In conjunction with the building park, fire drills and educational training are conducted once every six months, including fire organization, evacuation drills, and practical operations.
- Professional lecturers are invited to teach practical knowledge, including fire prevention concepts, fire extinguisher usage, and self-rescue techniques.

## **II. Environmental Hygiene Maintenance**

- Conduct comprehensive disinfection of office areas quarterly, focusing on the prevention and control of vectors and pests, to maintain good workplace hygiene.
- Drinking water safety measures include:
  - ✓ Water tower cleaning is conducted semi-annually.
  - ✓ Water quality testing and disinfection of water dispensers are conducted quarterly.
  - ✓ Replace the filter element and related consumables annually to ensure drinking water hygiene.

## **III. Employee Health Promotion**

- Signed a long-term membership contract with "Hospital Authority Health Check Center" to regularly arrange health check-ups for employees and detect potential health risks early.
- Purchase of home medical testing kits, provided free of charge for employees' daily health management, including:
  - ✓ Electronic Blood Pressure Monitor
  - ✓ Blood Glucose/Cholesterol/Uric Acid Monitor
  - ✓ Electrocardiograph

Employees can use the instruments for self-monitoring as a reference for medical consultation, effectively preventing and improving "three high" issues (hypertension, hyperglycemia, hyperlipidemia), and enhancing health awareness and quality of life.

## **Practical Implementation (II): China Suzhou factory**

As one of Trio-KY's main production bases, the Suzhou factory formulates and implements a comprehensive occupational health management system in accordance with relevant laws and regulations, such as China's "Occupational Disease Prevention and Control Law." This includes the "Occupational Disease Prevention and Control Planning and Implementation Plan" and the "Occupational Disease Hazard Warning and Notification System," which effectively reduce the risk of occupational diseases and protect the physical and mental health of employees through systematic prevention and educational promotion.

## **A. Regular monitoring system for occupational disease hazard factors**

- The detection system planning is based on regulatory requirements to establish a regular occupational disease hazard factor detection system. In May each year, a qualified occupational health service organization is entrusted to conduct hazardous factor testing in the workplace.
- The results of the transparent testing will be publicly announced and proactively disclosed to all employees.
- The status evaluation report conducts an occupational disease hazard status evaluation once every three years to comprehensively assess potential risks.
- If continuous improvement measures detect non-compliance with national occupational health standards, an improvement mechanism will be immediately initiated, including:
  - ✓ Engineering facilities upgrade
  - ✓ Individual Protective Equipment Enhancement
  - ✓ Optimization of Operating Environment and Processes

## **B. Occupational Disease Hazard Notification and Promotion Mechanism**

To implement the "right to know," the Suzhou factory provides education and notification on occupational disease hazards through the following diversified methods:

- The labor contract explicitly states that when new employees sign their employment contracts, the potential occupational disease risks, protective measures, and related benefits associated with their positions are clearly specified, and they must sign the "Occupational Disease Hazard Notification."
- The Education and Training Promotion Management Department regularly organizes occupational health training courses to explain to employees the risks they face and methods for self-protection.
- Dedicated bulletin boards are set up in each workshop to announce:
  - ✓ Types of occupational disease hazards
  - ✓ Prevention and Control Measures
  - ✓ Test results and regulatory information
- Warning Signs and Guidance: Prominent warning signs, pictograms, and textual descriptions are displayed at workshop entrances and high-risk workstations, including:



- ✓ Post Operation Procedures
  - ✓ Mandatory Personal Protective Equipment Wearing Reminder
  - ✓ Hazard Types and Safety Line Guidance for Chinese Labeling
- 

### **C. Emergency Rescue Management for Occupational Disease Accidents**

To address potential occupational disease hazard incidents, the Suzhou factory has established and drills a comprehensive emergency response mechanism:

- Establishment of emergency plans includes the "Occupational Disease Hazard Accident Emergency Rescue Plan" and the "Drill Implementation Plan".
- **Emergency planning content**
  - ✓ Response Procedures
  - ✓ First Aid Treatment
  - ✓ Hazardous Area Isolation and Evacuation Routes
  - ✓ Initial on-site handling and decontamination
  - ✓ Accident scene protection
- Clearly define the responsibilities and action checklists for emergency response teams with clear planning, and enhance response effectiveness through regular simulation drills.

Continuous Drills and Education: Enhance crisis response capabilities and minimize accident damage through contingency drills and employee education.

## **4-02-2 Accident Response Process**

Formulate fire-fighting total drill plans in accordance with the requirements of local competent authorities' laws and regulations at each production base. Its purpose is to ensure the personal safety of company employees, equipment safety, and the normal operation of production, enabling an orderly self-rescue and rapid resumption of production in the event of sudden accidents such as fires or explosions, thereby minimizing losses.

The Company has established a fire safety total drill plan and procedures for regular drills, which include: personnel organizational structure and responsibilities, precautions during emergency evacuation, emergency response measures, drill procedure arrangements, and other liaison agencies and precautions.

Its personnel organizational structure is divided into five major groups.

A. Command Team: The Chief Commander is responsible for coordinating and directing various teams during accident rescue operations. The Deputy Chief Commander assists the Chief Commander in on-site deployment, coordination, and direction. The Commander and Deputy Commander are responsible for coordinating with relevant departments to prepare for the drill, as well as on-site coordination, deployment, and photography.

B. Communication Team: Responsible for communication liaison and facilitating communication between the community and the company's rescue forces.

C. First Aid Team: Responsible for rescuing and providing temporary treatment to casualties at the accident scene, and for escorting seriously injured individuals to the appropriate hospital for treatment.

D. Evacuation Team: Responsible for providing protective guidance to personnel at and around the incident site, evacuating personnel, and transferring important materials. Upon receiving the alarm signal, all employees are urged to immediately leave their workstations and evacuate in an orderly manner through a secret channel, and to check for any personnel trapped in the workshop. The evacuation order is visitors first, then on-site personnel, and finally, department heads and safety officers. The personnel situation is verified based on the number of employees provided by the heads of each department and visitor registration data. The evacuation of visitors is handled by a designated person appointed by the head of the 接待 department, who escorts them to the emergency assembly point. After a safe evacuation, prevent theft and property damage, and prevent employees from returning to the accident scene without permission.

E. Emergency Response Team: Responsible for organizing emergency response team members to extinguish fires, search and rescue injured personnel on-site, safely transfer damaged equipment, and decontaminate polluted areas after an incident, thereby promptly controlling hazardous sources. Isolate the accident scene, protect the accident scene, and prohibit unauthorized personnel and vehicles from entering the hazardous area.

## **Occupational Injury or Occupational Disease Occurrence**

The Company reported zero occupational injury incidents in 2024, resulting in zero injuries and accounting for 0% of all employees. If such an incident occurs, the responsible unit will have

completed the accident investigation and reviewed proposed improvement measures, preventing similar incidents from happening again through policy promotion and implementation of educational training.

## 4-03 Information Security and Customer Privacy

### Information Security and Customer Privacy Management Policy

Impact Explanation	If a cybersecurity incident occurs, it could lead to negative impacts such as business interruption, personal data breaches, reputational damage, or regulatory penalties, severely impacting operations and customer trust.
Policy or Commitment	The Company adheres to the philosophy that "information security is corporate competitiveness" and has established information security policies and relevant measures, including information assets management, network and system security, disaster recovery, and personal data protection, striving to ensure the stability and security of information assets and business operations.
Management Actions	<ul style="list-style-type: none"> <li>✓ Establish a cybersecurity risk management framework, with the Information Technology Department primarily responsible for planning and executing cybersecurity policies.</li> <li>✓ Implement defense mechanisms such as firewalls, endpoint protection, and intrusion prevention (IPS).</li> <li>✓ Regular backups and disaster recovery drills.</li> <li>✓ Arrange cybersecurity education and training and drills every year.</li> </ul>
Tracking Effective Actions	<ul style="list-style-type: none"> <li>✓ The audit unit conducts annual information security checks.</li> <li>✓ Continuously monitor the operating conditions of the cybersecurity system.</li> <li>✓ Conduct internal drills to review the effectiveness of the contingency plan.</li> </ul>
Goals and Achievements	<ul style="list-style-type: none"> <li>✓ Zero major cybersecurity incidents.</li> <li>✓ The annual education and training completion rate reached 100%.</li> <li>✓ Annual backup test success rate 100%.</li> </ul>
Complaint Channels	Employees can report cybersecurity concerns through the company's internal audit or IT department, while customers can report cybersecurity issues through the customer service center.
Remedial Measures	If a cybersecurity incident occurs, it will be handled swiftly according to the contingency plan, including incident investigation, reporting mechanisms, and damage control, with a review of the incident and implementation of improvement measures to prevent recurrence.

## 4-03-1 Information Security Management Policy

### Information and Communication Technology Security Risk Management Framework

The Company adheres to the philosophy that "information security is corporate competitiveness" and has established a cybersecurity risk management framework. Currently, the Information Technology Department is coordinating, planning, and executing information security operational procedures, responsible for promoting information security policies, raising awareness of cybersecurity, and continuously monitoring and adjusting the internal information security management system to comply with regulations and technical standards.

In addition, the Information Department is responsible for the planning and construction of hardware facilities, ensuring that various cybersecurity measures comply with industry practices, and carrying out daily maintenance and monitoring operations to prevent potential cybersecurity risks. The Company's audit unit will conduct annual checks on information security management based on established standards to ensure the effectiveness and implementation of information security policies.

### Information Security Policy

- ✓ Information assets management: Establish a classification and permission management mechanism for information assets to ensure that information assets can be effectively managed and properly protected.
- ✓ System and Network Security: Implement security measures for information systems, equipment, and networks to ensure that internal and external threats cannot affect business operations.
- ✓ Disaster Recovery Mechanism: Conduct annual disaster recovery drills regularly to verify system recovery capabilities, ensuring the sustainability of core business operations.
- ✓ Enhancement of Information Security Awareness: Through regular promotion and training, increase employees' awareness and preventive capabilities regarding information security.
- ✓ Equipment Protection Mechanism: Ensure that all equipment is equipped with safety protection mechanisms to reduce the risk of being attacked.
- ✓ According to the Personal Data (Privacy) Ordinance and relevant regulations, protect the personal information of customers and employees, ensuring information privacy and compliance.

## **Network and Hardware Equipment**

- ✓ Server: Build high-performance servers to ensure stable business operations.
- ✓ Firewall: Deploy enterprise-level firewalls to enhance network security defenses.
- ✓ Email Antivirus System: Implement an email antivirus solution to prevent malicious attacks and phishing emails.
- ✓ Network switches and Wi-Fi: Ensure the security of the internal network and manage access permissions for the wireless network.

## **Software and Cybersecurity Systems**

- ✓ Virtualization Management (VM): Enhancing system management efficiency and resource flexibility.
- ✓ Antivirus and Endpoint Protection System: Comprehensive monitoring and prevention of malware and cyber attacks.
- ✓ Backup management software: Implement regular backups to ensure critical data can be quickly restored.
- ✓ VPN Authentication Mechanism: Provides secure remote connections and multi-factor authentication to ensure the legitimacy of external access.

## **Information Services**

- ✓ Backup equipment and lines: Provide disaster recovery mechanisms to reduce the risk of business interruption.
- ✓ Cloud Backup: Implementing encryption mechanisms for off-site backups to ensure data security.
- ✓ Intrusion Prevention Service (IPS): Detects and blocks malicious attacks, enhancing system security.

## **Human Resource Allocation**

- ✓ According to regulations and business needs, appoint professional cybersecurity supervisors and personnel responsible for the planning and execution of cybersecurity policies.

## **Education and Training**

- ✓ Arrange information security professional courses every year to ensure that the information security managers and related personnel possess the latest knowledge and skills in information security.
- ✓ Regularly conduct internal cybersecurity drills and tests to enhance employees' cybersecurity awareness and response capabilities.

### **Handling of Major Information Security Incidents**

- ✓ As of the end of the most recent fiscal year and the date of publication, the Company has not experienced any significant information security incidents, nor has it incurred any losses or significant impacts resulting from information security incidents.
- ✓ If a cybersecurity incident occurs in the future, the Company will swiftly implement response measures according to the contingency plan and continuously strengthen its cybersecurity mechanisms to mitigate potential impacts.

### **Response Process for Major Cybersecurity Incidents**

To address and handle cybersecurity incidents, the Company has established a major cybersecurity incident response process. If a cybersecurity incident occurs, it will be managed by the cybersecurity incident handling unit. After the incident is resolved, a review and analysis will be conducted, and corrective measures will be proposed to prevent recurrence.

## **4-03-2 Customer Privacy Protection**

While conducting business activities, the Company respects and protects customer privacy and intellectual property rights. Trio-KY and its clients sign non-disclosure agreements to protect client confidential information and ensure that relevant business colleagues maintain confidentiality when conducting business, using client codes in internal management procedures to protect client privacy. Business units raise employees' awareness of the importance of information security through internal promotion. In addition, access to confidential documents is restricted, requiring approval from direct supervisors for colleagues not directly involved in relevant operations to obtain partial access, thereby actively preventing unauthorized data replication and leakage.

## 4-04 Customer Relationships

### 4-04-1 Customer Satisfaction

#### Customer Satisfaction Management Policy

Impact Explanation	Customer satisfaction directly impacts brand trust, repeat orders, and long-term cooperation opportunities for enterprises. If customer feedback is not handled in a timely manner, or if product quality and delivery times are unstable, it will lead to damaged goodwill and loss of orders. Conversely, a good service experience will enhance customer loyalty and word-of-mouth effects, contributing to stable business operations and increased market share.
Policy or Commitment	Trio-KY upholds the quality policy of "quality first, punctual delivery, and perfect service," aiming to meet and exceed customer expectations. We are committed to providing stable and reliable products and attentive customer service as a crucial commitment to promoting sustainable operations.
Management Actions	<ul style="list-style-type: none"><li>✓ An annual "Customer Satisfaction Survey" is conducted for the top twenty major customers, covering aspects such as product quality, packaging, delivery, after-sales service, and processing efficiency.</li><li>✓ Establish a standardized questionnaire framework, designed and collecting feedback based on core values (quality, sales) and competitive advantages.</li><li>✓ The survey results will be fed back to each department as an important basis for improving product and service quality.</li></ul>
Tracking Effective Actions	<ul style="list-style-type: none"><li>✓ Customer satisfaction survey questionnaires are uniformly executed, compiled, and scored by the responsible unit, with annual statistics and item-by-item comparative analysis conducted.</li><li>✓ The investigation results are submitted for review in the "Annual Sales Budget" and the variance analysis of actual sales, with relevant departments formulating and implementing improvement measures.</li><li>✓ Review the implementation of improvement plans annually and evaluate their effectiveness in the following year's survey.</li></ul>
Goals and Achievements	<ul style="list-style-type: none"><li>✓ The overall average score for customer satisfaction in 2024 reached 9.4 (out of a possible 10), an increase compared to 2023.</li><li>✓ Maintain satisfaction with key survey indicators (such as "effectiveness in handling issues" and "attitude of service personnel") above 9.5 points. Customer satisfaction annual growth rate is one of the target achievement indicators.</li></ul>
Complaint Channels	Customers can provide feedback through sales representatives, customer service mailboxes, or after-sales project contacts. The Company has established a response and handling Standard Operating Procedure (SOP), with relevant business and technical departments responsible for timely replies and assistance. Important customer complaint cases are listed as improvement tracking issues in monthly

	departmental meetings.
Remedial Measures	If the results of the satisfaction survey do not meet the target, or if there is significant negative feedback, management will assign a special project team to conduct a cross-departmental review, formulate improvement measures, and establish a timeline and responsible unit. For specific customer complaints, a case-by-case tracking mechanism is also adopted to ensure problem resolution and confirmation of the disposition results with the customer.

Trio-KY has always prioritized customer satisfaction in its customer service, upholding its consistent quality policy of "quality first, punctual delivery, and comprehensive service" to actively improve the quality of service to customers and ensure their needs are met.

## 1. Questionnaire Structure

Combining the Company's core values and competitive advantages with customer behavior, "customer satisfaction" is developed from the customer's perspective. The customer satisfaction framework diagram is centered on the Company's core values, with competitive advantages revolving around these core values.

- Core Value - Quality, Sales
- Competitive Advantage - Quality Aspect: Product Quality, Maintenance Services, Production and Manufacturing

- Sales aspect: Price, delivery date, after-sales service

Based on these core values and competitive advantages, the customer satisfaction survey form is designed to gather actual feedback across three main categories: "Quality," "Service," and "Delivery." Customers are also encouraged to list suggestions and provide feedback independently, ensuring that their needs are fully understood and properly addressed.

## 2. Investigation Process

The Company's customer satisfaction survey is conducted once a year, with various indicators statistically analyzed and reviewed during annual management review meetings. Responsible units then implement improvement strategies to continuously enhance customer satisfaction.

The results of the satisfaction survey are compiled and conveyed to the relevant departments, allowing them and senior management to review customer feedback, formulate improvement measures, and enhance product and service quality.



## Customer Satisfaction Survey for the Top 20 Sales Customers

Customer Satisfaction Survey Comparison Table

Investigation item	2023	2024
Product Packaging (10 points)	9.1	9.3
Product Appearance (10 points)	9.2	9.3
Product Features (10 points)	9.2	9.3
Product Quality (10 points)	8.9	9.2
Timeliness in addressing issues (10 points)	9.3	9.5
Effectiveness of problem resolution personnel (10 points)	9.4	9.6
Professionalism in Problem Solving (10 points)	9.3	9.4
Attitude of service personnel (10 points)	9.5	9.7
Delivery Method (10 points)	9.1	9.3
Timeliness of delivery (10 points)	9	9.2
<b>Average Score</b>	<b>9.2</b>	<b>9.4</b>

### Importance of Enhancing Customer Satisfaction

- ✓ Retain existing customers: Satisfied customers are more likely to increase customer loyalty and continue purchasing the company's products or services, which helps reduce customer churn and may also lead to recommendations to other customers. This helps reduce customer churn rate and saves the cost of acquiring new customers.
- ✓ Enhance brand reputation: Good customer satisfaction helps establish a positive corporate brand image and favorable reviews, which in turn attracts new customers and strengthens credibility.
- ✓ Reduce Customer Complaints: Increasing customer satisfaction can lower the customer complaint rate, thereby saving the company's costs and resources.
- ✓ Create a Competitive Advantage: In a highly competitive market, superior customer experience and satisfaction can become a company's competitive advantage. This helps attract more customers and maintain market share.

### Measures to enhance customer satisfaction.

- ✓ Repurchase Rate: Evaluate whether customers will repurchase the Company's products or services. High repurchase rates typically indicate customer satisfaction with a product or service.
- ✓ Customer churn rate: A high customer churn rate may indicate satisfaction issues.
- ✓ Number of customer complaints: Observe the number and nature of customer complaints. Complaints can indicate the existence of customer satisfaction issues.

- ✓ Customer Feedback: Collect and analyze suggestions, opinions, and comments provided by customers. This can provide information for internal improvements.
- ✓ Understanding customer needs and expectations: First, market research is key, as it can help identify customer application requirements. Secondly, establishing proactive communication channels is a way to stay informed about customer needs. Most importantly, the collected information must be translated into actionable steps, and the company's internal strategies must be continuously updated to reflect changing customer demands.
- ✓ Provide high-quality products and services: Providing high-quality products and services is the cornerstone of improving customer satisfaction. This includes continuously improving the quality and reliability of products to ensure they meet customer expectations.
- ✓ Training and motivating employees: Employees are key to providing quality customer service. Through continuous training, employees can acquire the necessary skills to handle various customer situations and provide assistance.
- ✓ Quickly Respond to Customer Needs: Providing fast and efficient customer support is key to meeting customer expectations. Establish multi-channel customer support and train the customer service team to prioritize urgent situations, ensuring that customer needs are met in a timely manner.

## 4-04-2 Service Quality Management

### Service Quality Management Policy

Impact Explanation	<p>Positive: Enhance customer confidence. Under the maintenance of the ISO system, stable management and continuous improvement can be achieved in production quality, process management, efficiency, and cost reduction while increasing speed.</p> <p>Negative: Customer satisfaction declines, product competitiveness deteriorates, and the Company is unable to maintain its competitive advantage in the industry.</p>
Policy or Commitment	All staff participate in improvement, pursue excellent management; exceed customer expectations, and enhance market reputation.
Management Actions	<p>During the production process, operations are strictly carried out according to operating standards and customer requirements, with quality always prioritized. In all products, activities, and services, the customer is the focus, and customer-centricity is maintained. All personnel actively participate in the implementation and improvement of all quality control activities; continuously implement system standards, and through the adoption of PDCA, continuously improve product quality, delivery, and service, thereby constantly enhancing the Company's overall strength.</p>
Tracking Effective Actions	<p>To evaluate whether the integrated management system complies with the organization's requirements for the management system and standard requirements, and is effectively implemented and maintained, and to identify opportunities for improvement, the Quality Assurance Department compiles and leads the "Internal Audit Control Procedure" to plan, establish, implement, and maintain one or more audit programs.</p> <p>The highest management reviews the quality control system annually to ensure its continued suitability, adequacy, and effectiveness, and to maintain consistency with the organization's strategic direction.</p> <p>a. Implementation of measures taken during previous management reviews</p> <p>b. Changes in internal and external factors related to the quality control system, including: 1) internal and external stakeholder issues related to the management system; 2) stakeholder needs and expectations, including compliance obligations; and 3) risks and opportunities.</p> <p>c. Degree of Goal Achievement</p> <p>D. Information on the performance and effectiveness of the quality control system.</p>
Indicators and targets	<p>Quality Objectives</p> <ol style="list-style-type: none"> <li>1. Customer satisfaction <math>\geq 90</math> points</li> <li>2. Procurement material batch pass rate <math>\geq 98\%</math></li> <li>3. Training Program Achievement Rate 100%</li> <li>4. On-time completion rate of production plan 100%</li> <li>5. PPAP first pass yield 100%</li> </ol>
Complaint Channels	To ensure the company continuously meets customer needs and expectations, fully embodies the quality management principle of "customer focus," and supports the effective operation of the company's quality management system, the Head of the

	<p>Business Department is hereby appointed as the Customer Representative, with the following responsibilities and authorities:</p> <ul style="list-style-type: none"> <li>a. From the customer's perspective, represent the customer in raising demands to various functional departments within the company (e.g., selecting special characteristics, determining quality objectives, training needs, corrective and preventive measures, product design and development, etc.).</li> <li>b. Supervise the extent to which products meet customer requirements.</li> <li>c. Supervise and verify the improvement measures taken in response to customer feedback and complaints, as well as their effectiveness, and promptly communicate the rectification results to customers to ensure immediate communication.</li> </ul>
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The Company actively implements the ISO 14001 Environmental Management System, ISO 9001 Quality Management System, ISO 45001 Occupational Safety and Health Management System, and QC080000 Hazardous Substance Management System to establish a comprehensive environmental management system for monitoring and reducing the environmental impact of business activities, products, and services. We ensure that all raw supplies comply with environmental regulations, and product designs are quality-verified to meet customer requirements and environmental safety standards. In addition, the Company actively cooperates with third-party RBA Responsible Business Alliance audits to ensure that its operations comply with workplace safety, human rights protection, and ethical standards.

## Introduction to ISO Certification System

Trio-KY continues to establish stringent production process controls and quality management operations, and starting in 2024, the Dongguan factory also successfully obtained IATF 16949 international system certification for automotive components. Trio-KY continuously improves product quality by strengthening yield analysis, supply chain management, and understanding customer needs. The Suzhou factory has also taken the lead in implementing MES management to align with international EMS manufacturers.

## **4-05 Community Engagement**

### **4-05-1 Community Activities/Community Engagement and Donation expense**

Trio-KY upholds the spirit of "taking from society, giving back to society" by long-term engagement in social welfare activities, continuously focusing on local communities, disadvantaged groups, and indigenous development, thereby demonstrating corporate social responsibility through practical actions. The Group deeply integrates public welfare initiatives with its corporate operations, promoting sustainable development and a virtuous cycle.

#### **I. Long-term care services in Zhonghe and Yonghe districts**

Over the years, Trio-KY has continuously supported the "Chinese Long-Term Care Association" located in the Zhonghe and Yonghe areas. Through donations and resource injection, Trio-KY has assisted the association in promoting elderly care and long-term care services for the disadvantaged at multiple service stations in the area. Specific actions include:

- Donation expense supports the association's operations and community service resources.
- Support the "Long-Term Care Coffee" program: Provide a coffee brewing and interactive learning space for community elders, encouraging social participation among seniors, delaying degeneration, and promoting interaction.

#### **II. Support Eden Social Welfare Foundation and sheltered workshops for people with disabilities**

Trio-KY also continues to cooperate with Eden Social Welfare Foundation to care for the elderly, the lonely, and the disabled through various means:

- Regular Donation expense supports the foundation's care for the elderly and lonely.
- Support the Eden Sheltered Workshop Mid-Autumn Festival Gift Box Project through corporate procurement.
- Balancing corporate gifting needs with philanthropic spirit, enabling corporate actions to become a crucial support for vulnerable groups in employment and self-reliance.

#### **III. Caring for Hometown Matsu — Sponsoring the Outlying Islands Assistance Program**

Although Chairman Lin of the Group, who hails from the outlying island of Matsu, has long cultivated his business in Taiwan, he remains constantly concerned about his hometown and gives back to his native community:

- Long-term sponsorship of local social welfare activities and community development in Matsu.

- Prioritize local Matsu products for corporate gifts (e.g., Matsu Distillery Kaoliang liquor as a listing commemorative gift).
- Special donation to the Child Welfare League Foundation's "Outlying Islands Care Project," specifically supporting family assistance services in the Matsu region.

#### 2023 - 2024 Donation expense Statistics

Item	Yearly	Recipient	Content/Reason	Amount (NTD)
1	2023	Eden Social Welfare Foundation	Caring for disadvantaged groups	100,000
2	2023	Taiwan Long-Term Care Association	Community Care (Zhonghe and Yonghe) Company Location	100,000
3	2024	Eden Social Welfare Foundation	Caring for vulnerable and elderly groups	100,000
4	2024	Taiwan Long-Term Care Association	Community Care (Zhonghe and Yonghe) Company Location	100,000
5	2024	Child Welfare League Foundation	Chairman's hometown: Successful enterprises give back to the community and care for remote island areas.	100,000

## 5. Environmental Protection

### 5-01 Climate Action

#### 5-01-1 Climate Risks, Opportunities, and Response Measures

Trio-KY established the ESG Committee on 9 April 2024, serving as the driving and supervisory unit for the formulation of ESG development strategies and risk management, and will submit the proposed recommendations to the Board of Directors for discussion.

The Company's ESG Committee is established in accordance with the ESG Committee Organizational Regulations approved by the Board of Directors. It defines the responsibilities and duties of the ESG Committee, whose main function is to serve as the driving and supervisory unit for the Company's sustainability development strategies and risk management. It also regularly reviews the execution results of the Company's ESG and Risk Management Executive Team or the progress of the Company's sustainability development implementation schedule, in accordance with the spirit of the TCFD guidelines for assessing climate risks and opportunities. In response to the identified risks and opportunities, and to report on the progress of work to the Board of Directors, the board is responsible for overseeing the implementation status and coordinating relevant departments to conduct operational risk assessments in accordance with the requirements of the "Paris Agreement," the 2050 net-zero emissions target, and the "Climate Change Response Act" of the competent authorities. The ESG and Risk Management Executive Committee, established under the ESG Committee according to its functional responsibilities, is divided into the Environmental Group, Social Group, and Corporate Governance Group. The ESG and Risk Management Executive Committee is responsible for identifying significant ESG issues related to the Company's operations, climate change risks, formulating management strategies and objectives, and preparing the annual ESG report and greenhouse gas inventory. The Executive Committee regularly reviews its performance and the achievement of its objectives.

To effectively manage climate-related risks and opportunities, the Company's Sustainable Development and Climate Change Response Committee incorporates climate change-related risks into its assessment and tracking scope, and continuously monitors climate risks that could impact the Company's operations, including international regulatory requirements and the occurrence of extreme weather events.

By introducing the spirit of the TCFD guidelines, the Company analyzes its climate change risks and opportunities, conducts a climate change risk and opportunity assessment framework, sets climate

change scenarios, and identifies derived risks and opportunities. This enhances employees' understanding of global risk trends and climate change. Furthermore, each department assesses the climate change risks and opportunities faced during operations, and further discusses relevant response strategies and indicator targets for high-risk, high-impact risks and opportunities, serving as concrete measures for climate management.

<b>TCFD Core Structure</b>	<b>Governance</b>	<b>Strategy</b>	<b>Risk Management</b>	<b>Indicators and targets</b>
<b>action</b>	<ul style="list-style-type: none"> <li>• The Board of Directors' Responsibility for Overseeing Climate Risks</li> <li>• The ESG Group is responsible for assessment and management.</li> </ul>	<ul style="list-style-type: none"> <li>• Formulate short-term, medium-term, and long-term climate risk and opportunity objectives for significant impacts on operations, strategy, and finances.</li> <li>• Climate Change Scenarios Taken into Consideration</li> </ul>	<ul style="list-style-type: none"> <li>• Process for Identifying and Assessing Climate Risks and Opportunities</li> <li>• Integrated into overall risk management</li> </ul>	<ul style="list-style-type: none"> <li>• Disclosure of emissions</li> <li>• Describe the targets and performance of risks and opportunities.</li> </ul>
<b>specific Measures</b>	To ensure the Board of Directors understands climate-related issues, the ESG Committee reports to the Board annually. The Board of Directors considers climate-related issues when reviewing guiding strategies, major action plans, risk management policies, annual budgets and business plans, as well as setting organizational performance targets, monitoring implementation, and executing/overseeing key capital expense.	The ESG Committee is the highest-level management committee within the Company responsible for climate-related issues. Under it is the ESG and Risk Management Executive Team, with the General Manager serving as the guiding committee member. The heads of each unit are responsible for the operations of their respective groups. Members of each group include departmental representatives from all operational units of the Company, specifically tasked with confirming management guidelines for corporate sustainability issues, executing, evaluating, and managing climate-related issues, and managing and reviewing key performance indicators.	Based on the scope and conditions of climate change impacts, physical and transition risks are scored according to their likelihood of occurrence and severity and then categorized into different quadrants based on their scores. Items with high frequency and high severity require risk mitigation analysis and should be updated regularly to ensure their effectiveness.	Formulate short-, medium-, and long-term carbon reduction targets, and regularly manage greenhouse gas emissions across all scopes.



## Assessment process

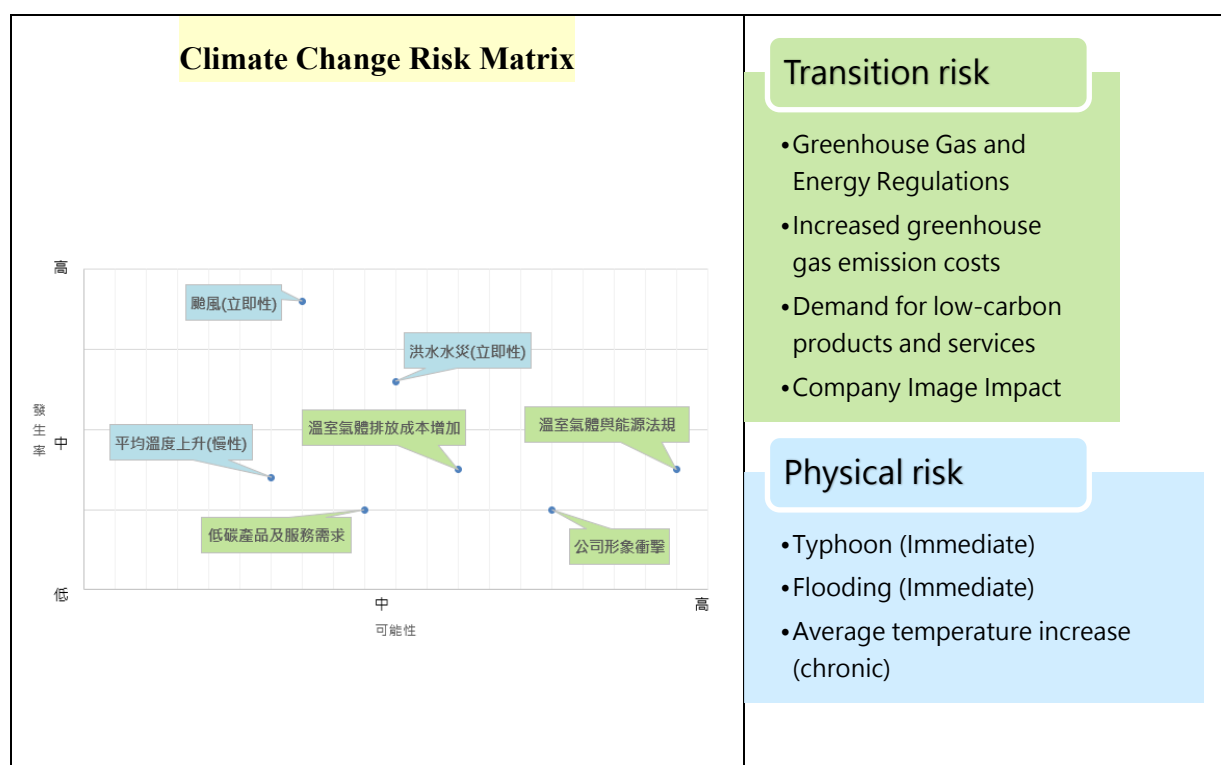
Step 1: Set the climate change scenario

Step 2: Assess the impact of the operating environment

Step 3: Identify Climate Risks and Opportunities

Step 4: Implement Climate Action Management Strategies

The relevant departments within the ESG Committee and the ESG and Risk Management Executive Team identify and analyze climate change risks and opportunities based on their respective scopes of business. Based on the frequency and likelihood of each risk and opportunity (categorized by level), a matrix diagram is drawn to identify significant risks and opportunities, and reviewed to mitigate or transfer potential impacts.



The Company reviews potential physical risks and transition risks separately, with the identification results as follows:

### Climate Change Risk Identification Summary

	Types of Risk	Risk factors	Occurrence Time Assessment
1	Transformation Risk - Policies and Laws	Formulate laws and regulations related to greenhouse gas reduction and energy management.	Short-term
2	Physical Risks - Long-term	Climate Change Impacts on Upstream and Downstream Supply Chains	Medium-term
3	Physical Risks - Long-term	Changes in rainfall patterns and extreme variations in climate patterns.	Long-term

Note: The definitions of the time ranges are as follows: Short-term: 2024-2026, Medium-term: 2027-2030, Long-term: 2031-2050.

### Climate Change Opportunity Identification Summary

	Types of Opportunities	Opportunity Factors	Occurrence Time Assessment
1	Opportunity - Resource Efficiency	Participate in renewable energy item and adopt energy-saving measures.	Short-term
2	Opportunity - Products and Services	R&D and Innovation for New Products and Services	Medium-term
3	Opportunity - Resource Efficiency	Utilizing more efficient production and distribution processes	Long-term

Note: The definitions of the time ranges are as follows: Short-term: 2024-2026, Medium-term: 2027-2030, Long-term: 2031-2050.

### Climate Change-Related Risks and Opportunities Action Management Strategies:

#### 1. Climate Change Risks:

Item Category	Content Summary
Risk Scenario Description	Due to increasingly stringent domestic and international regulations on greenhouse gas emissions and energy management, if the Company and its supply chain do not set clear carbon reduction targets and progress, it could lead to increased carbon fees, decreased revenue, and hindered supply chain cooperation.
Risk Impact	<ul style="list-style-type: none"> <li>✓ Extreme climate risks: Disasters such as typhoons and floods cause factory shutdowns and equipment damage.</li> <li>✓ Regulatory Risk: Carbon fee system leads to increased capital and operating costs.</li> <li>✓ Resource Risk: Water or energy shortages increase operational risk.</li> <li>✓ Cost risk: The cost of raw supplies increases due to carbon taxes or the selection of alternative products.</li> </ul>

Response Measures	<ul style="list-style-type: none"> <li>✓ Establish risk assessment and response plans to enhance the disaster resilience of equipment and plant facilities.</li> <li>✓ Complete the greenhouse gas inventory and sustainability report, and set and promote carbon reduction targets.</li> <li>✓ Implement energy-saving and water-saving measures, such as equipment upgrades and water usage behavior management.</li> <li>✓ Enhance process efficiency and energy utilization efficiency, strengthening operational resilience and performance management.</li> </ul>
Indicators	<ul style="list-style-type: none"> <li>✓ Reduce the quantity and scope of assets or business activities susceptible to climate change.</li> <li>✓ Formulate a comprehensive supply chain management plan to enhance supply chain resilience.</li> <li>✓ Through energy management and plant design, the absolute emissions of Scope 1 and Scope 2 greenhouse gasses are reduced.</li> <li>✓ Integrate energy conservation, electricity saving, and low-carbon concepts into daily operations and production activities, utilizing green buildings, energy-saving solutions, and energy management systems to enhance operational efficiency.</li> </ul>

## 2. Opportunities from Climate Change:

Item Category	Content Summary
Opportunity Scenario Description	The Company assists customers in addressing extreme climate challenges by offering energy-saving products and those utilizing recycled resources, thereby enhancing the market competitiveness of its products.
Opportunity Impact	<ul style="list-style-type: none"> <li>✓ Market demand growth: Consumers' recognition of and willingness to pay for sustainable products are increasing year by year.</li> <li>✓ Responding to customer demands: Customers require products to comply with environmental regulations such as RoHS and WEEE.</li> <li>✓ Enhance Product Resilience: Maintain performance under extreme climate conditions, aligning with energy conservation and carbon reduction goals.</li> </ul>
Response Measures	<ul style="list-style-type: none"> <li>✓ Product innovation and R&amp;D: Invest in the development of products that improve conversion efficiency and reduce energy consumption.</li> <li>✓ Carbon Management Promotion: Annual carbon emission inventory and continuous reduction, aligning with customer carbon reduction goals.</li> <li>✓ Cross-industry Collaboration: Collaborate with academic and research institutions or enterprises to enhance technology and innovation.</li> <li>✓ Marketing: Enhance market acceptance and sales momentum of sustainable products.</li> <li>✓ Capital Attractiveness: Green products enhance corporate image and investor attention.</li> </ul>
Indicators	<ul style="list-style-type: none"> <li>✓ Increase the proportion of renewable energy usage in total energy consumption.</li> <li>✓ Enter new markets and increase the revenue share of renewable energy and low-carbon products.</li> <li>✓ Increase the R&amp;D budget for green and energy-saving products to support business growth and environmental sustainability.</li> </ul>

## 5-02 Greenhouse Gas and Waste Management

### Greenhouse Gas and Waste Management Policy

Impact Explanation	The energy consumption and waste emissions generated during the Company's operations pose potential environmental impacts. If not properly managed, this could lead to regulatory penalties, resource waste, and climate change risks.
Policy or Commitment	Suzhou and Dongguan have committed to the ISO 14001 Environmental Management System. In 2024, the greenhouse gas inventory was introduced, and the calculation of Scope 1 and 2 emissions was completed.
Management Actions	<ul style="list-style-type: none"> <li>✓ The greenhouse gas inventory is conducted in accordance with ISO 14064-1, covering Scope 1 and Scope 2.</li> <li>✓ Strengthen septic tank management and optimize power system performance.</li> <li>✓ Implement waste sorting, hazardous waste, and general waste diversion systems in the factory area.</li> <li>✓ Entrust qualified clear-up operators to recycle or dispose of waste.</li> <li>✓ Strengthen employee environmental education and sorting promotion.</li> </ul>
Tracking Effective Actions	<ul style="list-style-type: none"> <li>✓ Complete annual statistics on greenhouse gas emissions and energy consumption, and track intensity indicators and density.</li> <li>✓ Waste data is compiled and reported annually by plant by a dedicated unit, and the handling procedures are confirmed through annual internal audits.</li> <li>✓ In the event of significant anomalies such as an increase in hazardous waste or abnormal disposal by outsourced factories, a special review meeting will be convened.</li> </ul>
Goals and Achievements	<ul style="list-style-type: none"> <li>✓ Scope 1 and 2 greenhouse gas inventories were completed in 2024.</li> <li>✓ Carbon emission intensity in 2025 will be reduced by 1~3% compared to 2024.</li> <li>✓ Promote 100% classification and reuse of domestic waste.</li> </ul>
Complaint Channels	If external transportation vendors or waste disposal handlers are found to have violated regulations or engaged in abnormal emissions, employees or stakeholders can report through the company's ESG mailbox, spokesperson, or EHS department contact.
Remedial Measures	When abnormal carbon emissions or waste incidents occur, the Company will initiate an investigation based on its internal reporting mechanism, notify the competent authorities when necessary, and collaborate with qualified vendors to complete recycling and post-treatment. Subsequently, operating procedures will be revised, and promotional efforts will be strengthened to prevent recurrence.

## 5-02-1 Greenhouse Gas Management Strategies, Methods, and Objectives

In response to global climate change and the trend towards carbon neutrality, Trio Technology International Group Co., Ltd. upholds the principle of corporate sustainable development, actively promotes greenhouse gas management operations, and is committed to reducing the environmental impact of its operational activities. The Company has implemented energy conservation and carbon reduction strategies from its offices to manufacturing plants, establishing a low-carbon operating model to meet the expectations of customers, investors, and society regarding corporate sustainability responsibility.

### I. Management Strategies and Organizational Mechanisms

The Company has integrated greenhouse gas management into its sustainable development policy, with joint execution by the Environmental Safety Unit and the Equipment Engineering Department. These departments are collectively responsible for carbon inventory, energy-saving project planning, emission reduction implementation, and external information disclosure. Carbon inventory operations are conducted in accordance with ISO 14064-1, with boundary setting and emissions classification (Scope 1, 2, and 3) referencing the "Greenhouse Gas Inventory Technical Specification and Verification Guidelines."

### II. Identification of Objects and Implementation Methods

#### 1. Office Operations

The main sources of carbon emissions from office premises are:

- Category 2: From grid electricity usage (lighting, air conditioning, servers, equipment power supply).

In response to the aforementioned sources, implemented management measures include:

- ✓ The entire office has been replaced with LED energy-saving lighting fixtures.
- ✓ Install timed and zone-controlled air conditioning.
- ✓ Procure information technology equipment with energy-saving labels.
- ✓ Encourage the use of video conferencing to reduce carbon footprint from business travel.
- ✓ Implement a "paperless office" policy to reduce printing and consumable usage.

#### 2. Factories

The main sources of carbon emissions from office premises are:

- Scope 1: Methane emissions from septic tanks
- Category 2: From electricity consumption (lighting, air conditioning, servers, equipment power supply).

Corresponding management measures include:

- ✓ Strengthen septic tank management and methane reduction
- ✓ Install high-efficiency compressed air and extraction systems.
- ✓ Implement production scheduling optimization to reduce energy consumption from idle machines.
- ✓ Expand the proportion of renewable energy used for electricity (some factory areas).

### III. Quantitative Targets and Phased Plans

To implement greenhouse gas reduction, the Company has set the following short- and medium-term targets:

Yearly	Greenhouse gas emission intensity (kg CO <sub>2</sub> e/NTD one million revenue)	Planning Path
2024	Inventory Scope 1+2	Base year
2025	Carbon Reduction 1-3%	Short-term
2035	Moving Towards Formulating Science-Based Targets (SBTi)	Medium-term
2050	Moving Towards Net-Zero Emissions Target	Long-term

### IV. Information Disclosure and External Verification

The Company expects to introduce third-party verification starting from 2026, gradually aligning with ISO 14064 for external verification, and regularly disclosing carbon emission results and improvement measures in the ESG report to move towards science-based reduction targets and comply with future supply chain carbon disclosure and international requirements.

## 5-02-2 Greenhouse Gas Emissions

### Greenhouse Gas Inventory and Emission Intensity

Item	Greenhouse gas emissions	Unit
Scope 1: Direct Greenhouse Gas Emissions	468.6912	tCO <sub>2</sub> e
Scope 2: Energy Indirect Greenhouse Gas Emissions	6024.3215	tCO <sub>2</sub> e
Scope 3: Other Indirect Greenhouse Gas Emissions	4,031.8673	tCO <sub>2</sub> e
Total Emissions = Scope 1 + 2 + 3	10,524.8800	tCO <sub>2</sub> e
Consolidated Turnover	2,200.2400	NTD one million
Greenhouse gas emission intensity (total emissions/consolidated revenue)	4.7835	tCO <sub>2</sub> e/NTD one million

### Energy Management

Trio-KY focuses on sustainable management of energy use to ensure the company's environmental sustainability. In 2024, while conducting the organizational greenhouse gas inventory, the energy consumption of each plant was also inventoried and investigated. The total electricity consumption was 10,396,894 kWh, gasoline 56,244 liters, and diesel 2,778 liters, with a total energy consumption of 39,363.3 GJ (of which electricity consumption was 10,396,894 kWh, equivalent to 37,428.8 GJ, accounting for 95.1%).

Energy activity data		Energy Conversion (GJ)
Electricity Consumption (kWh)	10,396,894	37,428.8
Gasoline Consumption (L)	56,244	1,836.8
Diesel Consumption (L)	2,778	97.7
<b>Total energy consumption (GJ)</b>		<b>39,363.3</b>
<b>Consolidated Revenue (NTD one million)</b>		<b>2,200.2</b>
<b>Energy intensity (GJ/NTD one million) (total energy consumption/individual turnover)</b>		<b>17.9</b>

## 5-02-3 Waste and Circular Reuse

### Waste Management or Reduction Targets

Trio-KY identifies waste generated from operational activities within the organization and

throughout the upstream and downstream value chain, and formulates corresponding management measures in response to the potential impact of various types of waste. The waste management unit regularly monitors and evaluates the effectiveness of implementation. The Company's waste reduction strategies and goals are to promote 100% classification, reuse, and reduction of domestic waste, and zero violations for hazardous waste.

## **Waste Management**

Trio-KY follows the ISO 14001 environmental management system to establish a dedicated unit, ensuring proper handling of waste from generation to disposal. The waste generated by the company primarily comes from office activities and production processes. Waste generated from office activities does not have a significant impact on the environment, society, or health. Since the Company's establishment, there have been no incidents of severe leakage of hazardous waste or other harmful substances.

The Company has established storage facilities in accordance with regulations, where waste is categorized and stored. It also entrusts legitimate and professional recycling and disposal operators to carry out recycling and cleanup operations, in accordance with the publicly announced classifications for recycling, reuse, and industrial waste, with no cross-border transportation or disposal of hazardous waste.

## **Waste Reduction and Resource Recycling**

The Company actively promotes various measures for waste reduction, with a particular focus on waste sorting and resource recycling. The Company has installed classified trash bins and posted sorting guidelines in the workplace to ensure employees can properly dispose of waste. In addition, the Company also promotes environmental protection concepts through its internal website to enhance employees' environmental awareness. In terms of resource recycling, the Company continues to seek various ways to reuse waste and by-products from the production process. The Company is committed to collaborating with professional recycling organizations to transform recyclable waste into valuable resources, thereby maximizing resource utilization and further reducing the environmental burden.

## **Waste Generation**

The total waste generated by the company in 2024 was 409 metric tons, with a waste intensity of 0.1859 metric tons/million revenue. Of this, 49 metric tons were hazardous industrial waste, accounting for 12%; and 360 metric tons were non-hazardous industrial waste, accounting for 78%. The Company primarily disposes of waste through methods such as recycling, incineration, and landfill.



## 2024 Business Waste Generation, Transfer in Disposal, and Direct Disposal Summary

(Unit: metric tons)

Unit: kg	2024					
Item	Total	Suzhou	Dongguan	TW	Action taken	Remark
<b>Total Annual Volume</b>	<b>408,941</b>	<b>368,276</b>	<b>20,918</b>	<b>19,747</b>		
<b>Household Waste</b>	<b>197,550</b>	<b>164,603</b>	<b>13,200</b>	<b>19,747</b>	Taipei: Handled uniformly by the landlord, who entrusts a qualified third party for disposal (incineration). Suzhou: Entrusts a qualified third party for disposal—composting, incineration. Dongguan: Entrusts a qualified third party for disposal (incineration).	
<b>Hazardous Waste</b>	<b>49,170</b>	<b>48,570</b>	<b>600</b>	<b>-</b>		Subject to local regulations at each location.
-Non-recyclable	33,590	32,990	600		Suzhou: Entrusted to a qualified third party for disposal (incineration/with energy recovery) Dongguan: Entrusted to a qualified third party for disposal (incineration/without energy recovery)	
- Recyclable	15,580	15,580	-		Suzhou: Cleaning and recycling	100% recycled and reused
<b>Industrial waste</b>	<b>162,221</b>	<b>155,103</b>	<b>7,118</b>	<b>-</b>		
- Industrial waste (non-recyclable)	42,650	42,650	-	-	Suzhou: Incineration without energy recovery	Unrecoverable
- Industrial waste (recyclable)	119,571	112,453	7,118	-	Suzhou: Recycling Dongguan: Recycling	100% recycled and reused

Note 1: The classification of hazardous and non-hazardous materials is determined according to local regulations at each location.

Note 2: The source of the inventory data is the waste removal manifest declaration information.

Note 3: On-site refers to waste handled by the Company within its own facilities, while off-site refers to waste entrusted to external third-party companies for transportation and disposal.

## **Management Process Description for Hazardous Waste**

The Management Department is responsible for the temporary storage management of hazardous waste generated and its timely transfer to the hazardous waste warehouse, and for the monthly hazardous waste declaration and annual plan filing based on the hazardous waste warehouse ledger data provided by the Materials Department. Outsourced disposal vendors must be qualified environmental 备案 vendors to handle the transfer and destruction of hazardous waste off-site.

Hazardous waste is outsourced for disposal by the Management Department, which is also responsible for weighing the waste during disposal. Before the generated waste is transported, the Management Department reports it to the local competent authority in accordance with the law. The reporting records are kept for three years for inspection. The Management Department annually compiles and analyzes waste volume, and provides an annual report for the management team's review and improvement.

The transfer of general waste and industrial waste is handled by the Manufacturing Department for storage in the solid waste warehouse, and the Management Department is responsible for clearing and weighing, with departments taking turns supervising. The Manufacturing Department must register the type and quantity of waste upon entry into the warehouse, and the Management Department must register the clearing and weighing operations, producing a solid waste manifest for the output department—a waste disposal summary.

## 6. Appendix

### 6-01 Appendix I. GRI Content Index

Indicators	Disclosure item	Report location/Remark	Page
General Disclosure			
GRI 2: General Disclosures 2021			
2-1	Organization Details	1-01 Report Information	6
2-2	Entities included in the organizational sustainability report	1-01-4 Reporting Boundary and Scope	7
2-3	Reporting Period, Frequency, and Contact Person	1-01-2 Reporting Period	6
2-4	Information Restatement	None	
2-5	External Assurance	Unsecured by external guarantee	
2-6	Activities, Value Chain and Other Business Relationships	3-05-3 Upstream, Midstream, and Downstream Industry Value Chain	42
2-7	Employee	4-01-1 Employee-employer relationship and talent structure	54
2-8	Non-employee workers	4-01-1 Employee-employer relationship and talent structure	54
2-9	Governance Structure and Composition	3-03-2 Board Diversity	29
2-10	Nomination and Selection of Those Charged with Governance	3-03 Board of Directors and Functional Committees	28
2-11	Chairman of the highest governance body	3-03 Board of Directors and Functional Committees	28
2-12	The Role of the Highest Governance Body in Overseeing Impact Management	3-03-3 Role and Supervision of Sustainable Management	31
2-13	Person in Charge of Impact Management	2-02 Promoting Sustainable Development Mechanisms	17
2-14	The Role of the Highest Governance Body in Sustainability Reporting	3-03-3 Role and Supervision of Sustainable Management	28
2-15	Conflicts of interest	3-03-7 Conflict of Interest Management	35
2-16	Communication of Key Significant Matters	2-02-2 Operations and Implementation Status	18
2-17	Collective knowledge of the highest governance body	3-03-5 Continuing Education for Sustainable Development	32
2-18	Performance Evaluation of the	3-03-6 Functional Committees	33

Indicators	Disclosure item	Report location/Remark	Page
	Highest Governance Body		
2-19	Remuneration Policy	3-03 Board of Directors and Functional Committees	28
2-20	Remuneration Determination Process	3-03 Board of Directors and Functional Committees	28
2-21	Annual Total Compensation Ratio	3-03 Board of Directors and Functional Committees	28
2-22	Statement of Sustainability Development Strategy	2-01 Message from the Management	15
2-23	Policy Commitment	3-02 Operating and Financial Performance	25
2-24	Inclusion of Policy Commitments	3-02 Operating and Financial Performance 3-04 Ethical Corporate Management 3-07 Product R&D and Innovation 4-01 Human Resources Development 4-03 Information Security and Customer Privacy 4-04 Customer Relationships 5-02 Greenhouse Gas and Waste Management	25 37 49 54 75 79 92
2-25	Procedures for Remedying Negative Impacts	3-02 Operating and Financial Performance 3-04 Ethical Corporate Management 3-07 Product R&D and Innovation 4-01 Human Resources Development 4-03 Information Security and Customer Privacy 4-04 Customer Relationships 5-02 Greenhouse Gas and Waste Management	25 37 49 54 75 79 92
2-26	Mechanism for Seeking Advice and Raising Concerns	3-04-1 Business Philosophy, Policies, and Codes of Conduct	38
2-27	Compliance	3-04-2 Regulatory Compliance	41
2-28	Membership in Associations	1-02-3 Participation in associations	14
2-29	Stakeholder Engagement Policy	2-03 Stakeholder Identification and Communication	19
2-30	Collective Agreement	4-01-4 Collective Bargaining Agreement	64
Significant Topics			
GRI 3: Material Topics 2021			
3-1	Process for Determining Material Topics	2-04 Process for Determining Material Topics	20
3-2	List of Significant Topics	2-05 List of Significant Topics	22
3-3	Significant Topic Management	3-02 Operating and Financial Performance 3-04 Ethical Corporate Management 3-07 Product R&D and Innovation 4-01 Human Resources Development 4-03 Information Security and Customer Privacy 4-04 Customer Relationships 5-02 Greenhouse Gas and Waste Management	25 37 49 54 75 79 92
Economic Aspect			

Indicators	Disclosure item	Report location/Remark	Page
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed by the organization	3-02 Operating and Financial Performance	25
201-2	Financial Impacts and Other Risks and Opportunities Arising from Climate Change	5-01 Climate Action	87
201-3	Defined Benefit Obligation and Other Retirement Plans	4-01 Human Resources Development	54
Environmental aspects			
GRI 302: Energy 2016			
302-2	Energy intensity	5-02 Greenhouse Gas and Waste Management	92
GRI 305: Emissions 2016			
305-1	Direct (Scope 1) greenhouse gas emissions	5-02 Greenhouse Gas and Waste Management	92
305-2	Energy indirect (Scope 2) greenhouse gas emissions	5-02 Greenhouse Gas and Waste Management	92
305-4	Greenhouse gas emission intensity	5-02 Greenhouse Gas and Waste Management	92
305-5	Greenhouse Gas Emission Reduction	5-02 Greenhouse Gas and Waste Management	92
GRI 306: Waste 2020			
306-3	Waste Generation	5-02 Greenhouse Gas and Waste Management	92
306-4	Disposal and Transfer of Waste	5-02 Greenhouse Gas and Waste Management	92
306-5	Direct Disposal of Waste	5-02 Greenhouse Gas and Waste Management	92
GRI 308: Supplier Environmental Assessment 2016			
308-1	Using environmental standards to screen new suppliers	3-05 Supplier Management	42
308-2	Negative environmental impacts in the supply chain and actions taken	3-05 Supplier Management	42
Social Aspects			
GRI 401: Employment Practices 2016			
401-1	New employees and resigned employees	4-01 Human Resources Development	54
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	4-01 Human Resources Development	54
401-3	Parental Leave	4-01 Human Resources Development	54
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational Safety and Health Management System	4-02 Occupational Safety and Health	70
GRI 404: Training and Education 2016			

Indicators	Disclosure item	Report location/Remark	Page
404-1	Average hours of training received per employee per year	4-01 Human Resources Development	54

Usage Statement	Trio-KY has reported content for the period from 1 January 2024 to 31 December 2024 in accordance with GRI Standards.		
GRI 1 used	GRI 1: Foundation 2021		
Applicable GRI Sector Standards	None		

## 6-02 Appendix 2, SASB Standards Alignment Table

Indicator Code	Disclosure Indicators	Measurement Unit	Explanation/Index Chapter
TC-HW-230a.1	Describe the identification and resolution methods for product data security risks.	None	Not applicable
TC-HW-330a.1	(1) Management personnel (2) Technical personnel (3) Percentage of all other employees by gender and racial group	Percentage (%)	4-01-1 Employee-employer relationship and talent structure
TC-HW-410a.1	Proportion of revenue from products containing IEC 62474 disclosed substances	Percentage (%)	Not applicable
TC-HW-410a.2	Percentage of eligible products meeting EPEAT registration requirements or equivalent conditions (by revenue)	Percentage (%)	Not applicable
TC-HW-410a.3	Percentage of qualified products with energy efficiency certification (by revenue)	Percentage (%)	0%
TC-HW-410a.4	Weight and recycling percentage of recycled end-of-life products and electronic waste	metric ton (t), percentage (%)	Hazardous waste 49.17 mt, of which 31.69% (15.58 mt) is recyclable. Industrial waste amounted to 162.22 metric tons, of which 73.71% (119.57 metric tons) was recyclable.
TC-HW-430a.1	Percentage of Tier 1 supplier factories that have passed the RBA Validated Assessment Program (VAP) or an equivalent audit for (a) all factories and (b) high-risk factories.	Percentage (%)	100%
TC-HW-430a.2	First-tier suppliers (1) and the non-compliance rate of the RBA Validated Assessment Program (VAP) or equivalent, and (2) the ratio of relevant	Ratio	No relevant data yet.

	corrective actions for (a) priority non-compliances and (b) other non-compliances.		
TC-HW-440a.1	Description and risk management related to the use of key materials	None	3-05-2 Key Raw supplies Risk Management Strategy

Indicator Code	Activity Indicators	Measurement Unit	Explanation/Index Chapter
TC-HW-000.A	Units produced by product category	Quantity	The production volume of the main product inductor is: 602,016,611 pcs
TC-HW-000.B	Production Facility Area	Square meters (m <sup>2</sup> )	Building area Suzhou: 44,754 m <sup>2</sup> Dongguan: 8,756 m <sup>2</sup>
TC-HW-000.C	Production of owned facilities	Percentage (%)	100%, all production comes from facilities.

## 6-03 Appendix 3: Industry-specific Sustainability Indicators

Table 1-12 Sustainable Disclosure Indicators—Electronic Components Industry

Number	Indicators	Types of Indicators	Annual disclosure	Unit
1	Total energy consumption, percentage of purchased electricity, and renewable energy utilization rate	Quantification	Total energy consumption: 39,363.3 GJ Percentage of purchased electricity: 100% Renewable energy utilization rate: 0%	Gigajoules (GJ), Percentage (%)
2	Total water withdrawal and total water consumption	Quantification	100,476	Thousand cubic meters (m <sup>3</sup> )
3	Weight and recycling percentage of hazardous waste generated	Quantification	Hazardous waste 49.17 mt, of which 31.69% (15.58 mt) is recyclable.	metric ton (t), percentage (%)
4	Description of occupational accident categories, number of people, and ratio	Quantification	4-02 Occupational Safety and Health	Ratio (%), Quantity
5	Disclosure of product lifecycle management: including the weight of scrapped products and electronic waste, and the	Quantification	Industrial waste amounted to 162.22 metric tons, of which 73.71% (119.57 metric tons) was	metric ton (t), percentage (%)



	percentage of recycling (Note 1)		recyclable.	
6	Description of risk management related to the use of key materials.	Qualitative Description	3-05-2 Key Raw supplies Risk Management Strategy	
7	Total monetary loss resulting from legal litigation related to the anti-competition ordinance.	Quantification	NTD 0	Reporting currency
8	Main Product Output by Product Category	Quantification	The production volume of the main product inductor is: 602,016,611 pcs	Varies by product type

Note 1: Includes the sale of scrap materials or other recycling treatments, and relevant explanations should be provided.

## 6-04 Appendix 4. Climate-related information

Item	Item	Execution Status/Corresponding Section
1	The Board of Directors and management oversee and govern climate-related risks and opportunities.	<p>The Company established the ESG Committee on 9 April 2024, appointing Chairman Lin, Huo-Li, Director Tsao, Yun-Hua, Independent Director Chen, Chia-Yu, Independent Director Wan, Chia-Sen, and Independent Director Chen, Li-Yuan as members of the committee, with Independent Director Chen, Chia-Yu serving as the chairperson. In the future, the ESG Committee will assess climate-related risks and report the results to the Board of Directors.</p> <p>The Company has included the schedule for greenhouse gas inventory and verification in the discussions of the ESG Committee on 14 May 2024, and has reported it to the Board of Directors for the first time. Subsequently, updates will be reported to the Board of Directors quarterly according to the implementation progress. The Company has established the ESG Committee, which will plan and identify the impacts of climate risks and opportunities on the Company in the future and set relevant plans and goals.</p>
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the Company (short-term, medium-term, long-term).	<p>1. Climate Change Risk Identification Summary</p> <p>Short-term - Transformation Risk - Policies and Laws: Formulate laws and regulations related to greenhouse gas reduction and energy management.</p> <p>Mid-term - Physical Risks: Climate Change Impacts on Upstream and Downstream Supply Chains</p> <p>Long-term physical risks: changes in rainfall patterns and extreme variations in climate patterns.</p> <p>2. Climate Change Opportunity Identification Summary</p> <p>Short-term opportunities - resource efficiency: Participate in renewable energy projects and adopt energy-saving measures.</p> <p>Mid-term Opportunities - Products and Services: R&amp;D and Innovation for</p>

		<p>New Products and Services</p> <p>Long-term - Opportunity - Resource Efficiency: Utilizing more efficient production and distribution processes.</p> <p>The definitions of the time ranges are as follows: Short-term: 2024-2026, Medium-term: 2027-2030, Long-term: 2031-2050.</p>
3	Describe the impact of extreme climate events and transformation actions on finances.	<p>The Company assesses the impact as follows:</p> <p>a. Extreme Weather Events: Climate change may lead to more frequent and severe extreme weather events, such as typhoons, floods, or earthquakes. These events may lead to factory shutdowns, resulting in revenue losses and equipment damage.</p> <p>b. According to Article 28 of the Climate Change Adaptation Act, carbon fees may be levied on the sources of greenhouse gas emissions in phases. In order to reduce greenhouse gas emissions, the Company has established a greenhouse gas emission disclosure and management process, which may lead to an increase in the Company's capital expense and management R&amp;D, as well as operating costs.</p> <p>c. Shortage of Natural Resources: Climate change may lead to a reduction in natural resources, such as water shortages or disruptions in energy supply, which could increase overall operating costs.</p> <p>d. Rising supplies costs: Suppliers may increase product prices in response to the imposition of carbon taxes and carbon fees, which could lead to an increase in our raw supplies costs, or they may choose higher-priced low-carbon alternative products, resulting in higher procurement costs.</p>

4	Describe how the identification, assessment, and management processes of climate risks are integrated into the overall risk management system.	<p>The Company has established the ESG Committee, which serves as the driving and supervisory unit for formulating sustainability development strategies and risk management and will submit the proposed recommendations to the Board of Directors for discussion. The Company's ESG Committee regulates the responsibilities and duties of the ESG Committee. Its main duties include formulating the Company's sustainability development strategies and serving as the driving and supervisory unit for risk management. The Committee also conducts regular reviews of the execution results of the Company's ESG and Risk Management Executive Team or the progress of the Company's sustainability development implementation schedule, in accordance with the spirit of the TCFD guidelines for assessing climate risks and opportunities. In response to the identified risks and opportunities, and to report on the progress of work to the Board of Directors, the board is responsible for overseeing the implementation status and coordinating relevant departments to conduct operational risk assessments in accordance with the requirements of the "Paris Agreement," the 2050 net-zero emissions target, and the "Climate Change Response Act" of the competent authorities. The Sustainability and Risk Management Executive Committee, established under the ESG Committee according to its functional responsibilities, is divided into the Environmental Group, Social Group, and Corporate Governance Group. The Sustainability and Risk Management Executive Committee is responsible for identifying significant ESG issues related to the Company's operations, climate change risks, formulating management strategies and objectives, and preparing the annual ESG report and greenhouse gas inventory. The Executive Committee regularly reviews its performance and the achievement of its objectives.</p> <p>The assessment process is as follows:</p> <p>Step 1: Set the climate change scenario</p> <p>Step 2: Assess the impact of the operating environment</p> <p>Step 3: Identify Climate Risks and Opportunities</p> <p>Step 4: Implement Climate Action Management Strategies</p>
5	If scenario analysis is used to assess resilience against climate change risks, the scenarios, parameters, assumptions, analytical factors, and major financial impacts utilized should be explained.	The Company has not yet conducted scenario analysis to assess resilience against climate change risks, but will analyze the factors and key financial impacts related to scenarios in the future, in accordance with the timeline specified by relevant regulations.
6	If there are transformation plans to address climate-related risks, describe the content of the plan and the indicators and targets used to identify and manage physical risks and transition risks.	The Company has not yet developed a transformation plan to address climate-related risks, and will proceed according to the timeline set by relevant regulations in the future.
7	If internal carbon pricing is used as a planning tool, the basis for price setting should be explained.	The Company has not yet used internal carbon pricing as a planning tool and will proceed according to the schedule set by relevant regulations in the future.
8	If climate-related targets are set, the	The Company has not yet established climate-related targets to reduce

	activities covered, greenhouse gas emission scopes, planning timelines, and annual progress should be explained; if carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, the source and quantity of the offset carbon reduction or the number of Renewable Energy Certificates (RECs) should be specified.	greenhouse gas emissions. In the future, it will proceed according to the timelines set by relevant regulations to align with global emission reduction efforts and mitigate the impacts of climate change on the environment and society.
9	Greenhouse gas inventory and assurance situation (to be filled in 1-1)	5-02-2 Greenhouse Gas Emissions