topview

Optronics Corp

2023 Sustainability Report

www.topviewcorp.com

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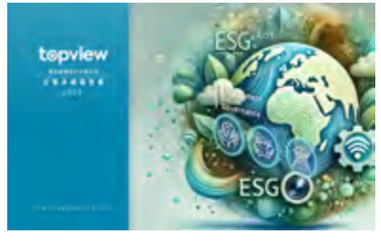

Cover Story

"Topview" is committed to sustainable corporate development by developing green intelligent security surveillance products and continuously addressing climate change issues. Topview actively promotes energy conservation and carbon reduction. We also minimize various impact and emphasize social welfare. With integrity, Topview implements corporate governance across all aspects of its business. We take a responsible attitude to fulfill corporate social responsibilities, protecting the rights and interests of all stakeholders. creatinge greater value.

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About This Report

Review of 2023, as the world transited from COVID-19 prevention to reopening, the international political and economic situation changed rapidly, and the market fluctuated significantly. Our company continued responding to external changes with timely adjustments in our execution direction based on prudent and steady business principles. Looking ahead, the entire company will continue committing to improving the three aspects of Environmental, Social, and Governance (ESG) and striving for the sustainable development of the company. We invite all stakeholders to read Topview's 2023 Sustainability Report and hope that this report will disclose the company's sustainable management strategies and execution results in the three major areas of society, governance, and environment. At the same time, it will address the issues of concern to stakeholders regarding Topview's sustainable development. The "Sustainability Section" on our company's website presents Topview's efforts and achievements in various aspects of sustainable development in an open and transparent manner. The sustainability report is currently available in both Chinese and English and can be downloaded from the official corporate sustainability website. (URL: https://www.topviewcorp.com/posts/en/csr/)

Report Publication Date and Cycle:

Last Issuance Date: July 2023 | Current Issuance Date: July 2024 | Next Planned Issuance Date: July 2025

Report Scope and Boundaries

Geographical Scope：This report covers Topview Optronics' operational activities in Taiwan, including its headquarters in Taoyuan and offices in Taichung.

Time Scope：The data presented in this report spans from January 1, 2023, to December 31, 2023. Exceptions, if any, will be indicated in relevant sections.

Data Collection and Calculation

Data for the entire year of 2023 was collected based on the above report scope, and the formulas for indicators and data calculations are provided in the respective section notes. Financial performance data, such as figures related to income and expenses, have been verified by Deloitte Taiwan , a certified public accounting firm, and are presented in New Taiwan Dollars following generally accepted accounting principles (extracted from the annual report). Social, environmental, and quality performance data were compiled internally by relevant departments. Environmental performance data follows internationally recognized indicators, and any estimations will be clearly noted in the relevant sections.

Basis of the Report Data

Issuing Department	Based on Guidelines
1.Global Reporting Initiative (GRI)	GRI Standards
2.Sustainability Accounting Standards Board, SASB Standards	Electronic Manufacturing Services and Original Design Manufacturing
Taiwan Stock Exchange	Practical Guidelines for Sustainable Development of Listed and OTC Companies / Procedures for the Preparation and Reporting of Sustainability Reports by OTC Companies
United Nations (UN)	Global Compact / SDGs
Financial Stability Board (FSB)	Task Force on Climate-related Financial Disclosures, TCFD

Feedback and Contact Information

If you have any suggestions or inquiries, we welcome you to contact us. Topview Optronics highly values feedback from all stakeholders and looks forward to more interaction and communication. Contact information is as follows:

E-mail:csr@topviewcorp.com
topview website:http://www.topviewcorp.com

topview CSR website:
https://www.topviewcorp.com/posts/en/csr/

Reporting Quality Management Process

The content compilation and writing of the report are the responsibility of our company's Design, Verification, and Quality Systems Department. Any omissions are referred back to the respective unit supervisors for supplementation and confirmation to comply with GRI Standards: 2021, AA1000 Stakeholder Engagement Standard: 2015 (SES-2015), and the AA1000 Accountability Principles (AA1000AP-2018). The report has not been verified by a third party.

1 Compilation

- The data and content for the report are collected by each department and reviewed by the department heads. After the review, the information is submitted to the Quality Systems Department for compilation.

2 Compilation and Writing

- In compliance with the GRI Standards: 2021 (GRI Standards), AA1000 Stakeholder Engagement Standard: 2015 (SES-2015), and the AA1000 Accountability Principles (AA1000AP-2018). The report has not been verified by a third party.

3 Writing

- The data and content for the report are collected by each department. Any omissions are referred back to the respective unit supervisors for supplementation and confirmation. After review by the department heads, the information is submitted to the Sustainability Development Committee for compilation.
- Through an internal audit mechanism, we ensure the quality of data disclosure. The report has not yet undergone third-party verification.
- Financial-related information is based on data verified and disclosed publicly by certified accountants.
- Greenhouse gas emissions are disclosed based on self-audit results and have not yet been undergone by third- party verification.

4 Finalization

- The information related to this report is collected by each department and reviewed by the department heads. It is then submitted to the Sustainability Development Committee for compilation, preparation, and internal audit. The completed report is reviewed and confirmed by the Chairman before publication.

The structure of the report remains unchanged from the previous version. Any updates to the information in each section will be noted in the relevant text.

MESSAGE FROM THE CHAIRMAN

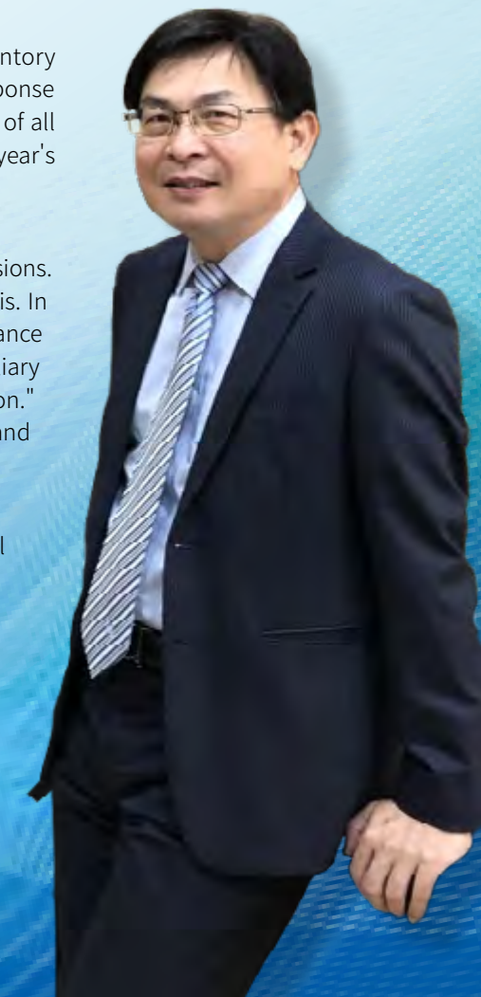
To All Partners Who Care About Topview

With the series of changes such as the US-China trade conflict, the Russia-Ukraine war, the Gaza war, and so on, the manufacturing industry has been affected by inflation, war, and geopolitical issues, and leaded to unstable supply of key components. To avoid disruption, the global supply chain is undergoing reorganization. Many companies have built up inventory during the pandemic as a strategy to cope with supply chain disruption.

Although the global supply chain has returned to normal, manufacturers are striving to digest the inventory accumulated during the pandemic due to the inventory pressure created by anticipating "de-inventory" process. Additionally, the ongoing impact of the US National Defense Authorization Act (NDAA) and the unexpected response from European governments as fast as expectation have led to decrease in orders and delay in shipments from major customers. However, through the concerted efforts of all company colleagues, we have strived to communicate with customers about shipments and explore new collaboration opportunities. While we have not surpassed last year's peak, our revenue and profit performance have still achieved better level than previous years.

In the face of global economic turbulence and rapid changes in the security industry, we are also acutely aware of the international trend towards net-zero carbon emissions. The United States is Taiwan's main export market, and the imminent US Clean Competition Act requires Taiwanese manufacturers to increase their awareness of the crisis. In addition to regularly auditing greenhouse gases and reporting progress to the board of directors, we are participating in the "Low-Carbon and Smart Transformation" guidance project promoted by the Industrial Development Bureau of the Ministry of Economic Affairs, enlisting experts and scholars to assist on-site. This involves using smart auxiliary devices to effectively improve production efficiency and identifying carbon emission hotspots to proceed in two phases: " reducing carbon first,andthen achieving low-carbon." Understanding carbon emissions now will serve as the basis for setting future carbon reduction targets and measures. Laying the foundation of smart transformation and carbon-reduction initiatives will help mitigate future carbon tariff risks-and enable the company to move toward sustainable development.

Looking ahead to the new year, challenges, such as inflation and electricity prices rising, will continue to cause difficulties for our operations. Our company will uphold the principles of ESG, integrating them into our business strategies. In addition to focusing on stakeholders and advocating for sustainable development, we will continue to combine internal and external resources for innovative technology development, strengthening our competitive advantage. We will also align with human resource optimization plans and enhance corporate governance to develop, create more opportunities, and work together to create a future of economic, social, and environmental prosperity.



Topview Chairman

Allan Lee

2023 topview ESG PERFORMANCE HIGHLIGHTS

topview follows the core philosophy of sustainable management, setting short-, medium-, and long-term sustainability goals across economic, environmental, and social dimensions. The company has been recognized for three consecutive years with the Taiwan Corporate Sustainability Awards (TCSA) - Sustainability Report Award. In 2023, Topview also received the highest honor, the Platinum Award, at the TCSA Sustainability Report Awards. The highlights of the company's ESG-related performance are as follows:

E Environmental

Green Management
Maintain the effectiveness of the IECQ QC 080000 Hazardous Substance Management System

90%
The completion rate of the environmental-related controlled substances survey has reached 90%

100%
The completion rate of packaging reduction to lower transportation carbon footprint has reached 100%

G Governancel

PLATINUM AWARD IN SUSTAINABILITY REPORTING
Honored with the Platinum Award in the Sustainability Report Awards by the Taiwan Institute for Sustainable Energy

BRONZE AWARD
EcoVadis Evaluation Bronze Award

100%
Achieved the target for internal control and risk management training for all employees

6~20%
Corporate Governance Evaluation Top 6-20%

S Social

100%
All employees have met the target for integrity behavior training

0 Cases
No employee grievance cases

0 Cases
Achieved the target of zero workplace accidents

2363 hours
Achieved the target for total employee training hours

TOPVIEW SUSTAINABLE MANAGEMENT

In the face of a challenging business environment, the company remains committed to corporate citizenship and promises to integrate organizational resources and strengths from the three major aspects of "Corporate Governance," "Environment," and "Society." We have established appropriate short-, medium-, and long-term development plans as our sustainability pillars. As a part of the global community, sustainable development must begin with our core values and align with the United Nations Sustainable Development Goals (SDGs). Therefore, we have integrated the UN SDGs into our organizational culture, setting relevant targets within our operational plans. We have developed measurable and timely goals and implemented corresponding sustainability actions.

Short-, Medium-, and Long-Term Corporate Sustainable Development Management

Performance Indicators and 2023 Results

Sustainability Aspects

Reduction of Energy Resources and Environmental Sustainability

United Nations Sustainable Development Goals (Corresponding SDGs Indicators)	Action Aspects	Performance Indicators	2023 Goals	2023 Achievement Status	2024 Goals	2030 Medium- and Long-Term Goals
9 Industry, Innovation and Infrastructure; 11 Sustainable Cities and Communities; 12 Responsible Consumption and Production; 13 Climate Action	Green Products	Reduce Energy Resource Consumption and Achieve Waste Reduction	Reduce the Processing Rate of Molded Parts ≦ 8%	Achieved 1.26% For details, see CH 3.1	≦ 8% (Compared to Similar Designed Products in the Past)	Cumulative Reduction 7%
		Products Meet HSF Requirements	Customer Complaints about HSF per Month = 0 (Annual Results, No Accumulation)	Achieved Monthly=0 Cases	Customer Complaints about HSF Monthly=0 Cases	Customer Complaints about HSF Monthly=0 Cases
	Green Operations	Reduce Electricity Consumption	Reduced by 1% Compared to the Previous Year (Based on 2021 as the Baseline Year)	Achieved	Not to Exceed the Target Set in 2021	5%
		Increase the Proportion of Waste Recycle	9%	Achieved Average 11.3%	9%	Cumulative Achievement 26.3%

Significance to Topview

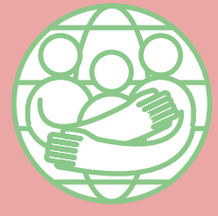
Green manufacturing is the cornerstone of the company's sustainable operations. The company is committed to becoming an environmentally friendly enterprise by not only implementing daily energy resource management and waste management but also improving products from the design stage to reduce harmful impacts on the environment.

Short-, Medium-, and Long-Term Corporate Sustainable Development Management

Performance Indicators and 2023 Results

Sustainability Aspects

Happy Workplace and Social Engagement



United Nations Sustainable Development Goals (Corresponding SDGs Indicators)	Action Aspects	Performance Indicators	2023 Goals	2023 Achievement Status	2024 Goals	2030 Medium- and Long-Term Goals
4 QUALITY EDUCATION	Talent Development	Education and Training Execution Rate %	70% (Annual Results, No Accumulation)	Achieved	Education and Training Execution 70% Achieved Monthly	Achieved Over 85%
3 GOOD HEALTH AND WELL-BEING	Healthy Development	Reduce the Number of Workplace Accidents (Cases)	Reduce the Number of Workplace Accidents 0 Cases per Month (Annual Results, No Accumulation)	Achieved Monthly= 0 Cases	Reduce the Number of Workplace Accidents 0 Cases per Month	0 Cases per Month

Significance to Topview

Providing a safe and healthy working environment and protecting employee rights are the foundations of sustainable corporate operations. Rooting in learning while creating the value of knowledge which enables employees to become the greatest competitive strength of the team, fostering a win-win situation. Therefore, starting from 2022, Topview has included the implementation status of education and training as part of its management objectives.

Significance to Topview

Provide a Safe and Healthy Working Environment and Protect Employee Rights

Short-, Medium-, and Long-Term Corporate Sustainable Development Management

Performance Indicators and 2023 Results

Sustainability Aspects

Economic Governance and Value Chain Management

United Nations Sustainable Development Goals (Corresponding SDGs Indicators)	Action Aspects	Performance Indicators	2023 Goals	2023 Achievement Status	2024 Goals	2030 Medium- and Long-Term Goals
12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 17 PARTNERSHIPS FOR THE GOALS	Sustainable Supply Chain	New Supplier Environmental, Safety, and Health Written Survey (%)	90% (This indicator reflects single-year results only, no cumulative data)	Achieved 90%	90%	Completion Rate of New Supplier Environmental, Safety, and Health Surveys Over 85%

Significance to Topview

Topview is committed to integrating sustainable development principles into all areas of company operations. In the procurement process, we consider not only economic benefits but also environmental and social impacts. We leverage our influence to lead suppliers in continuously improving their technology, quality, delivery time, environmental protection, safety, and hygiene, thereby creating a sustainable supply chain.

Short-, Medium-, and Long-Term Corporate Sustainable Development Management

Performance Indicators and 2023 Results

Sustainability Aspects

Economic Governance and Value Chain Management

United Nations Sustainable Development Goals (Corresponding SDGs Indicators)	Action Aspects	Performance Indicators	2023 Goals	2023 Achievement Status	2024 Goals	2030 Medium- and Long-Term Goals
8 DECENT WORK AND ECONOMIC GROWTH; 12 RESPONSIBLE CONSUMPTION AND PRODUCTION; 16 PEACE, JUSTICE AND STRONG INSTITUTIONS; 17 PARTNERSHIP FOR THE GOAL	Financial Performance	Corporate Governance Evaluation (%)	Top 6-20% (Annual Results, No Accumulation)	Achieved 100%	Maintain 6-20%	Achieve Sustainable Operations
		Significance to Topview	Committed to enhancing corporate governance, continuously improving operations and profitability to meet the interests of stakeholders.			
		Percentage of Employees Trained in Integrity Conduct Education and Training (%)	100% (Annual Results, No Accumulation)	Achieved 100%	100%	Annually 100%
		Significance to Topview	Prevent damage to the company's reputation and operations from corruption and bribery.			
		Customer Satisfaction Survey Results	85 Points (Annual Results, No Accumulation)	Not Achieved 81 Points (see Ch 3.2 for details	85 Points	Achieved 90 Points
		Significance to Topview	Strengthen global sustainable development partnerships, and strive to provide customers with satisfactory products and services.			

Note: Initially, the electricity performance indicator was calculated based on costs. However, considering that electricity costs are influenced by factors such as summer electricity usage and the cost of purchasing green electricity, it is more appropriate to disclose data based on electricity consumption in kilowatt-hours (kWh).

Chapter 1

ENTERPRISE SUSTAINABLE DEVELOPMENT BLUEPRINT

1.1 Company Overview P10

1.2 Stakeholder Engagement and Materiality P13

1 Enterprise Sustainable Development Blueprint

1.1 Company Profile.

Company Overview Topview Optronics Corp. (hereinafter referred to as Topview Optronics Corp.), headquartered in Taoyuan, Taiwan, operates a research and development center in Taichung. Taoyuan serves as the primary production base and operational hub. With over two decades of dedicated involvement in the surveillance industry, the company leverages its robust research and development team and refined manufacturing techniques to enhance the value of its existing products. Collaborating with renowned international partners from Europe, America, and Japan, the company's products are primarily distributed across regions such as the Americas, Europe, and Japan, among others.

Business Philosophy

『Happiness-Centric Enterprise』

- Upholding the spirit of prioritizing employee well-being to foster an organizational atmosphere.
- Sharing profits with employees, aligning company performance with individual achievements.
- Encouraging employees to innovate and explore new markets and ventures.

『Integrity-Centric Enterprise』

- Integrity is an essential work attitude and guiding principle for all colleagues.
- Coexisting and prospering with suppliers and partners.
- Commitment to serving customers and safeguarding their interests.

『Eternal Enterprise』

- Learning from century-old businesses in Europe and America.
- Continuously accumulating research and development capabilities to establish competitive advantages.
- Practicing corporate social responsibility and pursuing sustainable business operations for the company's enduring success.

ESG

topview

Topview Optronics Corporation Stock Symbol 6556

Date of Establishment	1994
Headquarters Address	10 DaCheng Rd., Taoyuan Dist., Taoyuan City, 33068,Taiwan. (Headquarters / Factory)
Other Operating Locations	1. R&D Center: 10F, No. 375, Wuquan Road, North District, Taichung City 2.MESSOA TECHNOLOGIES INC. : No. 10, Dacheng Road, Taoyuan District, Taoyuan City 33068, Taiwan 3.MEASSOA USA: 13611 12TH ST., UNIT B, CHINO, CA 91710 U.S.A
Registered Capital	400 million
Number of Employees	400
Company Website	https://www.topviewcorp.com/
Corporate Sustainability Area Website	https://www.topviewcorp.com/posts/tw/csr/
Main Products	1. Medium and high-end network surveillance cameras 2. Surveillance IP Camera application function (Application FW) customization 3. Surveillance Camera Speed Dome Accessories 4. EMS/OEM/ODM/JDM design, OEM production of safety monitoring system products 5. NVR network video recorder OEM production and remote monitoring image management software

Note 1: Topview's predecessor was Chong Ke Electronics, established in 1994. On October 1, 2010, it was officially renamed Topview Co., Ltd., and adopted 'Topview' as the company's new corporate identity system.

Operational Performance

Analysis of Revenue, Expenditure, and Profitability from the Individual Financial Reports for the Years 2018-2023 is detailed in the table below. Detailed company performance and financial information can be found on our company's official website and the Market Observation Post System (MOPS).

Our official website: https://www.topviewcorp.com/posts/en/investor_relations/

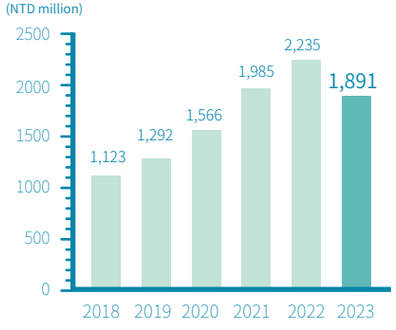
Public Information Observation System:https://mops.twse.com.tw/mops/web/t57sb01_q1

Topview Website

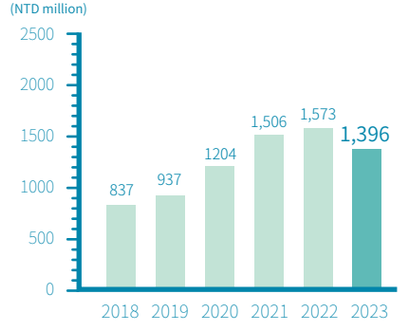
Public Information Observation Station

Annual	2018	2019	2020	2021	2022	2023
1 Net Revenue (in NTD millions)	1,123	1,292	1,566	1,985	2,235	1,891
2 Operating Costs (in NTD millions)	837	937	1,204	1,506	1,573	1,396
3 Net Profit Margin	2.86%	4.97%	4.10%	6.46%	12.74%	9.38%
4 Basic Earnings per Share (in NTD)	1.40	2.55	2.23	4.46	9.91	6.17
5 Debt-to-Asset Ratio	54.34%	46.76%	44.66%	49.86%	45.91%	33.23%
6 Long-Term Funding to Fixed Assets Ratio	132.12%	175.51%	160.69%	170.27%	196.53%	197.18%
7 Return on Assets (ROA)	2.19%	3.75%	3.54%	6.37%	12.40%	8.17%
8 Return on Equity (ROE)	3.83%	6.86%	6.14%	11.80%	23.35%	13.29%

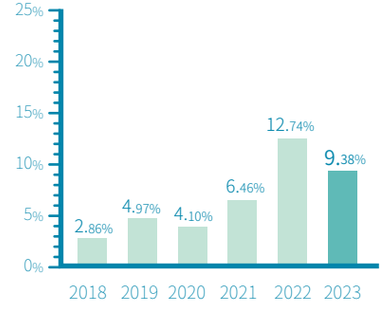
1 Net Revenue



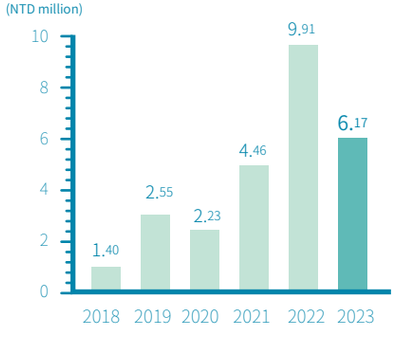
2 Operating Costs



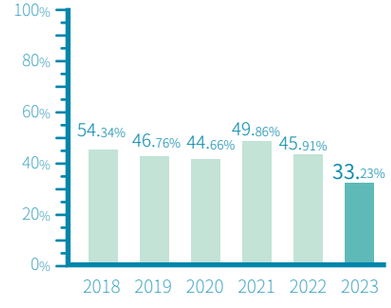
3 Net Profit Margin



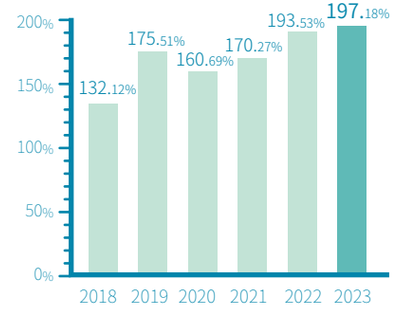
4 Basic Earnings per Share



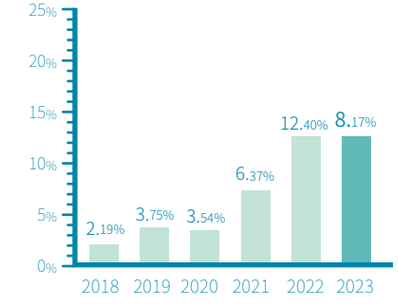
5 Debt-to-Asset Ratio



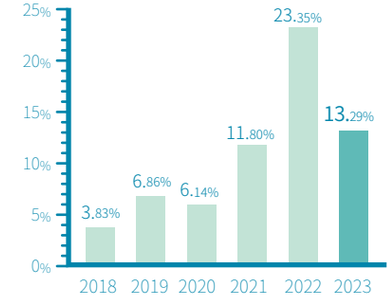
6 Long-Term Funds to Fixed Assets Ratio



7 Return on Assets



8 Return on Equity



Introduction of Development History

1994~2023

1994
Chongke Electronics was established and obtained safety certifications such as CE, FCC, and UL. At the same time, it received an ODM order from Japan's T Corporation, facilitating technical exchanges and expanding into the North American market.

1999
Passed the ISO 9001

2000
Delivery of ODM products for T Company from Japan, earns Topview the 1st leader of 2.2 mega pixels surveillance camera mass production

Delivery of ODM products for T Company from Japan, earns Topview the 1st leader of 3.3 mega pixels surveillance camera mass productionin Taiwan.

Obtained the ODM order placed by S Company from Japan, and founded manufacturing plant in Kunshan, China.

2001
Obtained the order placed by S Company from German, and initiated developing both the vandal-proof dome and day-night surveillance cameras.

2002
The 1st one who passed the Green Partner certificate by S Company, Japan.

Jointly developed IP cameras with T Company from Japan, and passed the ISO certificate concurrently.

The 1st SMT line was newly implemented.

2003
SMT line earns the recognition of lead-free production by S Company, Japan.

Notes, the systematic operating system, was newly introduced.

2004
The U-line was introduced for low-volume, varied production.

2005
The ERP-TITOP system was introduced.

2006
Obtained the order placed by the well-known H Company from America.

2007
The world first one pioneering the rollout of colorful and defog traffic surveillance camera.

Obtained the ODM order placed by Digital China in Mainland China.

2009
Officially renamed to Topview Optronics Corporation.

Obtained the ODM order placed by Haier Group from China.

Obtained the ODM order placed by the B Company from German.

2010
The 2nd SMT line was newly added.

2011
Obtained the ODM order placed by the famous P Company from America.

2012
The acquisition of brandnew

2013
The entire production lines were integrated intoTaoyuan manufacturing plant and launched in full operation in Nov..

2014
The Taoyuan factory has implemented the Shop floor and eRMA management systems.

In August, the initial public offering of stocks was successfully carried out.

In November, the first Audit Committee and the first Compensation Committee were established.

2015
Topview was listed on the Emerging Stock Board in January.

Participated in the ISC WEST 2016 and debuted 8M BOX camera built in next generation compression technology H.265 in April.

Debuted first generation Intelligent Video Analytics in November.

2016
in Oct. Topview is listed on Taipei emerging stock exchange. (Code:6556)

Topview CSR practice win the silver medal from EcoVadis Sustainability ratings and scorecards.

2017
Transition to 2015 version of ISO 9001 and ISO 14001.

2018
Joined Qisda Group in August.

Passed ISO 45001 certification in September.

2019
Add the third SMT production line

2020
In Jun. proceeded RBA NON-VAP verification

In Sep. Passed IECQ QC080000 verificatio.

In Oct. Won TCSA Sustainability Report

2021
In November. Awarded the TCSA Sustainability Report Award - Silver Award

In December. Received the Qisda Outstanding Supplier Sustainability Award
Received the J Corporation Supplier Excellence in Execution Award

2022
November. Awarded the TCSA Sustainability Report Award - Platinum Award

2023

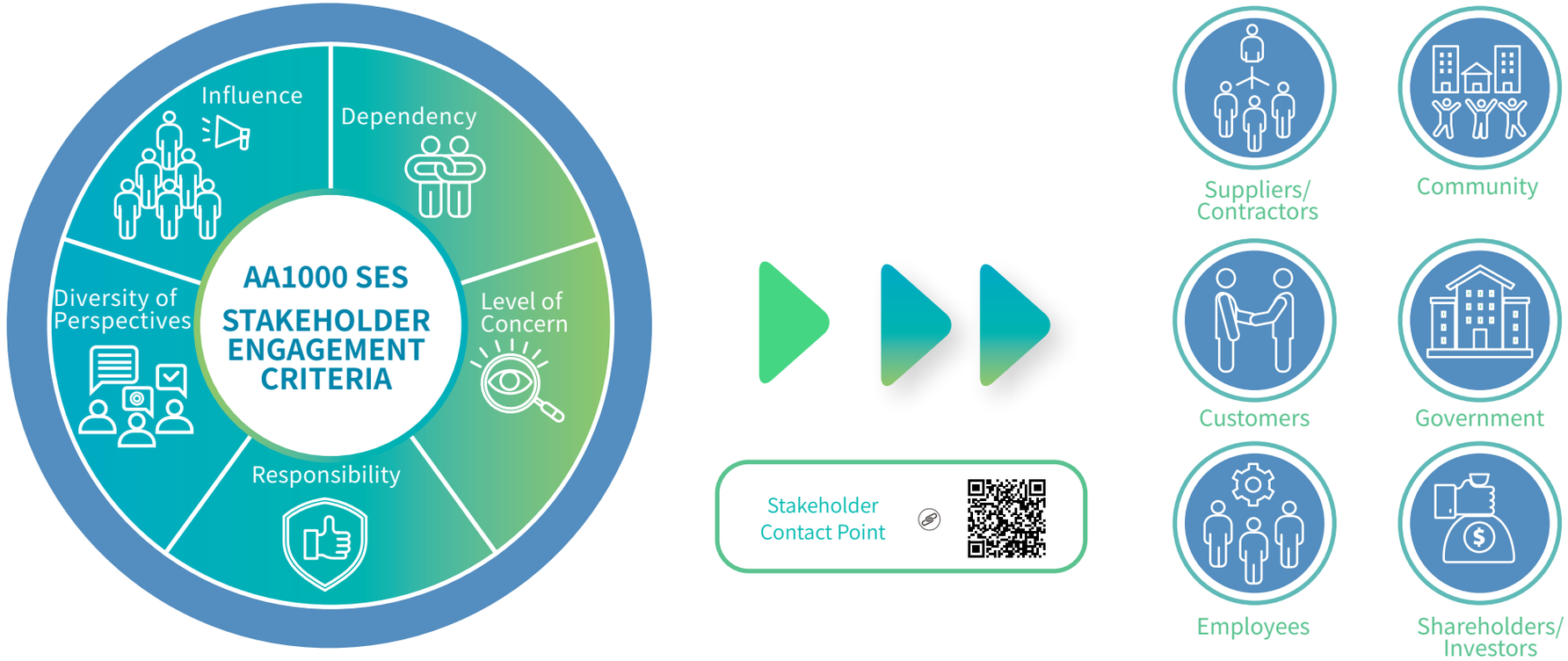
Start topview

1.2 Stakeholder Engagement and Materiality Analysis

Identification of Stakeholders

Gaining the trust and support of stakeholders is the driving force behind the sustainable development of our company, Topview Optronics Corp. To ensure a representative set of stakeholders, we utilize the five dimensions of the AA1000 Stakeholder Engagement Standard: "Dependency," "Influence," "Level of Concern," "Responsibility," and "Diversity of Perspectives" to assess and identify six categories of stakeholder groups. These groups include employees, customers, suppliers/contractors, investors (shareholders), government, and the community.

Annually, we supplement this approach with a relevance assessment to review stakeholder questionnaire responses. We examine the issues that stakeholders are concerned about, the effectiveness of communication, the implementation process, and the outcomes of communication. We then report these findings to the board of directors.



Stakeholder's communication channels

Enterprises seeking sustainable development must understand the ideas of stakeholders. The issues concerned by each stakeholder group have a certain degree of impact on the sustainable development of Topview. Based on the definition of stakeholders, Topview identified the main stakeholders and summarized six main stakeholder groups: employees, customers, investors, suppliers, communities and government units.

In addition to maintaining interaction with stakeholders in various forms for daily business, Topview also has an external communication mailbox csr@topviewcorp.com on the official website, which is the most basic communication channel between stakeholders and the company. This communication mailbox is managed by special personnel, and mail is distributed to the responsible unit for processing according to the category. In addition, for the main concerns of stakeholders, the CSR report summarizes the information to provide stakeholders for reference.

Stakeholders Current Employee

Responding Chapter
- CH 4.2 Employee Profile
- CH 4.3 Salary
- CH 4.4 Talent Cultivation and Development
- CH 4.5 Employee Benefits
- CH 4.6 Occupational Health and Safety

Meaning of Interest Party for Organization

Employees are the most valuable assets of the company. By enhancing their morale and improving their professional knowledge and skills, we aim to boost the company's competitiveness and achieve mutual growth and prosperity in tandem with the sustainable development of the company.

Focus Topic

Labor relations, salaries, talent cultivation and development, welfare activities, and occupational health and safety.

Negotation Result

1. In 2023, the total training hours at Topview Dentsu reached 2,363 hours, with a total of 1,330 participants. The average training hours per employee in 2023 were 1.78 hours.
2. The Welfare Committee is re-elected every two years.
3. Labor meetings were held quarterly in 2023, for a total of 4 meetings.
4. Two performance reviews were conducted with employees.
5. Health check-ups were organized in 2023.

Communication Channel	Frequency
Educational Trainning	According to educational tranning plan
HR Email address HR@topviewcorp.com	Irregularly
Welfare Committee	Irregularly
Labor-Management Meetings	Quarterly
Health Check-up	Once every 2 years
Performance Review Meetings	Twice a year

Stakeholders: Investors - Shareholders

Responding Chapter
- CH 1.1 Company Overview
- CH 1.2 Stakeholder Engagement and Materiality Analysis

Meaning of Interest Party for Organization

Proactively communicate the company's operations and financial status to shareholders, safeguarding their interests.

Focus Topic

Corporate governance, financial performance updates, and operational status.

Negotation Result

- Board of Directors and Audit Committee Reports (5 times)
- Shareholders' Meetings (1 time)
- Corporate Briefing Sessions (1 time)
- Public Information Observation System (Irregular)
- Spokesperson System (Irregular)
- Company Website and Investor Relations Email (Irregular)
- Financial and Business-related information is disclosed irregularly through announcements or press releases and is also available on the company's official website.

Communication Channel	Frequency
Financial Statements	Irregularly
Company Official Website	Irregularly
Investor Conference	Once every 3 years
Shareholders' Meeting	Once a year
Annual Report Publication Corporate Sustainability Report	Once a year
Public Information Observation Station	Irregularly
Shareholder Inbox: pr@topviewcorp.com	Irregularly

Stakeholders: Customers - Brand Customers

Responding Chapter
- CH 3.1 Green Products and Carbon Reduction Design
- CH 3.2 Customer Service and Product Quality
- CH 3.3 Value Chain Management

Meaning of Interest Party for Organization

Listening to customer needs and assisting them in problem-solving to enhance customer satisfaction is the company's top priority.

Focus Topic

Quality service, product safety, green product design, carbon reduction, customer privacy protection, and product liability compliance.

Negotation Result

The average customer satisfaction score for the year 2023 was **81**

Communication Channel	Frequency
Customer Audit	Irregularly
Customer Satisfaction Survey	Once a year
Business Correspondence Window	Irregularly
Senior Executives / Sales Personnel Interviews and Meetings	Irregularly
Sales Email: sales.camera@topviewcorp.com	Irregularly

Stakeholders: Suppliers/Contractors

Responding Chapter
- CH 2.3 Integrity and Fair Trade Practices
- CH 3.3 Value Chain Management
- CH 3.1 Green Products and Carbon Reduction Design

Meaning of Interest Party for Organization

Sustainable supply chain management has always been a continuous goal as it enables the provision of products and services to customers through the collaboration of suppliers and contractors.

Focus Topic

Anti-corruption, fair trade, risk management, prohibition of hazardous substances, and conflict minerals.

Negotation Result

1.New supplier environmental, safety, and health management questionnaire survey completion rate reached **100**%.

2.Annual supplier audit completion rate achieved **100**%.

Communication Channel	Frequency
Supplier survey	Irregularly
Procurement contact window	Irregularly
Complaint mailbox	Irregularly
Supplier EC platform	Irregularly
On-site audit	Annual evaluation once per year

Stakeholders: Government Agencies

Responding Chapter
- Sustainability Report
- CH 2.2 Corporate Governance
- CH 4 Employee Care and Social Engagement
- CH 5 Environmental Sustainability and Carbon Management

Meaning of Interest Party for Organization

Compliance with government regulations is the minimum requirement for business operations. TopView Corporation has established relevant management systems and undergoes audits by internal and external verification units to ensure the compliance of our business practices.

Focus Topic

Legal compliance, environmental protection, labor rights, and corporate governance.

Negotation Result

For issues related to environmental health and safety, human resources, and others, there are approximately 10 communication instances per year (including spot checks, visits, written communications, and labor inspections).

Communication Channel	Frequency
Spot check	Irregularly
Site visit	Irregularly
Correspondence	Irregularly
Labor inspection	Irregularly

Stakeholders: Community

Meaning of Interest Party for Organization

With the spirit of "care and contribution" as the foundation, we gather the love and cooperation of numerous employees and integrate various local care projects initiated by the group. Through concrete actions, we actively fulfill our corporate social responsibility and give back to society.

Negotation Result

1. Financial and business-related information is periodically released through announcements or press releases and is also available on the company's official website for disclosure.
2. We continue to sponsor Li Shin Foundation, Christian Salvation Service, and other related social welfare organizations.

	Focus Topic	Communication Channel	Frequency	Responding Chapter
Environmental organizations	Pollution Control Strategy	External Communication Email Address	Irregularly	CH 5 Environmental Sustainability and Carbon Management
Media	Company financial information, operational status, and corporate social responsibility (CSR)	Company official website Irregular press conferences Irregular media interviews Irregular press releases	Irregularly	CH 1.1 Company Overview Sustainability Report
General public	Environmental protection, public welfare activities	Company official website Media news External communication mailbox csr@topviewcorp.com Integrity mailbox section honest@topviewcorp.com	Irregularly	CH 4.7 Social Care and Engagement CH 5 Environmental Sustainability and Carbon Management

Major theme identification and analysis

To ensure that the content of the disclosed sustainability report aligns with the expectations and needs of stakeholders and achieves effective communication of sustainable information, our company has developed a materiality analysis framework based on the GRI Standards, AA 1000 SES Stakeholder Engagement Standard, and AA 1000 AP Accountability Standard. This framework aims to identify significant sustainability issues and understand which issues are of primary concern to stakeholders and could have a substantial impact on the company's operations. It serves as a foundational reference for compiling the report and facilitating effective communication with stakeholders.

The materiality analysis is not only applied to the compilation of non-financial reports but also serves as a reference for the company in formulating long-term sustainability goals and strategies. Through stakeholder feedback, we gauge their level of concern regarding sustainability issues for Topview Optronics Corp. In assessing the operational impact of sustainability issues, we have ultimately identified eight major issues. These issues will serve as the company's priority agenda for driving corporate sustainability and establishing long-term sustainability management objectives.

Step 1 Inclusiveness

Proactively identifying stakeholders involves recognizing internal and external groups or individuals that are significantly affected by the company's activities, products, and services. This enables the company to establish a formal stakeholder engagement strategy and develop strategies to respond to these entities.

Step 2 Materiality

Following the requirements of the GRI Guidelines, we base the importance of issues on the perspectives of "stakeholder concern" and "organizational operational impact." To achieve this, we conducted a questionnaire survey through our website to gather stakeholder feedback and involved senior executives in assessing the impact of issues on the organization's operations. This process determines the significance and relevance of the identified issues.

Step 3 Responsiveness

Based on the results of the materiality analysis, and grounded in the GRI framework and indicators, we extend our efforts to address the diverse sustainability information needs and disclosure expectations of various stakeholders. We enhance the transparency of sustainability issues across different communication platforms such as sustainability reports, annual reports, and our corporate website.

Step 4 Impact

Commitment is the key to unlocking the impactful sustainability of a business. We have established annual goals to address significant issues, and we regularly monitor the achievement of these goals and disclose the outcomes of our goal management efforts.

Due Diligence

Through a stakeholder communication mechanism, we regularly or occasionally engage with stakeholders through various channels to conduct mutual communication. This aims to perform due diligence on issues related to environmental, social (including human rights), and corporate governance dimensions. The goal is to accurately identify, prevent, mitigate, and explain the actual or potential negative impacts and positive influences of these issues. If an impact has already been identified, we will assess the response measures based on the manner in which the negative impact occurred. Relevant policies, including due diligence and precautionary principles, aim to address actual negative impacts through remediation and address potential negative impacts through prevention or mitigation.

Identification of significant topics

1 Integrating ESG-related issues:

◆ Based on the GRI's Sustainability Reporting Standards with 33 main topics, SASB's Electronic Manufacturing Services and Original Design Manufacturing Standards, and domestic and international industry trends in sustainable development.

2 Major Issue Survey

◆ The company website hosted an online survey, collecting a total of 49 responses, distributed as follows.

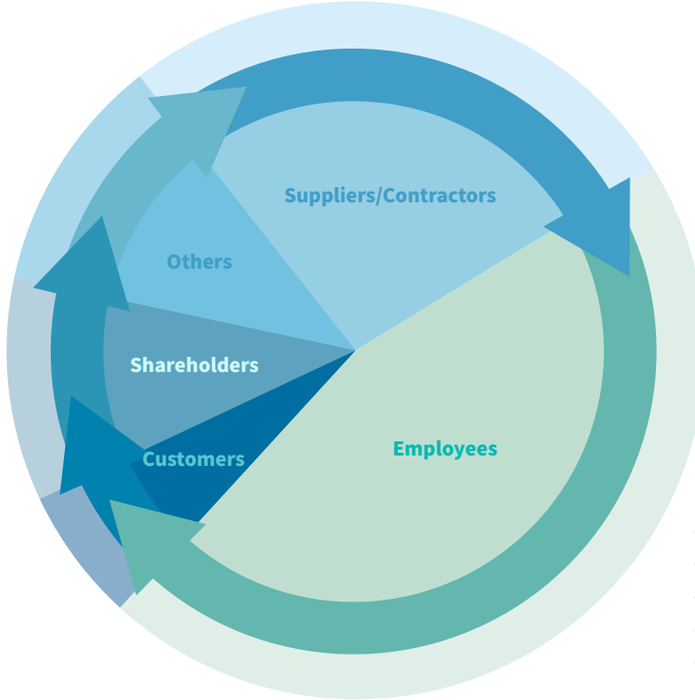
◆ The survey examined the level of concern among different stakeholder groups regarding various ESG issues.

3 Identification of Major Issues

◆ Conducting discussions, assessments, and judgments based on the two dimensions of "stakeholder concern" and "company impact" for each ESG issue to identify 8 major issues.

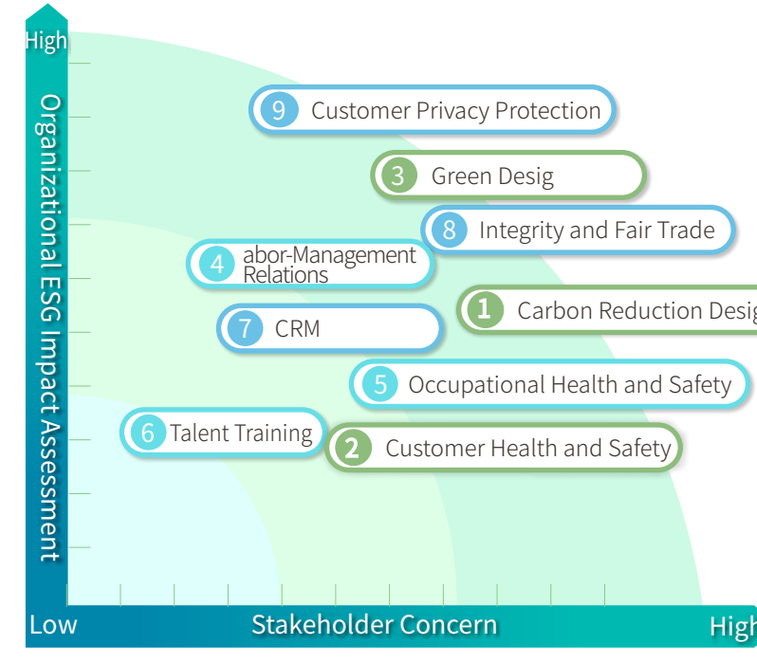
4 Management and Disclosure of Major Themes

◆ 8 major issues and their execution information are appropriately disclosed in the corresponding sections of this report to address the concerns of different stakeholders.



- Suppliers/Contractors: 13
- Employees: 22
- Customers: 3
- Shareholders: 5
- Others: 6

Materiality Matrix Chart



Environment
1 Carbon Reduction Design
2 Customer Health and Safety
3 Green Desig

Social
4 Labor-Management Relations
5 Occupational Health and Safety
6 Talent Training

Governance
7 Customer Relationship Management (CRM)
8 Integrity and Fair
9 Customer Privacy Protection

Major Theme Management

Based on the assessment of the impact of stakeholders' concerns on the company, the following 8 major themes are identified through cross-analysis as having significant impact on the company.

● Direct Impact ◎ Indirect Impact

ESG	Item	Aspect	Major Theme	Significance to Topview	Impact Boundaries: Inside the organization	Outside the organization: Customers	Outside the organization: Investors/Shareholders	Outside the organization: Supplier/Contractor	GRI Standard Correspondence	SDGs Correspondence	Correspondence of Objectives and Management Policies with Chapters
E	1	Environment	Customer Health and Safety	Topview Dentsu is committed to promoting various management systems to design and manufacture products that comply with regulatory and customer health and safety requirements."	●	●		◎	GRI-416-1 GRI-416-2	7 Affordable and Clean Energy 9 Industry, Innovation and Infrastructure 12 Responsible Consumption and Production	3.1 Green products and carbon reduction design.
E	2	Environment	Carbon Reduction Design	"Energy conservation and carbon reduction have become key issues of international and governmental concern. To reduce energy consumption and greenhouse gas emissions, the company must develop relevant strategies to maintain its competitiveness."	●	●	◎		GRI-302-1 GRI-302-4 GRI-302-5 GRI-305-1 GRI-305-2 GRI-305-5		3.1 Green products and carbon reduction design. 5.2 Energy management.
E	3	Environment	Green Desig	At the initial design stage, we begin evaluating the potential environmental impacts and risks of the product/parts throughout their life cycle. From the design source, we ensure that the parts comply with the regulatory requirements of the sales region, while reducing carbon emissions and environmental impact to align with the concept of green products.	●	●	●	◎	Specific to Topview Dentsu		3.1 Green products and carbon reduction design.
S	4	Social	Labor-Management Relations	To maintain a positive labor-management relationship, the company has established open and effective communication channels. This allows employees to stay informed about company updates in a timely manner and encourages them to offer suggestions regarding the overall operation and development of the company, providing valuable input for decision-makers.	●	◎	◎	◎	GRI-409-1	3 Good Health and Well-Being	4.1 Labor-Management Relations
S	5	Social	Customer Privacy Protection	If customer privacy is compromised, it may lead to decreased customer loyalty and satisfaction, negative impacts on business and reputation, and even serious consequences such as legal disputes. Therefore, it is essential to ensure that customer privacy is respected and protected.	●	●	◎	●	GRI-418-1	5 Gender Equality	3.2 Customer Service and Product Quality
S	6	Social	Customer Relationship Management (CRM)	ustomer demands are the driving force behind the company's growth. Topview Dentsu prioritizes enhancing customer satisfaction and is committed to providing the best service and superior quality, thereby improving the company's operational performance and core competitiveness.	●	●	●	●	GRI-417-1 GRI-417-2	10 Reduced Inequalities	3.2 Customer Service and Product Quality

● Direct Impact ◎ Indirect Impact

ESG	Item	Aspect	Major Theme	Significance to Topview	Impact Boundaries: Inside the organization	Outside the organization: Customers	Outside the organization: Investors/Shareholders	Outside the organization: Supplier/Contractor	GRI Standard Correspondence	SDGs Correspondence	Correspondence of Objectives and Management Policies with Chapters
G	7	Governance	Integrity and Fair Trade	To prevent issues of dishonesty from damaging trust with business partners, lowering employee morale, and causing company losses, Topview Dentsu has established relevant regulations to ensure that all members of the company adhere to the highest standards of conduct in business activities.	●	●	●		Specific to Topview Dentsu	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	2.3 Integrity and Fair Business Practices
	8		Occupational Health and Safety	Through the Environmental, Safety, and Health Management Committee, occupational safety and health matters are promoted to ensure that every employee can complete their tasks safely, while effectively implementing all safety, health, and hygiene requirements.	●	◎	◎		GRI-403-		4.6 Occupational Health and Safety

Explanation of the differences from the material issues in 2022

Material Topics" or "Key Issues	Adjustment Methods" or "Approach to Adjustments	Adjustment Explanation" or "Explanation of Adjustments
Green Design	Adjusted Target Content	The original performance indicators focused on simplifying product packaging and designing energy-efficient products. For packaging simplification, for instance, product manuals were reduced from bound booklets to single-page prints, a change that has been implemented across the entire product line. In terms of energy-efficient products, compared to those available on the market at the same time and in line with customer application conditions, our efforts over the past few years have brought us close to optimal conditions. As a result, after internal discussions, it was decided to adjust the indicators. The revised focus is on reducing environmental impact. In the design of new products, the goal is to reduce the amount of waste generated during the production and processing stages, aiming for improvements in environmental sustainability.

Chapter 2

INTEGRITY MANAGEMENT AND STRATEGIC LAYOUT

2.1 Product Innovation and Service Scope P23

2.2 Corporate Governance P27

2.3 Integrity and Fair Trade Practices P32

2.4 Information Security Management P35

2.5 Risk Management P37

2 Integrity Governance and Strategic Positioning

The driving force behind the security and control brand factory-Topview Optronics Corp

Topview Optronics Corp., the driving force behind leading security control brands, has been dedicated to the research and development as well as manufacturing of mid-to-high-end security control products since its inception. With over two decades of accumulated experience in R&D and manufacturing, the company has pioneered a unique and highly customized development approach in the security control industry, providing tailor-made hardware and software design solutions for frontline and second-line brand customers worldwide. Building long-term alliances with first-line brand customers in Europe, America, and Japan, Topview Optronics Corp. has established clear business models and market competitiveness differentiation.

Internally, the company continues to undergo digital transformation to systematize and digitize manufacturing management, ensuring design quality. This success has enabled its clients to maintain relative competitive advantages in the face of the surge of Chinese products entering the global market, leading to mutual growth and win-win situations.

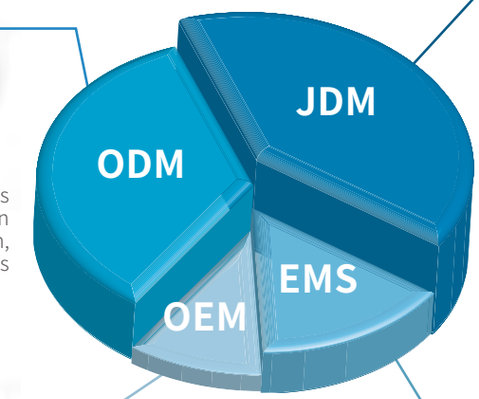
2.1 Product Innovation and Service Scope

Business Model

Topview Optronics Corp.'s greatest competitive advantage lies in its diverse and extensive product offerings, adopting a strategy of small quantities with high diversity to create niche markets. The company actively invests in research and development and integrates with system integrators, aiming to become a key provider of products and technologies in the Internet of Things (IoT) industry based on 5G and AIoT, thus enabling diverse smart applications for its customers.

Products designed and produced under the ODM/JDM axes make up 70% of the overall revenue. These products consistently act as the driving force behind top-tier brands in the industry, showcasing Topview Optronics Corp.'s powerful hardware and software research and development capabilities. It serves as a strong pillar that the company can take pride in. Additionally, by providing flexible customization services and platform integration capabilities, the cooperation with first-line brands in the JDM aspect is showing a growing trend.

The proportion of operating models in cooperation between Topview Electronics and its customers.



ODM Commissioned design **35%**

Original Design Manufacturer - Customers specify the specifications, and they commission Topview Optronics Corp. to conduct research, development, and production. This accounts for 35% of the total revenue.

JDM Joint development **40%**

Joint Design Manufacturer - Both parties collaborate to develop products, and ultimately, Topview Optronics Corp. takes charge of production. This accounts for 40% of the total revenue.

OEM Neutral **10%**

Original Equipment Manufacturer - Topview Optronics Corp. plans the product line and conducts research and development, producing the products under the customer's own brand for private labeling and selling. This accounts for 10% of the total revenue.

EMS Providing pure OEM production **15%**

Electronic Manufacturing Services - Customers independently conduct research and development, and then contract Topview Optronics Corp. for pure manufacturing assistance to produce the products. This accounts for 15% of the total revenue.

Industry Trend - Current Status of the Security Control Industry

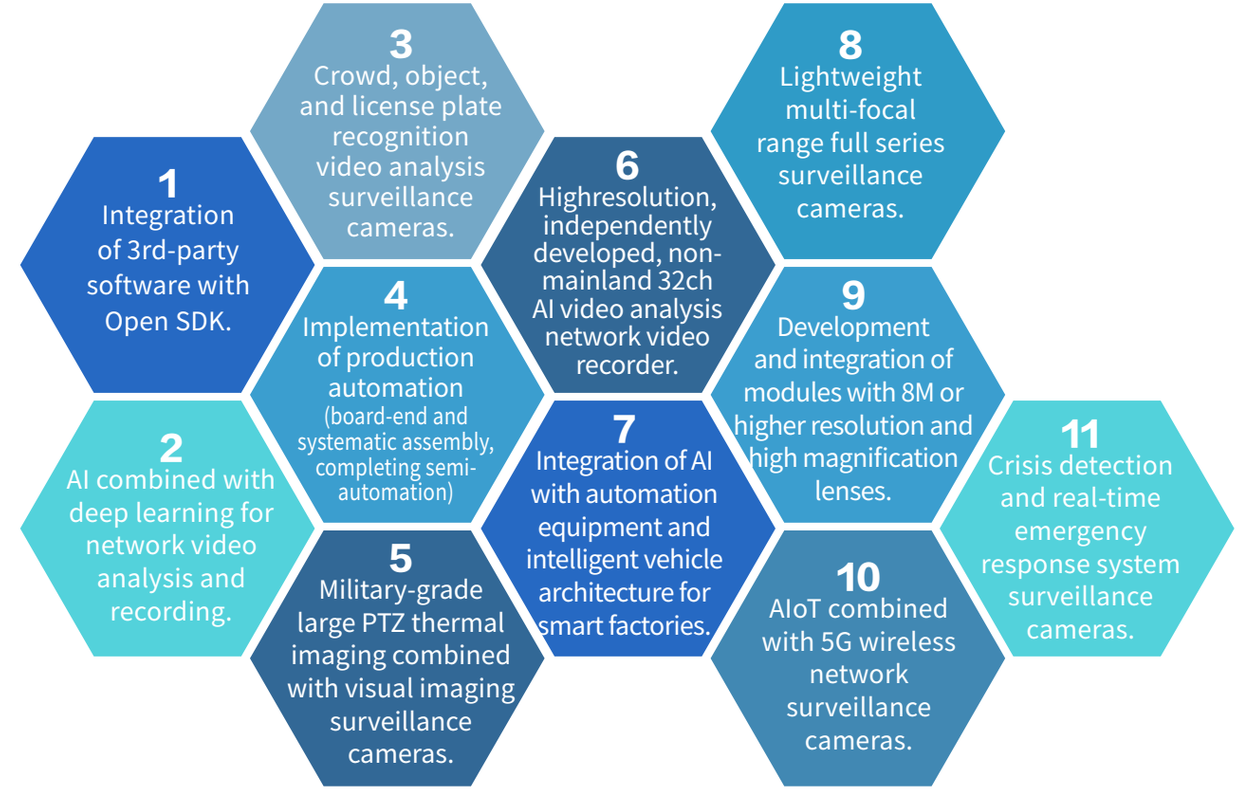
With the rise of the Internet of Things (IoT), the application of video surveillance in the security control industry is expanding rapidly. Numerous market research reports indicate that the video surveillance market is projected to achieve a compound annual growth rate of 16.56% from 2015 to 2022. Reports also suggest that network cameras (IP Cameras) are the main driving force behind the overall industry growth. The continuous development, concretization, and commercialization of IoT also bring new opportunities to the security control industry.

As a result, various governments have actively promoted the integration of IoT concepts into numerous sectors, including industry, government, and academia. Major multinational corporations have also increased their investments in research and development related to artificial intelligence and IoT technologies.

AI Intelligent Analysis

In response to customer demands, Topview Optronics Corp. began developing a series of image analysis technologies as early as 2016 to meet market needs. Since then, continuous improvement has been made to make surveillance management more convenient and automated. The intelligent analysis provides image management, search, and analysis functions, including object behavior detection, target recognition in images, and other methods, allowing for the expansion of image content applications based on customer requirements.

In line with the rapid development of AI technology in recent years and its relevant applications in the security control field, Topview Optronics Corp. has actively invested in the development of AI-related technologies. The company aims to not only expand the application scope of surveillance products but also to be a driving force for future industry growth through intelligent analysis capabilities.



H.265 High-Quality Video Compression Solution

Topview Optronics Corp. has developed the Enhanced H.265 compression technology, which further improves compression efficiency. The combination of high-quality images and efficient compression technology has enabled Topview Optronics Corp. to master the key to the digital security control field, allowing customers to significantly reduce their bandwidth and storage space requirements.

Diverse Product Line

Topview Optronics Corp. utilizes DSP components and raw materials from well-known manufacturers in Taiwan, the United States, and Japan. Through centralized procurement, strengthened negotiations, reduced inventory risks, and semi-automated production processes, the company delivers the most efficient, highest quality, and cost-effective products to its customers. Leveraging these favorable competitive conditions and a diverse product line, Topview Optronics Corp. has earned the trust and favor of its customers.

Special Application Cameras

As a professional security control product manufacturer, Topview Optronics Corp. not only focuses on high-definition and high-quality network cameras as its main products but also develops specialized cameras tailored to different application environments based on customer needs. This comprehensive approach allows the company to fully meet the diverse requirements of its customers.

NVR

With the development of the Internet of Things (IoT) trend, Topview Dentsu fully leverages its strengths in imaging and audio technologies to enhance hardware and software R&D, particularly in NVRs (Network Video Recorders), and expands strategic alliances with global hardware and software partners. By optimizing system applications and technology integration, the company is better positioned to meet the needs of users across various markets.

PTZ

Offers a clear 360 ° rotating field of view, minimizing blind spots in monitoring and reducing the number of required cameras. Whether it's a full field of view from 90° tilt to -20° , or 4K high-definition, it provides flexible configuration for various settings.

Discreet

Covert design with a separate camera lens and body, making the camera lens more compact for discreet surveillance without compromising security functionalities.

Multi Sensor

Multi-sensor surveillance cameras feature wide coverage, high-resolution imaging, flexible installation, reduced blind spots, built-in intelligent analytics, bandwidth and storage savings, and simplified management, making them ideal for efficient monitoring of large open spaces.

Specialty

To meet the ever-changing application scenarios, Topview Optronics Corp. continuously develops cameras with special designs or functions. For instance, onboard cameras for use on moving vehicles or corner cameras for high-security locations such as prisons, ensuring customers have better and more suitable products for different special application environments.

Future Product Planning

Topview Optronics Corp.'s R&D team upholds the spirit of continuous innovation and excellence. Building upon its rich product line, the company incorporates advanced DSP components and processes from Taiwan and the United States, along with mature software development capabilities, to continuously enhance product performance and diversity. This enables customers to apply our products in various settings.

In terms of future security control product development, the company aims to not only improve existing security cameras and intelligent image analysis and IoT integration but also invest in related security solution products. These may include Network Video Recorders (NVRs), Video Management Software (VMS), and intelligent access control management systems. Providing a comprehensive and diverse product selection for downstream system integrators to meet the demand for one-stop shopping services for customers.

Sustainable Application Cases

2.2 Corporate Governance

Topview Dentsu follows the Corporate Governance Best Practice Principles and the Ethical Corporate Management Best Practice Principles for listed companies, establishing an effective governance structure to strengthen corporate governance. By resolution of the Board of Directors, Topview Dentsu has adopted relevant regulations, including the 'Corporate Governance Best Practice Principles,' 'Sustainable Development Best Practice Principles,' 'Ethical Corporate Management Best Practice Principles,' and the 'Code of Ethical Conduct for Directors and Managers.' The company has also authorized the Sustainable Development Committee to propose and implement sustainable development policies, systems, or relevant management guidelines and specific action plans. The committee reports the company's annual corporate sustainability performance and ethical management practices to the Board, facilitating communication with the directors on related issues. In the event of any negative impact on stakeholders, the responsible unit is required to report the situation and proposed solutions to the Board of Directors. 「Sustainable Development Best Practice」

0 corruption incidents

Corporate Governance Evaluation
Target achieved

Material Topic Management Approach

Major	Stakeholders	2022 Management Goals	2022 Goal Achievement Status	2024 Management Goals
Corporate Governance	Government Shareholders	Maintain the company's corporate governance evaluation ranking within the top 6-20%	**Target Achieved**	Maintain the company's corporate governance evaluation ranking within the top 6-20%
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Finance and Accounting	Cross-departmental collaboration to execute projects	1. Preventive measures and related regulations established by the company. 2. Internal control and operational procedures that each unit follows according to relevant internal control guidelines. 3. Regular annual general business audit items conducted by the audit department.	Present results during the management meeting.

Governance Structure

The Board of Directors is the highest governing body at Topview Dentsu, under which the Audit Committee and the Compensation Committee (hereafter referred to as the "Compensation Committee") operate. Both committees are composed of independent directors, who review relevant proposals and assist the Board in its operations and functions. Additionally, there is a Risk Management Committee and a Sustainable Development Committee, which regularly report to the Board on risk management operations and the company's performance in economic, environmental, and social issues, providing reference information and advice for decision-making.

Topview Dentsu's Board has appointed the General Manager as the Corporate Governance Officer, and personnel from the Finance Department serve as corporate governance staff, responsible for executing governance-related tasks. These include handling matters related to Board and Shareholders' meetings in accordance with the law, preparing meeting minutes, assisting directors with onboarding and continuing education, providing necessary information for directors to perform their duties, ensuring compliance with legal regulations, and other tasks outlined in the company's bylaws.

For details on the composition of the Board and the functioning of the committees, please refer to the"Corporate Governance Report" in the Topview Dentsu 2023 Annual Report.

Corporate Governance Evaluation

In recent years, the Financial Supervisory Commission (FSC) has emphasized corporate governance by including it as a key evaluation item. Topview Dentsu actively reviews the risks it faces internally by evaluating its performance in areas such as "protecting shareholder rights," "enhancing the structure and operations of the Board of Directors," "increasing information transparency," and "promoting sustainable development." The company continually seeks improvement strategies to strengthen its governance framework.

For five consecutive years, Topview Dentsu's corporate governance evaluation results have ranked within the top 6-20%. The company continues to assess the feasibility of future improvements in areas that are not yet fully optimized, actively implementing measures to improve scores and enhance the company' s overall image.

The Board of Directors

The current Board consists of 6 members, including 2 independent directors, 2 female directors, and 2 directors who are also employees. The Board is responsible for guiding company strategy, overseeing management, and being accountable to the company and its shareholders. In 2023, the company held 5 Board meetings, with an average attendance rate of 100%, reflecting the governance system's efficient operations and arrangements.

Functional Committees

Audit Committee

(Composed of 3 independent directors)

2023 attendance rate:

100%

Number of complaints: **0**

Compensation Committee

(Composed of 3 independent directors)

2023 attendance rate:

100%

Risk Committee

Operating Status

1. Supervise the fair presentation of the company's financial statements, the appointment or dismissal of the certified public accountant, and assess their independence and performance.
2. Ensure the effective implementation of the company's internal controls.
3. Oversee the company's compliance with relevant laws and regulations and the management of existing or potential risks.
4. 2023 operational details: A total of 4 meetings were held, with an average attendance rate of 100%.
5. The company has established an "Audit Committee Mailbox" (audit@topviewcorp.com) to facilitate communication between employees, shareholders, and stakeholders with the Audit Committee.

Periodic Review:

1. Review the Compensation Committee regulations and propose amendments.
2. Establish policies for the annual and long-term performance goals and compensation for the company's directors and managers.
3. Evaluate the achievement of performance goals for the company's directors and managers, and determine the structure and amounts of their compensation.
4. 2023 operational details: A total of 2 meetings were held, with an average attendance rate of 100%.

Identify, assess, manage, report, and monitor the various business risks associated with each operation.
Review the implementation of risk management: In 2023, 1 meeting was held, and the execution results were reported to the Audit Committee and the Board of Directors.

Note: For detailed member information, please refer to the company's website.

Board of Directors

The Board of Directors is the highest governing body of the company, responsible for carrying out relevant duties in accordance with government laws and the company's charter. Its functions include overseeing the company's operational performance, preventing conflicts of interest, and exercising authority over shareholder resolutions. The focus of corporate governance lies with the Board of Directors, and their effective functioning and substantial guidance and oversight are essential. To achieve the ideal goal of corporate governance, the Board of Directors should collectively possess various abilities, such as operational judgment, accounting and financial analysis skills, management capabilities, crisis management skills, industry knowledge, international market perspectives, leadership, and decision-making abilities.

Board Diversity Policy and Implementation

The nomination and selection of the company's Board members are conducted in accordance with the company's Articles of Incorporation, following a candidate nomination system. In addition to evaluating the educational and professional qualifications of each candidate, the company also complies with the "Regulations for Election of Directors" and the "Corporate Governance Best Practice Principles" to ensure the diversity and independence of Board members.
The current Board consists of 6 members, including 2 independent directors, 2 female directors, and 2 directors who are also employees, representing 33%, 33%, and 33% of the total Board members, respectively. Among the independent directors, expertise in finance and accounting, law, and optics, as well as practical experience, is present, which aligns with the Board's commitment to professional diversity and effective functional division.

Director Training

The company encourages both newly appointed and reappointed directors (including independent directors) to continuously enhance their knowledge and achieve the following objectives:

1. Improve the professional expertise and legal knowledge of the company's directors.
2. Assist directors in developing excellent qualities and decision-making abilities.
3. Facilitate experience sharing and interactive discussions among directors.
4. Promote active and effective implementation of the corporate governance system by the company's directors.

In 2023, the director training completion rate reached 100%, with a total of 69 training hours.

Board of Directors and Functional Committee Performance Evaluation

To implement corporate governance and enhance the functionality of the Board of Directors, the company conducts performance evaluations in accordance with the "Board Performance Evaluation Guidelines." The evaluation covers both the overall Board of Directors and its functional committees. The self-evaluation results for 2023 were rated as "Excellent," demonstrating the strong functionality and operational efficiency of the Board and its functional committees. The evaluation results were reported during the Board meeting held on March 11, 2024. (As shown in the chart on the right)

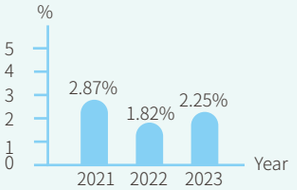
Director Compensation

The company has established the "Compensation Committee Charter," and in accordance with this charter, the Compensation Committee evaluates the remuneration of the directors. To implement corporate governance and enhance the functionality of the Board of Directors, as well as to continually improve the performance of the Board, the "Board Performance Evaluation Guidelines" have been established. At the end of each fiscal year, Board members complete the "Board and Director Performance Self-Assessment Questionnaire," with the results being reported to the Board in the first quarter of the following year.

The remuneration of the company's directors is determined by the Board of Directors, based on the authority granted in the company's Articles of Incorporation, and in consideration of each director's level of participation in company operations and their contribution. The remuneration is also benchmarked against industry standards domestically and internationally, in accordance with the "Director and Functional Committee Member Compensation Standards." If the company generates profits, the Board may allocate up to 3% of the annual profits as director compensation, as stipulated in Article 22 of the company's Articles of Incorporation, with the final amount decided by the Board.

Total Director Compensation and Its Percentage of Net Profit After Tax in the Entity's Financial Report:

Fiscal Year	Percentage of Net Profit After Tax
2021	2.87%
2022	1.82%
2023	2.25%



Evaluation Criteria	Board and Board Member Performance Evaluation	Audit Committee Performance Evaluation	Performance Evaluation of Functional Committee (Compensation Committee)
Assessment Content	● Understanding of Company Goals and Mission ● Involvement in Company Operations ● Internal Relationship Management and Communication ● Enhancing the Quality of Board Decisions ● Composition and Structure of the Board ● Recognition of Director Responsibilities ● Director Selection, Expertise, and Continuous Education ● Internal Control	● Level of Participation in Company Operations ● Understanding of Audit Committee Responsibilities ● Enhancing Decision Quality of Audit Committee ● Composition and Member Selection of Audit Committee ● Internal Controls	● Level of Engagement in Company Operations ● Understanding of Compensation Committee Responsibilities ● Enhancing the Quality of Compensation Committee Decisions ● Composition and Member Selection of Compensation Committee
Total Score / Rating	98 / Excellen	98 /Excellen	93 / Excellen

Total Score/Grade Explanation:

(1) Achieving a score of 90 or above is classified as "Excellent."

(2) Achieving a score of 80 or above but below 90 is classified as "Good."

(3) Achieving a score of 70 or above but below 80 is classified as "Standard."

(4) Achieving a score of 70 is classified as "Needs Improvement."

In accordance with the company's "Board Performance Evaluation Guidelines", the Board of Directors' performance evaluation must be conducted by an external professional independent organization or a team of external experts or scholars at least once every three years. The 2023 performance evaluation results are disclosed on the company's website under "Board Performance Evaluation.

Compensation Committee

(As shown in the chart on the right)

The Compensation Committee is composed of three independent directors with professional qualifications and independence. The committee's responsibilities include:
Regularly reviewing the Compensation Committee Charter and proposing amendments.
Establishing and periodically reviewing the company's policies, systems, standards, and structures for annual and long-term performance goals and compensation for directors and managers.
Regularly assessing the achievement of performance goals for directors and managers and determining the content and amounts of their compensation.

A total of 4 Audit Committee meetings were held in 2023

With an average attendance rate of approximately 100%

Committee member attendance is as follows:

Job Title	Name	Actual attendance (or participation) count	Actual attendance rate (%)	Remarks
Independent Director	Tsai Hsin-Chang	4	100%	None
Independent Director	Su Ying-Ching	4	100%	None
Independent Director	Hsiao Chin-Ting	4	100%	Deceased and dismissed on December 11, 2023.

Note: For detailed information about the members, please refer to the company's website.

2023 Operational Information

A total of 2 meetings were held, with an average attendance rate of 100%

Job Title	Name	Actual Attendance Count	Actual Attendance Rate	Remarks
Independent Director	Tsai Hsin-Chang	2	100%	None
Independent Director	Su Ying-Ching	2	100%	None
Independent Director	Hsiao Chin-Ting	2	100%	Deceased and dismissed on December 11, 2023.

Note: For detailed information on the members, please refer to the company's website.

Audit Committee

To strengthen corporate governance, the company has established an Audit Committee, which is composed entirely of independent directors as required by law. The committee holds at least one meeting each quarter and may convene additional meetings as needed. The key responsibilities of the Audit Committee include overseeing the fair presentation of the company's financial statements, the appointment or dismissal and evaluation of the independence and performance of the external auditors, the effective implementation of internal controls, the company's compliance with relevant laws and regulations, and the management of existing or potential risks. In accordance with the company's "Audit Committee Charter," the "Audit Committee Mailbox" (audit@topviewcorp.com) has been established to facilitate communication between employees, shareholders, and stakeholders with the Audit Committee.

information is disclosed on the Topview official website

Website Links

Investor Relations | Board Performance Evaluation | Board Members | Functional Committees | Performance Evaluation Results of Functional Committees | Compensation Committee Charter

Risk Management Committee

To ensure the company's sustainable operations, risks that may cause deviation from the company's business objectives are identified, assessed, managed, reported, and monitored. Topview Dentsu follows the "Risk Management and Policy" as the highest guiding principle for the company's risk management. The execution of risk management is reported annually to the Board of Directors.

For more details, refer to section 2.5 Risk Management

Sustainable Development Committee

Topview Dentsu fulfills its corporate citizenship responsibilities through the Sustainable Development Committee, which serves as an interdepartmental communication and management platform. Operating from a top-down approach, the committee is led by its chairperson, who guides members from various organizational units in conducting risk assessments related to environmental, social, and corporate governance issues that impact the company's operations. The committee establishes relevant risk management policies, implements sustainability initiatives, and tracks the effectiveness of medium- and long-term goals, driving the company toward positive development.

The Sustainable Development Committee is composed of members from various departments, including Human Resources, Environmental Safety, Finance, Procurement, Quality Assurance, IT, R&D, Product, and others, with a primary responsibility for promoting corporate sustainability and publishing the annual sustainability report. The Quality Systems team coordinates these efforts. Committee members regularly organize courses and training to stay informed about international trends and regulatory developments, and they periodically report the outcomes to the Board of Directors.

Mechanism for Preventing and Mitigating Conflicts of Interest

The company's Board of Directors has approved the establishment of the "Ethical Corporate Management Best Practice Principles," which clearly outline the policies and practices of ethical management. These principles are designed to foster a sound business operation model and create a corporate culture of integrity. The Board is expected and required to actively implement the ethical management policies to ensure the healthy development of ethical business practices. For more details, please refer to the Investor Relations section on the company's website.

Internal Audit and Internal Control Mechanism

The company has designed appropriate internal control mechanisms for operational processes that may have potential risks related to corruption, regulatory compliance, or operational risks. The Human Resources department is responsible for training, while the Audit department ensures the implementation and establishment of these mechanisms to reduce risks associated with corruption, regulatory compliance, and operations, thus preventing issues before they arise. Each quarter, the company's internal audit and internal control department submits audit reports and highlights significant findings related to internal control management to the Audit Committee. Independent directors communicate with the internal audit supervisor regarding important internal control management findings and discuss governance matters with the external auditors concerning the company's consolidated financial reports (including individual financial reports annually). The details of these communications are disclosed on the company's website under "Independent Director Communications

Website Links

information is disclosed on the Topview official website

Investor Relations | Risk Management Policy and Procedures | Risk Management Operations | Audit Committee Charter | Audit Committee Email | Independent Director Communications

2.3Ethical Business Practices and Fair Trade

Based on the company's management philosophy of "Dedication and Integrity," integrity is the essential work attitude, value, and guiding principle for all employees. Topview Dentsu's operations are grounded in ethical business practices, establishing a robust corporate governance and risk control mechanism. By focusing on "prevention" and "detection," the company implements integrity management to further create a sustainable development environment.

Scope	Management	Complaint and Whistleblowing Channels and Improvement Measures
Anti-Corruption Violations of Environmental Regulations Violations of Social and Economic Regulations	The company has clearly outlined relevant content in the "Ethical Corporate Management Best Practice Principles"and "Code of Conduct". Through strict control of internal operational processes and periodic audits by the audit department, the risks of confidential document leakage, information security issues, or corruption are minimized. Every Topview Dentsu employee is responsible for upholding the company's reputation according to the highest ethical standards. If any employee discovers that someone may be involved in illegal activities or violations of work rules, they can report the matter to their department supervisor, the Human Resources manager, or provide feedback through the Integrity Mail:honest@topviewcorp.com	**Whistleblowing Channels** honest@topviewcorp.com ▼ **Acceptance and Investigation** The Human Resources and Audit departments will initiate an investigation to clarify and verify the facts. ▼ **Improvement Measures** ◆Review the cause of the violation and submit an improvement report. ◆Strengthen internal and external awareness through promotion and education/training programs.

Integrity Behavior Education and Awareness

To enforce the prohibition of corruption, bribery, and extortion, the Ethical Corporate Management Best Practice Principles clearly outline behavior guidelines that employees must follow. Employees are required to commit to upholding legal and ethical principles to protect Topview Dentsu's assets, rights, and corporate image. In 2023, Topview Dentsu conducted integrity behavior education and awareness training, providing a clear and concise introduction to relevant regulations. This training ensured that employees fully understood the company's operational management policies and encouraged them to actively clarify and improve their daily actions to enhance their integrity. The training covered topics such as "Conflict of Interest and Avoidance," "Legal Compliance," "Trade Secrets and Company Assets," and "Participation in Political Activities." These principles were effectively communicated during new employee training and shared with the Board of Directors and all company employees to ensure the protection of Topview Dentsu and all stakeholders, preventing employees from compromising the company’ s interests for personal gain.

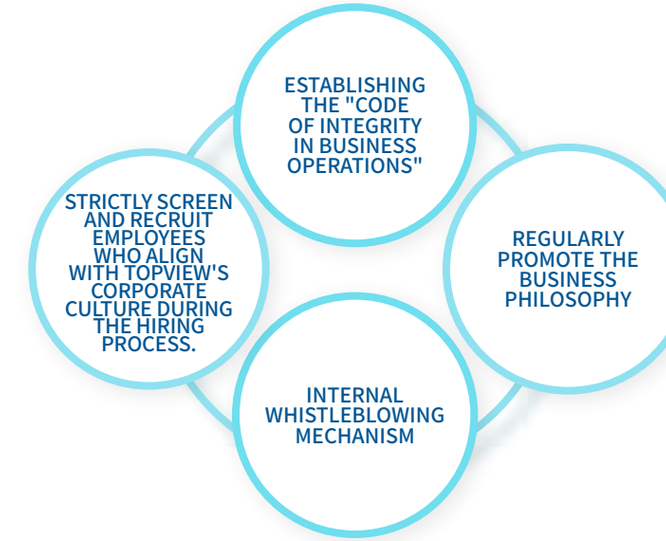
Trade Secrets Case Study and Anti-Fraud" Awareness Campaign

Topview Dentsu employees are required to comply with all laws, regulations, and company policies during their tenure. They must not use their position for personal gain or to benefit others, and are strictly prohibited from accepting any benefits from suppliers (e.g., accepting or soliciting bribes, gifts, or entertainment). Employees must avoid any actions that could damage the company's reputation and interests, such as money laundering, corruption, fraud, intellectual property violations, or unfair trade practices.

To enhance employees' understanding of trade secret-related issues and legal requirements, the company invited the Taoyuan Investigation Station to share practical case studies with staff. The aim is to ensure that employees not only comply with the law but also understand it, helping them to avoid potential legal risks in their duties. Through real-life case studies, the training seeks to provide employees with a better understanding of issues closely related to their work, preventing them from inadvertently violating legal provisions.

Topview Dentsu has clearly outlined relevant content in the Ethical Corporate Management Best Practice Principles. Through strict internal operational controls and periodic audits by the audit department, the company minimizes the risks of confidential document leakage, information security issues, or corruption. Additionally, Topview Dentsu has conducted awareness campaigns on integrity behavior at all operational sites. The result of full participation in training across all departments has reached 100%, ensuring the effective communication of the core value of "Integrity and Honesty." This guarantees that all company operations and personnel fully understand and comply with the necessary legal regulations.

To ensure the effective implementation of ethical business principles, we have also established oversight and penalty mechanisms. Both the company's website and internal portal feature an independent whistleblowing email and hotline, available for use by internal and external parties. This encourages employees and external stakeholders to provide feedback, raise complaints, or report violations. In cases of significant concern, such matters are escalated to the Board of Directors for handling. In 2023, there were no corruption cases reported, demonstrating the success of Topview Dentsu's commitment to ethical business practices.



0 Corruption Incidents

Integrity Behavior Education and Training 100%

Approach to Major Theme Management

Major	Stakeholders	2023Management Goals	2023 Goal Achievement Status	2024Management Goals
Code of Conduct	Customers Suppliers Community Employees	Code of Integrity Educational Training (Company-wide Training)	100%	Code of Conduct Educational Training (Company-wide Training)
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Human Resources	Cross-departmental collaboration to execute projects	1.Conduct online training on the Code of Conduct annually. 2.Establish a code of conduct and publish it on the internal website.	Present achievements in management meetings

Topview Dentsu has consistently adhered to the core values of "Pursuing Excellence, Teamwork, Innovation, Integrity, Proactiveness, and Quality Orientation," alongside its corporate responsibilities. The company is dedicated to fostering a culture of integrity, complying with ethical business practices, and adhering to regulations such as avoiding the acceptance of improper benefits and preventing conflicts of interest. In 2023, there were no violations of social or economic laws and regulations, nor were there any instances of anti-competitive or monopolistic behavior. Moving forward, the company will continue its efforts to uphold integrity.

The company’s Ethical Corporate Management Best Practice Principles and Code of Conduct clearly outline relevant policies. Through strict internal processes and periodic audits, the risk of confidential document leakage, information security breaches, or corruption is minimized. This ensures that all operations and personnel comply with legal requirements. By establishing a governance structure and implementing an internal control mechanism, employees are required to follow all legal regulations and work rules during their tenure. To enforce the prohibition of corruption, bribery, and extortion, employees must uphold legal and ethical principles to protect the company's assets, rights, and corporate image.

Every Topview Dentsu employee is responsible for maintaining the company's reputation according to the highest ethical standards. If an employee observes any illegal activities or violations of company policies, they may report the matter to their immediate supervisor or the HR manager, or provide feedback through the Integrity Mail：honest@topviewcorp.com

Fair Trade and Anti-Monopoly

"Pursuit of Excellence, Team Collaboration, Innovation Capability, Integrity and Honesty, Proactive Positivity, Quality Orientation"

It has always been the core spirit and corporate responsibility upheld by Topview Optronics Corp.

The core value of "integrity and honesty" is deeply embedded in the company's strong internal management and business ethics framework.

In line with the principles of integrity, transparency, and responsibility, our company has established policies rooted in integrity and built a robust framework for corporate governance and risk management. These efforts are aimed at creating a sustainable business environment.

Topview Optronics Corp. mandates that all employees adhere to all laws and company regulations during their tenure. Employees are prohibited from using their positions for personal or others' gain, engaging in actions that harm the company's reputation or interests, and disclosing business confidentialities to third parties. Compliance with the Fair Trade Act of the Republic of China is emphasized, ensuring fair, open, and legitimate industry competition. Any involvement in colluding on fixed prices, market division, customer allocation, bid rigging, agreements, monopolies, or joint boycotts of suppliers or customers with competitors is strictly forbidden.

Topview Optronics Corp.'s specific anti-monopoly practices are as follows:

1

We do not agree to or engage in any arrangements that would weaken competition.

2

We do not seek or obtain commercially sensitive information from competitors.

3

Unless for specific legitimate reasons, we do not attend meetings or engage in communication with competitors.

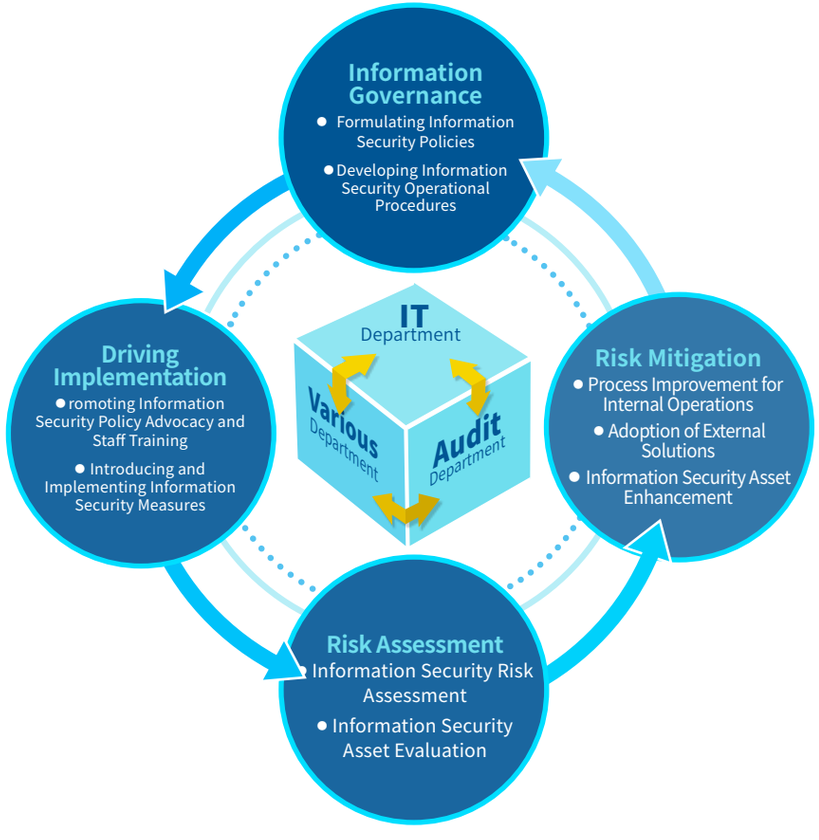
4

We do not participate in actions such as collective boycotts, bid-rigging, price-fixing, or market division.

Topview Optronics Corp. has never been involved in any illegal activities mentioned above, and we will continue to make efforts to uphold the integrity of our company in the future.

2.4 Information Security

To ensure the confidentiality, integrity, availability, and legality of information assets (including hardware, software, data, documents, and personnel related to information processing) and to prevent deliberate or accidental threats from internal or external sources, Topview Optronics Corp. has established relevant information security management practices. The company has developed internal operational guidelines in accordance with the provisions of Article 9 of the "Guidelines for Establishing Internal Control Systems for Development and Implementation," to address the risks posed by emerging information technology applications and environmental changes in the context of information security.

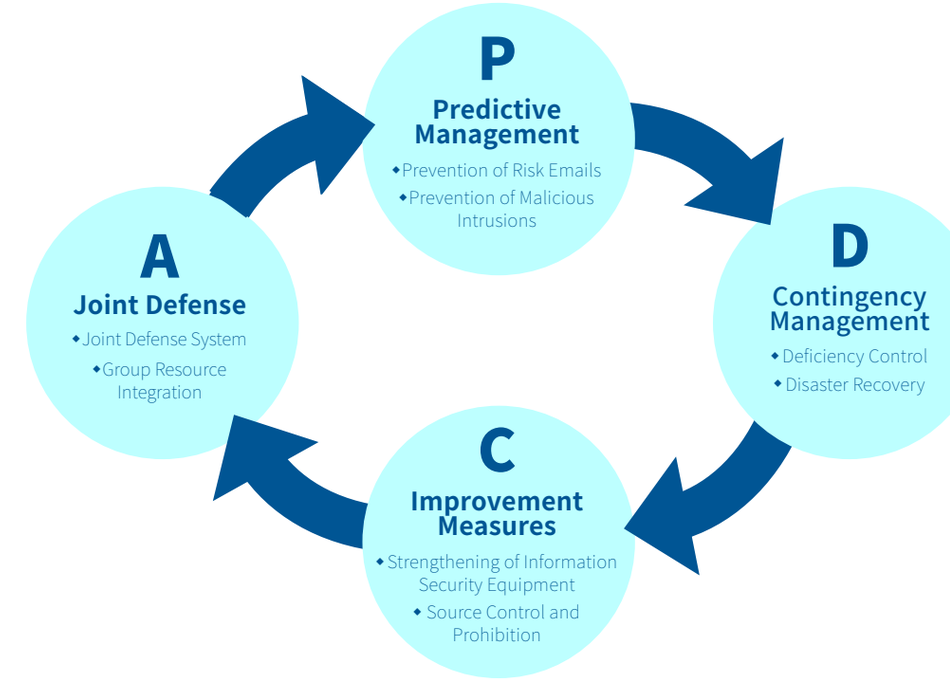


Information Security Management Organization

1. The responsible unit for the company's information security is the IT Department, which is headed by an IT supervisor and staffed by several professional IT personnel. This department is responsible for establishing internal information security policies, planning and executing information security operations, and promoting and implementing information security policies. It regularly reports the company's information security governance status to the Audit Committee.

2. The Audit Department serves as the supervisory unit for information security oversight. It is led by a supervisor and includes several dedicated personnel responsible for overseeing the internal execution of information security. If any deficiencies are identified during audits, the department immediately requires the relevant unit to propose corrective plans and specific actions. The Audit Department also regularly monitors the effectiveness of these improvements to reduce internal information security risks.

3.Operations follow the PDCA (Plan-Do-Check-Act) management cycle to ensure the achievement of reliability goals and continuous improvement.



Information Security Education, Training, and Awareness

1. Supply Chain: Third-party service providers are required to sign contracts, agreeing to comply with confidentiality and network security regulations.

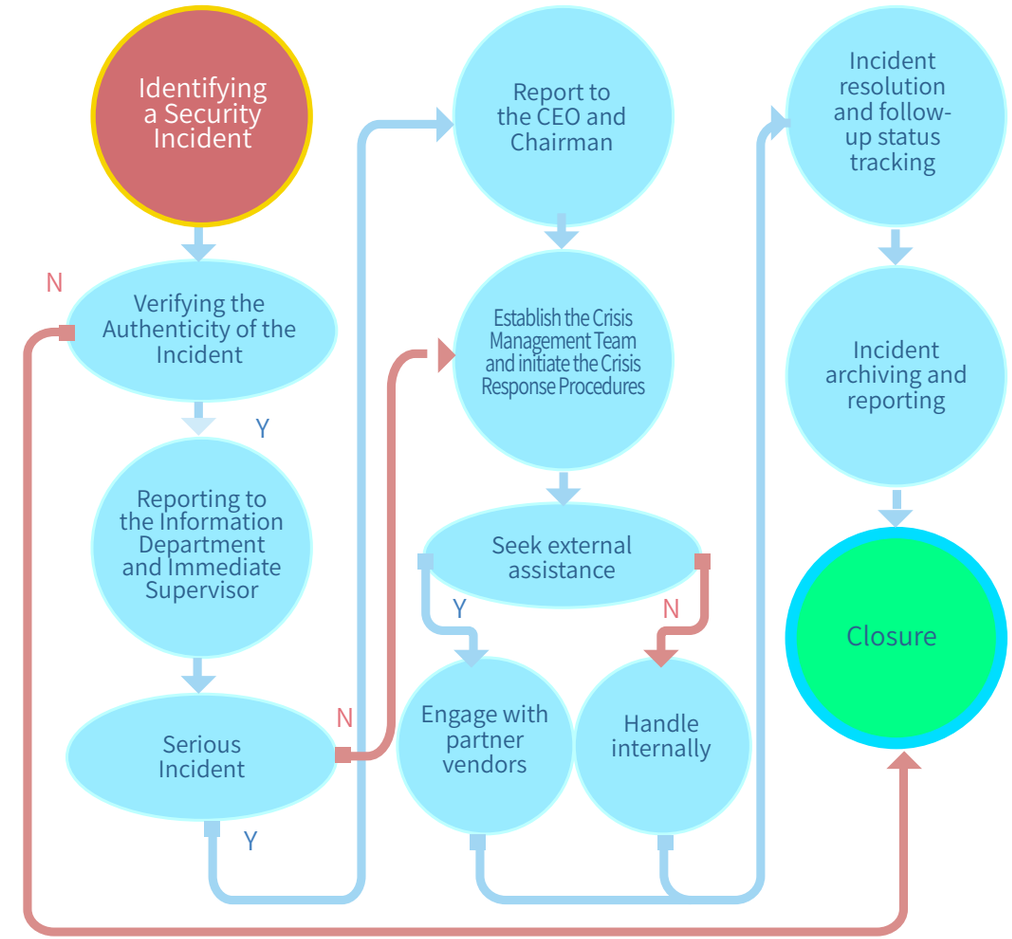
2. Employee Training: In addition to basic information security training provided to new hires, the company regularly conducts phishing email simulations to educate employees on information security related to email handling. This helps reduce the risk of employees mistakenly clicking on malicious emails. The company also holds mandatory online information security courses for all employees to raise awareness and ensure that information security practices are integrated into daily operations. The IT department reinforces this training by sending reminders via email every six months.

3. Access Control: All systems have strict access controls, ensuring that technical documents and data are closely monitored and access is restricted based on permissions.

Information Security Incident Reporting Procedure

The company's information security incident reporting procedure is as follows, and all reporting and handling of information security incidents are conducted in accordance with the regulations outlined in this procedure.

Flowchart:



2.5 Risk Management

The rapidly changing global economic, climate, political, and financial environments have increased operational risks for the company. These risks range from potential financial losses to severe disruptions that could jeopardize the company's ongoing operations. To mitigate the impact of various risks, Topview Optronics Corp. adopted the "Risk Management Policy and Procedures" in November 2022, which was approved by the Board of Directors. The key components of the policy include risk management policy, risk management organization, risk management process, risk categories, and mechanisms. These components effectively control the risks arising from business activities, and the company provides an annual report to the Board of Directors on the risk management performance for the current year.

Risk Management Process

Risk Identification
Identify the sources of risks and conduct an assessment to understand the causes and

RRisk Assessment
After identifying potential risk factors, establish appropriate and effective methods for managing and mitigating those risks.

Risk Monitoring
Each department continuously monitors the business risks within its scope to observe changes in risk levels and promptly reports appropriate

Risk Reporting and Disclosure
Regularly presenting risk management reports to the Board of Directors to assess the

Risk Response
Each department takes appropriate response measures to mitigate the occurrence of risks

Risk and Opportunity Analysis and Management

Topview Optronics Corp. conducts risk and opportunity analysis and management based on the concerns of various stakeholders and the functions within the organization. By identifying and assessing risks and opportunities, the company aims to proactively prepare for potential losses and take appropriate measures to respond to emerging situations. The risk and opportunity assessment conducted in 2022 covered all factory locations. For information related to climate change risks,please refer to section 5.6 Climate Change Risks and Opportunities.

Risk Category	Operational status	Accountable Unit
Financial Risk	1. Exchange Rate Risk: Regularly review assets and liabilities affected by exchange rate fluctuations and make appropriate adjustments. Utilize forward foreign exchange contracts within policy limits to manage the risk arising from foreign exchange volatility. 2. Credit Risk: Conduct periodic meetings to review customer business conditions or analyze customer financial statements. If any issues with a customer are identified, recommend suspending shipments or reducing credit exposure. 3. Inflation Risk: Timely adjust purchase and sales prices to cope with the impact of inflation on raw material prices.	Finance and Accounting Business Operations
Operational, Strategic, and Market Risks	1. The business units regularly report strategic issues to the board, including fluctuations in political, economic, and industry trends that indirectly impact cost and profitability due to regulatory requirements. Through recommendations and oversight from board members, the strategic risks are reduced. 2.Weekly CRM meetings are held to review the status of various projects, monitor changes and dynamics in competitors, markets, industries, and customers, and adjust or formulate business operation strategies accordingly.	Business Operations Project Department
Raw Material Price and Supply Chain Risk.	1. Assessing the risk of critical component shortages due to geopolitical issues, the company mitigates the risk by diversifying procurement sources to different regions. 2. n response to the impact of global shipping, the company proactively confirms the demand from user units and prepares materials and production equipment in advance. This ensures that raw materials and production equipment inventory and logistics management remain normal. Additionally, with procurement from different regions, timely feedback is provided to user units for proactive measures.	Procurement
Occupational Safety Risk.	1. Maintain the validity of ISO 45001 certification and implement corrective improvements based on audit results. 2. Conduct regular environmental, safety, and health audits, focusing on compliance with occupational safety, health, and environmental regulations, and implement corrective improvements. 3. Execute the annual occupational safety and health education and training plan, including: company-wide emergency evacuation drills, etc.	General Affairs
Information Security Risk	1. Continuously replace outdated equipment that does not meet modern cybersecurity requirements. 2. Employ advanced encryption techniques to enhance the protection of sensitive data during transportation. 3. Implement cybersecurity training to enhance the general workforce's cybersecurity literacy.	IT
Human Resources Risk	1. Risk of significant increase in labor costs: Regularly review the impact of labor costs on operations and make necessary adjustments to company policies and regulations. 2. Risk of insufficient manpower supply: Utilize job banks and professional recruitment agencies for talent acquisition and implement retention incentives for existing employees. 3. Risk of employee turnover: Proactively manage and arrange work handovers before employees depart and monitor the turnover rate to ensure it remains within a reasonable range.	HR
Climate Change	Explain response measures through the TCFD framework. (See section 5.6 for details) Attend monthly meetings organized by the group to understand climate change-related response policies	Each Department
R&D Risk	Require all employees to sign a confidentiality agreement to ensure the protection of trade secrets and intellectual property rights.	R&D
Other Risks	Adjust preventive measures in response to changes in the epidemic situation, including provisions of epidemic prevention supplies, daily body temperature checks, enhanced environmental disinfection and cleaning, remote work and dining management, etc.	General Affairs & All

Chapter 3

INNOVATION BREAKTHROUGHS AND VALUE CHAIN MANAGEMENT

3.1 Green Products and Carbon Reduction Design P39

3.2 Customer Service and Product Quality P41

3.3 Value Chain Management P43

3 Innovation Breakthrough and Value Chain Management

3.1 Green Products and Carbon Reduction Design

Environmental sustainability is a long-standing goal of Topview Optronics Corp. In our efforts to promote environmental protection, we strive to comply with local environmental regulations in our day-to-day operations, aiming to minimize our environmental impact. When it comes to product design, we incorporate the concept of green design. We not only ensure that our products comply with national laws and regulations and align with international trends but also focus on the environmental impact of our products after they are manufactured.

Topview Optronics Corp. emphasizes energy efficiency, carbon reduction, non-toxicity, and recyclability as the guiding principles for our green product design. Our efforts and achievements in this regard are as follows:

Management

1.Promoting ESG Trends Reporting.

2.Sharing Case Studies on Carbon Emission Reduction.

3.Greenhouse Gas Inventory Training.

Design

Engaging with Customers:

1.Increasing Material Sharing Efficiency to Minimize Environmental Impact from Subsequent Material Waste.

2.Implementing Lightweight Packaging Design to Reduce Carbon Emissions Generated from Transportation.

Production

1. Mandating Suppliers to Sign the "Environmental Substance Management Specification.

2. Prohibiting the Use of Hazardous Substances and Raw Materials from Conflict Minerals.

3.Enhancing Supplier Guidance to Minimize Material Reprocessing. Refer to Section 3.3 for Supplier Partner Guidance.

Non-Toxic Products

Since the announcement of the RoHS and REACH directives by the European Union, Topview Optronics Corp. has been actively engaged in the management of hazardous substances. For chemical substances that could potentially affect environmental safety in our products, Topview Optronics Corp. has developed the "<Environmental Substance Management Specification>" in accordance with the EU RoHS, REACH directives, international regulations, and customer requirements. We also follow the requirements of the IECQ QC080000 Hazardous Substance Management System and carry out related management activities, including regular internal audits, to ensure the implementation and ongoing execution of the procedures

All products of Topview Optronics Corp. comply with the EU RoHS Directive (2011/65/EU) requirements, and there have been no instances of returns due to RoHS violations since their shipment. Additionally, in line with the European Union's new chemical policy, REACH, which officially came into effect on June 1, 2007, Topview Optronics Corp. maintains awareness of the presence of Substances of Very High Concern (SVHCs) in its products to ensure compliance with the spirit of REACH. We also regularly gather information on major international environmental regulations to stay up-to-date with the latest global environmental trends. Through the EC system, we disseminate updates on regulatory changes, allowing our suppliers to promptly access and update the information.

Green Design

Amid the green wave of energy conservation and carbon reduction, Shengpin Electronics actively engages in energy-efficient design for its products with the aim of minimizing unnecessary energy waste and reducing carbon emissions. By combining hardware design with software control, the company ensures that, under reasonable usage scenarios, the product's power consumption is optimally managed. Our company primarily operates on a B2B (Business to Business) model. In product design planning, we not only focus on avoiding harmful substances and energy conservation but also recognize that, in the global trend towards carbon neutrality, manufacturers cannot remain indifferent. Therefore, starting from 2022, Shengpin Electronics has simplified the packaging design for all monitor products. For example, the Quick Installation Guide (QIG) has been simplified from a bound booklet to a single printed sheet. This change reduces paper waste and lightens the packaging, thereby lowering carbon emissions from transportation. Shengpin Electronics continues to reduce carbon emissions and minimize environmental impact as part of our commitment to green product concepts. In 2023, with a focus on reducing environmental impact, our new product designs aim to decrease the amount of waste generated during the manufacturing process.

Green design, carbon emission

Management Approach for Significant Topics

Major Topics	Stakeholders	2023 Management Goals	2023Goal Achievement Status	2024 Management Goals
Packaging material optimization	Customer Shareholder	Reduce the processing rate of molded parts to ≤ 8%.	Achieve standard	Reduce the processing rate of molded parts to ≤ 8%.
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Research and Development Design Validation	The R&D department collaborates with suppliers to optimize molds and improve design.	Simplification and reduction of product packaging materials and volume. Discontinuation of including optical discs with shipped products. The Quick Installation Guide has been simplified from booklet binding to single-sheet printing.	Project meetings are held to regularly report on the progress of execution

Product safety labeling

In terms of product labeling, all products of Topview Optronics Corp. are labeled with safety compliance information on the product body, internal/external packaging, or user manuals in accordance with relevant regulations. In addition, product user manuals provide information on safe usage, maintenance methods, and precautions to ensure that users can use Topview Optronics' products safely and correctly.

Product liability insur ance and usag e safety

Products manufactured by Topview Optronics Corp. comply with international standards and customer procurement requirements. We design products that meet safety regulations and provide detailed instructions in the product installation and user manuals. This ensures that users select safe products and use them correctly. Additionally, to safeguard the rights of end-users, we have obtained product liability insurance, extending protective measures to the ultimate consumers.

Recyclable

Topview Optronics Corp. adopts a Business-to-Business (B to B) model for its products. From the packaging stage, the company considers the ease of disassembly and recyclability of the products, following the requirements of the WEEE directive (Waste Electrical and Electronic Equipment). The design is aimed at ensuring that the products can be easily recycled. Additionally, the quick installation manual includes a reminder to consumers not to dispose of the products arbitrarily after use. Instead, consumers are encouraged to use local recycling systems for electronic waste disposal, thereby reducing the environmental impact.

Product Safety

Topview Optronics Corp. ensures the safety of consumers by obtaining product safety certifications according to the regulations of each sales region or country before launching products for sale. These certifications include but are not limited to FCC certification for the United States, CE marking for compliance with European Union safety standards, EMC (Electromagnetic Compatibility) certification, LVD (Low Voltage Directive) certification, C-tick certification for Australia, UL certification, China RoHS, WEEE (Waste Electrical and Electronic Equipment), and others. By meeting these rigorous safety standards, the company prioritizes consumer safety and compliance with relevant product safety regulations in various markets.

Product Safety

Approach to Major Theme Management

The number of pieces that do not meet the regulations is 0

Major topic	Stakeholders	2023Management Goals	2023 Goal Achievement Status	2024 Management Goals
Product Safety	Customer	Number of Non-compliance Cases with Safety Regulations: 0	**Achieve standard**	Number of Non-compliance Cases with Safety Regulations: 0
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Safety Compliance Unit	Dedicated personnel and cooperating external laboratories are responsible for v erifying regulatory compliance.	Products are only introduced to the market for sale after obtaining product safety certifications in accordance with the regulations of the sales region or country.	1.Products are only introduced to the market for sale after being assessed for compliance by third-party verification agencies. 2. Relevant design reviews are conducted during the product development stages. 3. Regular discussions on international regulations pertaining to product safety standards are held during project meetings. 4. Timely notifications of regulatory updates are provided to relevant personnel, including customers, to ensure regulatory compliance.

Based on the principles of product life cycle assessment, we ensure that products are safe at every stage, including: manufacturing, transportation, installation, use, after-sales service and recycling.
No product safety violations in 2023 stipulations of relevant laws and regulations.

N205

3.2 Customer Ser vice and Pr oduct Quality

Topview Optronics Corp consistently places the enhancement of customer satisfaction as the foremost consideration in our customer service. Guided by our consistent quality policy of "Quality First, On-Time Delivery, and Exceptional Service," we actively strive to elevate the quality of our service to customers, ensuring their needs are met. Through customer satisfaction surveys, regular meetings, technical support, and after-sales services, we aim to make our customers' products more competitive in the global market.

Customer Relationship Management

The average customer satisfaction in 2022 was 78 points

Approach to Major Theme Management

Major Topics	Stakeholders	2023 Management Goals	2023 Goal Achievement Status	2024 Management Goals
Customer Relationship Management	Customer	Customer satisfaction score of **85** points	Customer Satisfaction: 81 Points (Not Achieved Target)	Customer satisfaction score of **85** points
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Sales / Customer Service	Collaborating across departments to address	1.Conduct customer satisfaction surveys. 2. Share customer feedback results with relevant departments and request them to propose improvement solutions.	Provide performance indicator reports and reviews during management review meetings and business meetings.

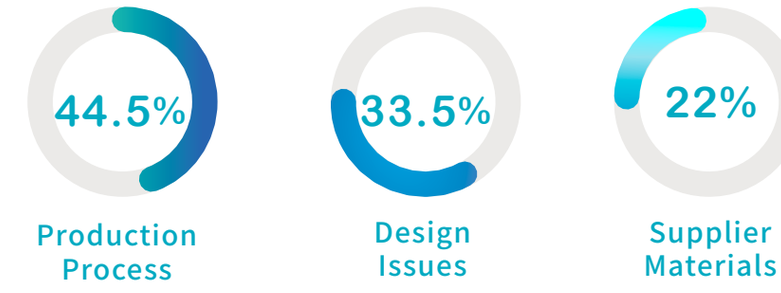
Due to semiconductor shortages and container availability issues in 2022, product delivery times were extended, leading to a decrease in customer satisfaction. To address this, the sales department worked closely with internal teams and customers to increase order visibility and share the costs associated with rising raw material and inventory costs. Subsequently, in 2023, the global supply chain shifted from a shortage to an oversupply situation. By aligning with international trends and data analysis, and leveraging our internal operational systems to enhance decision-making accuracy, we successfully resolved the oversupply issue. Throughout this period, the company faced multiple challenges including the pandemic, material shortages, and inventory excess, demonstrating strong resilience and adaptability, which earned us recognition and support from our customers.

Customer Satisfaction Survey Results for the Years 2019 to 2023

Annual	2019	2020	2021	2022	2023
Annual Overall Satisfaction	86%	88%	85%	78%	81%

Customer Complaint Handling

In 2023, there were a total of 2 customer complaints, representing a decrease compared to the previous year. When a complaint is received, Shengpin Electronics promptly gathers and assesses relevant information to provide the customer with a resolution plan. Once a complaint is identified and confirmed, we initiate the subsequent anomaly handling process according to internal procedures. This includes horizontal deployment and tracking of improvements, implementing appropriate corrective actions based on analysis results. Finally, the Quality Assurance team consolidates the investigation results and issues a quality bulletin to prevent recurrence of the issues.



Customer Privacy Protection

While conducting business activities, Topview Optronics Corp. respects and protects customer privacy rights and intellectual property. Both Topview Optronics Corp. and its customers sign confidentiality agreements to safeguard sensitive customer information and ensure that confidentiality measures are well-implemented during business interactions. The company promotes internal awareness to educate employees about the importance of information security.

Additionally, access to confidential documents is restricted, and apart from relevant personnel, only individuals with explicit approval from their immediate supervisors are granted partial access. This proactive approach helps prevent unauthorized copying and leakage of data. In 2023, there were no reported incidents of data loss, leaks, or threats, and no complaints from regulatory authorities regarding customer data mishandling.

Number of Complaints Regarding Data Loss in 2023: 0

Approach to Major Theme Management

Major topic	Stakeholders	2022 Management Goals	2022 Goal Achievement Status	2023 Management Goals
Customer Privacy Protection	CustomersSuppliers Employees	**0** Complaints of Data Loss	**Achieve standard**	**0** Complaints of Data Loss
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Sales, Product Projects, Customer Service, Information	Integrating with the information management system to restrict system access and control document retrieval permissions.	1 .Advocacy and Training 2. Setting Permissions at the Source of Information System 3. Provide regular updates on GDPR progress during the monthly group meetings and parallel implementation within the company.	Annually review whether any relevant incidents have occurred at the end of the year.

Product Safety

All products of Topview Optronics Corp. are launched for sale only after obtaining product safety certifications according to the regulations of the sales region or country, ensuring the personal safety of consumers. Certifications include but are not limited to FCC certification for the United States, CE conformity marking for the European Union, EMC (Electromagnetic Compatibility), LVD (Low Voltage Directive), Australian C-tick, UL certification, China RoHS, and WEEE (Waste Electrical and Electronic Equipment).

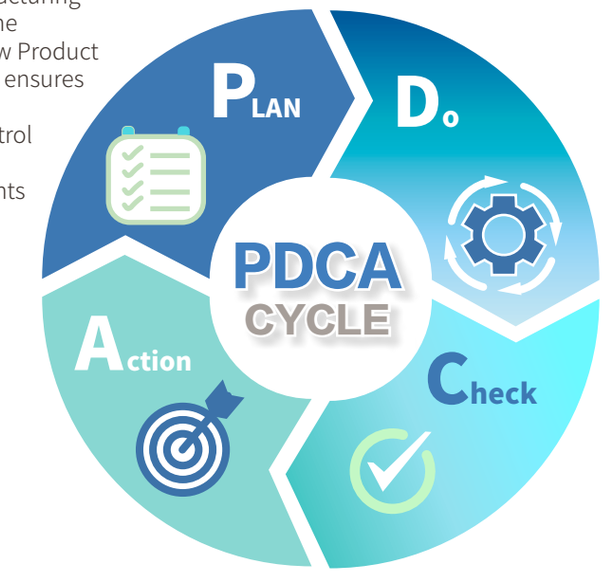
N205

WEEE compliant

Product quality

Topview Optronics Corp. follows the quality policy of "Quality First, On-Time Delivery, and Excellent Service". We continuously educate our employees to understand and support this policy. Through appropriate channels, we communicate this policy to ensure that all relevant parties fully comprehend our company's commitment and responsibility towards quality management.

From product design and manufacturing to shipping, each stage follows the prescribed procedures of the New Product Development Management. This ensures that the operations at each stage serve as the basis for quality control in design projects, aligning our products with market requirements and customer needs. Through the PDCA management cycle, we verify the implementation of various improvement activities.

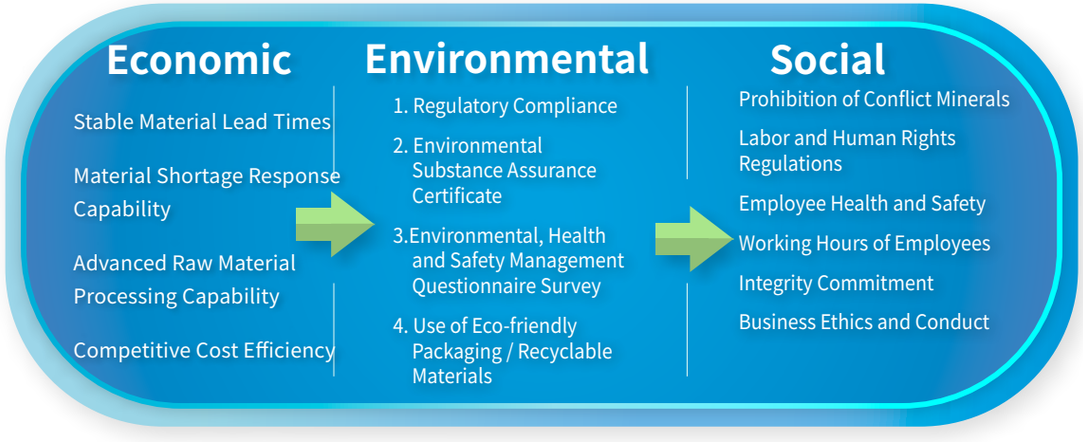


3.3 Value chain manag ement

To pursue sustainable development and mutual growth, supply chain management holds significant importance for Shengpin Electronics' sustainability. Through comprehensive supply chain management processes and regulations, we can reduce operational risks, ensure supply chain stability, enhance product competitiveness, protect corporate reputation, and fulfill corporate responsibilities, while growing alongside our supply chain and meeting customer expectations and market demands.Shengpin Electronics has established relevant supply chain management regulations for raw material and outsourcing suppliers, which include: new supplier evaluation, annual supplier evaluation, and supplier counseling. Based on the company' s product development needs and procurement strategies, we assess suppliers' technology, production capacity, innovation capabilities, quality, and service to ensure they meet our requirements. During the new supplier evaluation process, the procurement department assembles an evaluation team consisting of quality assurance and R&D units to issue questionnaires regarding the supplier's various capabilities. The evaluation team then confirms the final evaluation results. Only suppliers who pass the evaluation can become qualified suppliers for Shengpin Electronics.

Supplier sustainability management

To achieve the company's ultimate goal of sustainable business, Topview Optronics Corp. adheres to ethical and legal regulations, respects and cares for employees, ensures safety and health, and embraces green and sustainable development in supplier management. Suppliers are expected to meet the following requirements in terms of their economic, environmental, and social aspects:



Supplier Communication and Management

Topview Optronics Corp requires suppliers to upload Environmental Substance Declaration and raw material testing reports on the EC platform, which are then reviewed by relevant departments. Through this platform, international environmental regulations and related information are disseminated via the EC system to promptly inform suppliers of regulatory changes and updates.

Annual supplier audit

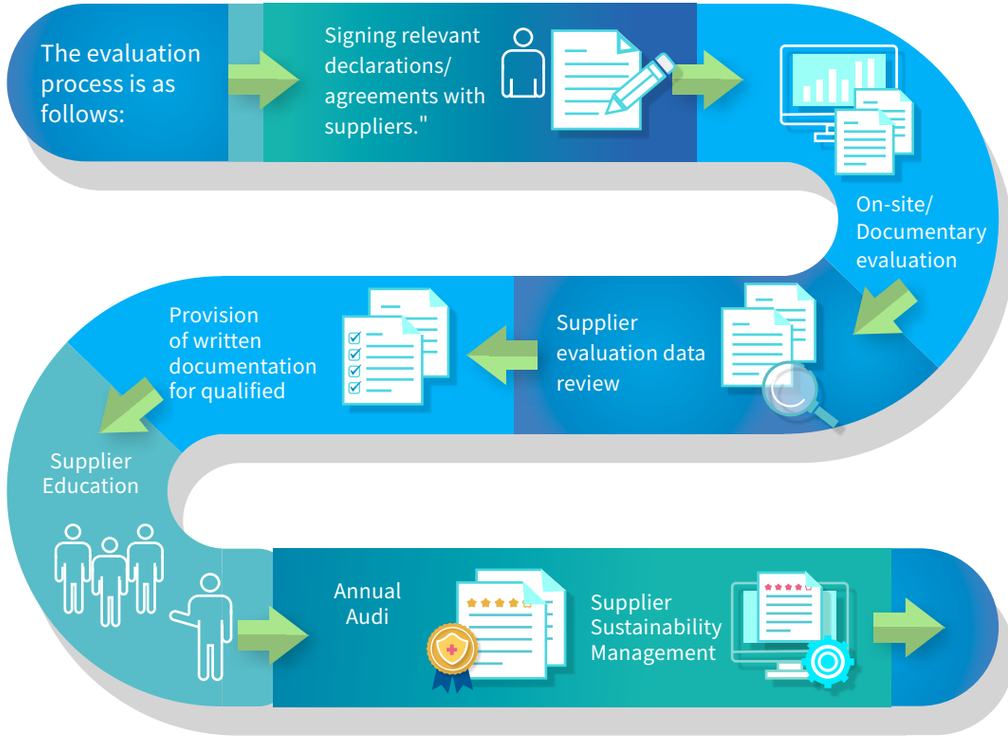
The primary task of procurement with its suppliers is to ensure that the costs of the purchased items align with the company's objectives. In addition to inquiries, comparisons, and negotiations, various approaches such as long-term procurement, periodic procurement, sporadic long-term procurement, etc., must be implemented to achieve cost reduction and enhanced efficiency. Suppliers with assessed credibility and a history of good transaction quality can engage in discussions and sign long-term trade agreements.

In addition to fulfilling its own corporate responsibilities, Topview Dentsu extends the concept of sustainable management to its suppliers. As a result, supplier audits now include corporate social responsibility (CSR) topics, covering areas such as labor, health and safety, and the environment. If a supplier is found to violate regulations related to environmental protection, workplace safety, or human rights, Topview Dentsu will conduct on-site audits to verify the supplier' s corrective actions and handling processes. The audit results will be taken into consideration when determining whether to continue the business relationship.

Topview Dentsu also conducts stricter quality audits annually for suppliers with poor quality performance to ensure improvement in the following year. Suppliers scoring below 70 in the evaluations are classified as non-compliant, and their business relationship will be terminated.

New Supplier Audit

The procurement department collects information from capable or interested suppliers and requires them to complete the "Supplier Environmental, Health, and Safety Management Questionnaire Survey" along with relevant documentation for further review and assessment in the subsequent evaluation phase. For suppliers engaging in their first transaction, a new supplier assessment is conducted before they can become an approved supplier of Topview Optronics Corp.



Supplier Commitment Declar ation

Topview Optronics Corp. requires all qualified suppliers, excluding customer-designated vendors and non-transactional suppliers, to sign relevant documents and undergo routine monitoring and control.

1. Environmental Management Substance Quality Assurance Certificate

regarding the management of hazardous substances. It aims to achieve effective control over the use of various hazardous substances in our products, preventing the entry or utilization of materials containing harmful substances and ensuring compliance with relevant international regulations.

2. Integrity Commitment

1.We pledge never to engage in any improper means or falsify transaction prices or fabricated transaction data for personal gain.
2. We commit to refrain from embezzlement, theft, or misappropriation of assets.
3. We vow not to seek any improper or illegal personal gains. "Improper gains" include but are not limited to kickbacks, commissions, profit-sharing, shares (or undisclosed shares), or inappropriate gifts or entertainment.

3. Conflict minerals

The Responsible Business Alliance (RBA) and the Global e-Sustainability Initiative (GeSI) have mandated their member organizations to implement responsible sourcing practices to ensure that their metal procurement processes align with social and environmental responsibilities. Topview Optronics Corp. is committed to and supports not purchasing conflict minerals for its production. The company maintains continuous communication with suppliers and requires them to sign the "Environmental Substance Assurance Certificate." Prohibiting the use of conflict minerals by suppliers is a key criterion for their selection. Gradually, suppliers are requested to assist in tracing the origin of metal materials in components and to comply with the prohibition of conflict minerals from conflict regions.

Supplier Risk Management

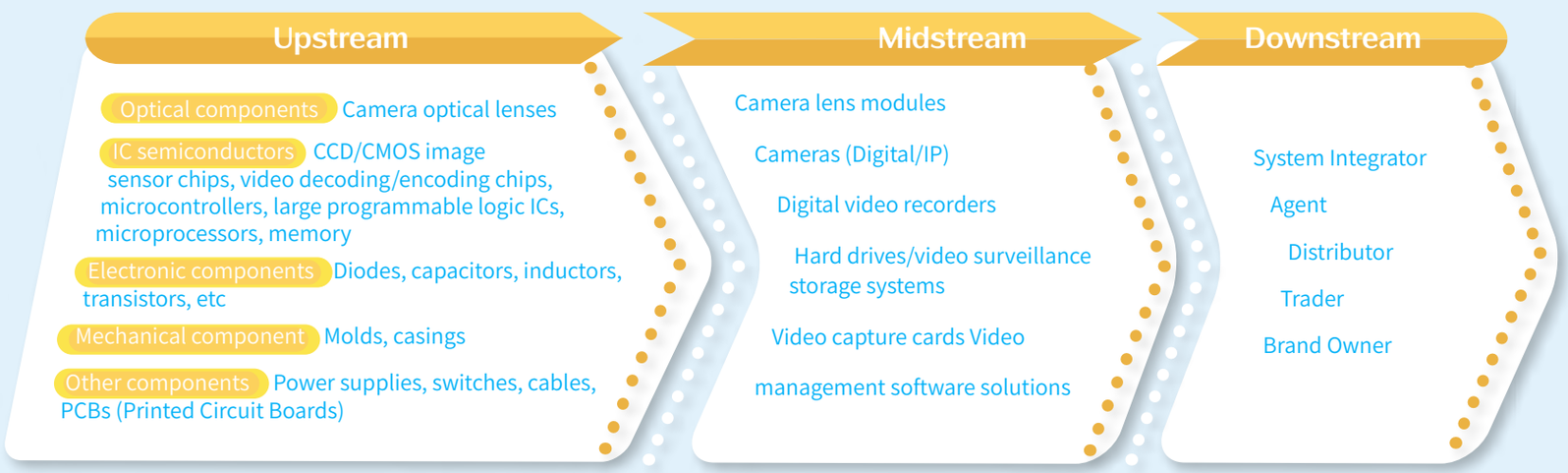
Topview Optronics Corp carefully conducts supplier risk assessments for existing qualified suppliers through regular and ad hoc investigations into their operations and financial status, while also monitoring high-risk groups. This proactive approach aims to prevent unforeseen closures that might impact shipments or lead to disputes. For current qualified suppliers, regular risk assessments are conducted, focusing on supplier chain risks. Periodic investigations into employee rights, child labor, financial status, and the origin of raw materials from conflict mineral regions are carried out to evaluate the suppliers' resilience.

Emergency Response

In accordance with the Group's risk management procedures, whenever a significant event occurs, major risk assessments are also conducted for suppliers. Special events such as the outbreak of COVID-19, lockdowns due to pandemics, container shortages and price hikes in shipping, severe shortages of semiconductors and other materials, foreign exchange losses, and other exceptional situations are all subject to relevant investigations and assessments concerning suppliers in the affected regions. Appropriate communication and contingency plans are developed with suppliers to ensure that Topview Optronics Corp. can adopt the most suitable preventive measures in the supply chain, avoiding any operational hazards that could impact stakeholders' interests.

Key Material Control

To prevent issues such as material shortages, supply disruptions, and unstable raw material sources from affecting product delivery schedules—and in severe cases, damaging the company's reputation and revenue—Topview Dentsu manages key raw material risks through the "procurement attributes" approach. This includes factors such as single-source procurement, high technical barriers, significant price fluctuations, and components that are easily impacted by supplier labor or production capacity. The relationships within the upstream, midstream, and downstream sectors of the industry are outlined in the following table:



Local Procurement

Topview Optronics Corp. is committed to integrating the concept of sustainable development into various aspects of its operations. In the procurement process, apart from considering economic benefits, environmental and social impacts are also taken into account. Suppliers are encouraged to adopt best practices in environmental, health and safety, human rights and labor policies, and business ethics.

At the same time, to promote local socio-economic development and reduce greenhouse gas emissions generated from transportation, local procurement is a primary consideration for Topview Optronics Corp. when seeking partners. Considering the reduction of carbon emissions from raw material transportation, delivery speed, and supply chain clustering, local procurement is given priority in the

Identify and address risks associated with key components based on industry characteristics.

Critical raw materials		Corresponding Strategies
Electronic components.	◆ Physical limitations of acquisition channels ◆ Market price fluctuation risk ◆ Geographic source restrictions	◆ Diversify by introducing 2-3 brands of suppliers ◆ Distribute orders proportionally ◆ Prioritize local suppliers
Printed Circuit Board	◆ Physical limitations of acquisition channels ◆ Market price fluctuation risk ◆ Use of highly toxic chemicals	◆ Introduce 2-3 diversified supplier brands ◆ Prioritize selecting local suppliers ◆ Analyze and control material costs based on international raw material price fluctuations ◆ Communicate with customers to reflect reasonable cost adjustments in product pricing ◆ Promote the use of green chemicals to reduce safety hazards
Mechanical parts	◆ Physical limitations of acquisition channels ◆ Market price fluctuation risk ◆ Source location restrictions	◆ Introduce 2-3 diversified supplier brands ◆ Prioritize selecting local suppliers ◆ Analyze and control material costs based on international raw material price fluctuations ◆ Communicate with customers to reflect reasonable cost adjustments in pricing

Chapter 4

EMPLOYEE CARE AND SOCIAL ENGAGEMENT

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4.4 Talent Cultivation and Development P56

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4.7 Social Prosperity and Care P66

4 Employee Care and Community Engagement

To maintain a good labor-management relationship, the company has established effective communication channels within the organization, enabling employees to stay informed about company updates and encouraging them to provide suggestions for overall operations and development, which are taken into consideration by decision-makers. A well-established communication system not only fosters a positive labor-management relationship but also allows the company to understand the needs and concerns of employees, facilitating quick and effective responses to address issues and provide a better workplace environment.

Through labor-management meetings, representatives from both labor and management communicate and make decisions on labor-related matters. Topview Optronics Corp. is a modern enterprise that values "work-life balance," emphasizing care for each other and mutual growth. The company aims to extend this philosophy to every employee and the broader community.

4.1 Labor-Management Relations

Topview Optronics Corp. adheres to the relevant labor laws in Taiwan and is guided by the principles of international human rights conventions to develop communication mechanisms and labor conditions. To maintain a positive labor-management relationship, the company has established effective communication channels within the organization, enabling employees to stay informed about company updates and encouraging them to provide suggestions for overall operations and development, which are taken into consideration by decision-makers. Through the convening of labor-management meetings, representatives from both labor and management engage in communication and make decisions on labor-related matters. A sound and harmonious labor-management relationship is the foundation for sustainable development, allowing the company to understand the needs and concerns of employees and provide them with a more conducive workplace environment.

Labor-Management Meeting

Labor-management dialogue enhances communication between both parties within the enterprise, reducing confrontational conflicts. Topics of discussion include labor conditions, measures to improve work efficiency, and deliberations on company policies.

All employees

Regular Communication Meetings

Various departmental managers within the organization routinely convene meetings with employees. Apart from disseminating administrative and managerial directives, these meetings also address the daily challenges and needs of employees in their business operations.

Employees of each department

Complaint Box

The company has established an employee complaint box, managed by the Human Resources department in a confidential manner, providing employees with a channel for lodging complaints and an avenue for communication.

All employees

Human Rights and Non-Discrimination

Topview Optronics Corp. declares its commitment to safeguarding the rights of employees, ensuring compliance with local regulations and meeting the needs of stakeholders in human rights management. The company strictly prohibits child labor and practices equal treatment of all employees. It unequivocally rejects any form of forced labor, including human trafficking and modern-day slavery. The company actively promotes awareness of these principles within the organization.

Labor rights and human rights have always been a focal point of concern for Topview Optronics Corp. After implementing the Responsible Business Alliance (RBA) Code of Conduct (NON-VAP Verification), the company proactively declared its commitment to protecting employee rights and established multiple channels of communication. An internal "Communication Management Procedure" has been put in place, providing employees with a means to report any incidents of sexual harassment or improper treatment directly to the Human Resources department. The company ensures the confidentiality of whistleblowers' identities.

External stakeholders with concerns on this matter can utilize the HR mailbox on the company's official website to file complaints, and responses are handled by the HR department. In the year 2022, the company received no related complaints or grievances concerning labor rights or human rights issues.

Labor Relations

Establishing open communication channels and fostering good relationships

Approach to Major Theme Management

Major topic	Stakeholders	2023 Management Goals	2023 Goal Achievement Status	2024 Management Goals
Labor-Management Relations	employees	Regular Labor-Management Meetings for Information Dissemination	**Achieve standard**	Regular labor-management meetings are held to disseminate relevant information.
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Human Resources Environmental Safety and General Affairs	1. Welfare Committee Meetings 2. Labor-Management Meetings 3. Human Rights Policy Advocacy	Provide employees with diverse communication channels to ensure real-time access to company information.	Labor-management meetings are convened quarterly, and relevant information is posted on the company's website and bulletin board.

Talent Recruitment and Employment

To maintain a stable workforce, Topview Optronics Corp. adheres to a fair, transparent, just, and efficient selection system with the goal of attracting and retaining outstanding and qualified talents. The company aims to strengthen its organizational capacity, promote diversity, and ensure equal opportunities for all, without any discrimination based on race, color, age, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, union membership, or marital status in the recruitment process. The company complies with relevant regulations, treats all candidates equally, and strictly adheres to the prohibition of child labor in accordance with the Labor Standards Act. Additionally, the company complies with the Responsible Business Alliance (RBA) Code of Conduct.

Employment Freedom

The company prohibits the employment of forced labor and child labor, ensuring that all employment is voluntary. It is committed to maintaining and protecting gender work equality and personal dignity of employees. Employees have the right to leave their jobs freely within reasonable notice periods.

Freedom of Association

opview Optronics Corp. respects the employees' right to freely associate and form unions in accordance with the law. The company establishes channels of communication with employees in compliance with legal requirements. Employees or their representatives should be able to openly communicate with management and share their thoughts and concerns regarding work conditions and management practices without fear of discrimination, retaliation, threats, or harassment.

External Migrant Worker Care and Welfare Effectiveness

In response to global manufacturing layout and customer demands, Topview Optronics Corp. has been employing external migrant workers in its Taiwan plant since 2019 to meet the labor needs. The company places great importance on the care and welfare of these external migrant workers, and the relevant explanations are as follows:

Employee Communication and Complaint Channels

To ensure instant awareness among all employees about the company, Topview Optronics Corp. has established an EIP Employee Portal. This portal provides crucial personnel announcements, new employee guidance, an HR section, and information on various welfare measures by the Welfare Committee. This facilitates swift comprehension of company policies and application procedures for new colleagues and employees. External stakeholders with concerns regarding labor rights and human rights matters at Topview Optronics Corp. can raise these concerns through the company spokesperson. Following this, internal functional teams and stakeholders engage in communication and responses.

Since its inception, Topview Optronics Corp. has placed great emphasis on maintaining harmonious labor-management relationships and has provided various channels for employees to express their opinions. Employees can communicate their feedback through direct supervisors, HR managers, employee suggestion boxes, or participate in forums and discussions. In the event of encountering any incidents of sexual harassment or inappropriate treatment, employees can follow the "Whistleblowing and Complaint Handling Procedures," "Guidelines for the Prevention and Handling of Sexual Harassment," or the Workplace Violence Prevention Program to raise their concerns within the company.

The company encourages open expression of opinions by employees, with the understanding that they should disclose their identity to facilitate communication and investigation. Reasonable preventive and protective measures will be taken to ensure the quality of investigations and to prevent any unfair retaliation or treatment against those who come forward. Up to this point, the company has not experienced any incidents of identity-based discrimination, mistreatment, or sexual harassment, nor has it received any external complaints or grievances. External stakeholders with concerns about labor rights and human rights at Topview Optronics Corp. can address them through the company's spokesperson.

The HR department closely monitors changes and updates in government regulations to ensure that the company's policies related to wages, leave, working hours, and other relevant aspects comply with national legal requirements. As of 2022, the company has not been involved in any significant penalties or legal violations.

Issues	Projects	Outcomes
Labor Relations	Foreign Migrant Worker Management Guidelines	Optimizing Migrant Worker Management Matters
	Dormitory Human Rights Management	Free access to and from dormitories; no withholding or custodianship of passports and documents.
Care and Support	Providing a Native-Language Environment	Company policies and regulations, labor contracts, hazard signage, training materials, promotional campaigns, health consultation, etc., are all translated into their native language.
	Regular Care and Outreach	Company complaint mailbox, employee suggestion box, dormitory feedback box, migrant worker affairs counter, agency company hotline, Line group, epidemic prevention care.

4.2 Employee Profile

Employee Profile Human Resources Policy: Topview's Core Values

"Employment Philosophy": Demonstrating problem-solving abilities, maintaining a proactive work attitude, and embracing a spirit of continuous growth.

"Work Principles": Having innovative ideas, effective execution capabilities, ambitious aspirations, a strong sense of responsibility, a sense of belonging.

"Attitude Towards Others": Possessing sincerity, positive thinking, and trustworthiness.

In our human resources policy, we adhere to the philosophy of shared prosperity and mutual benefit with all employees, embedding this principle in both corporate activities and the daily actions of each employee. Through this virtuous cycle, we aim to attract, retain, develop, and motivate talented individuals. While we may not yet be doing enough, we are continually progressing toward this goal. Regarding recruitment and placement, we conduct thorough assessments of staffing needs to ensure the right person is placed in the right position, allowing each individual to fully utilize their strengths.

Employees are the company's greatest asset, and only the right personnel can contribute effectively to enhance performance and generate company profits. In response to current operational conditions, the demand for manpower has stabilized; however, to support long-term business development, we continuously seek to recruit external talent while providing internal employees with opportunities for promotion and reassignment. To this end, Topview Dentsu remains committed to attracting and retaining talent by focusing on employee development, comprehensive compensation and benefits planning, and providing a healthy and high-quality work environment.

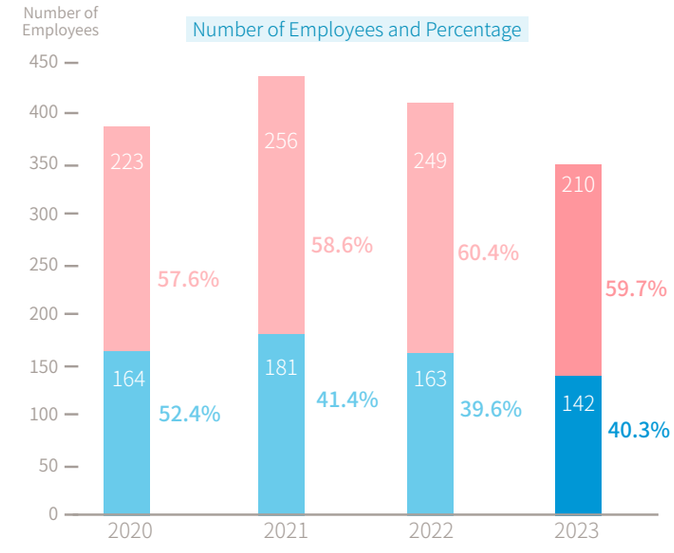
Employment Principles

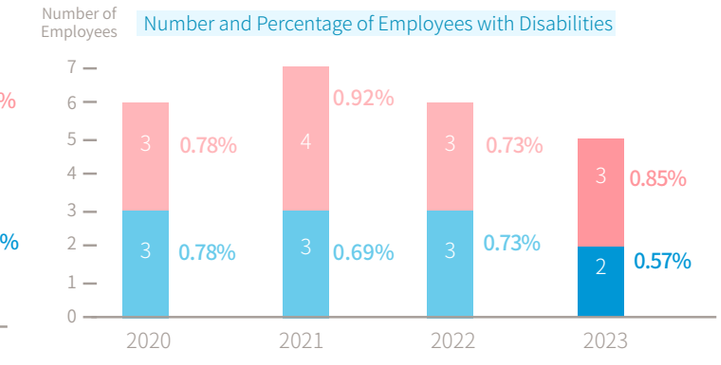
Topview Dentsu conducts open recruitment based on actual business needs. For direct personnel recruitment, we actively explore diverse channels, adhering to the principle of matching the right person to the right role, with a preference for internal candidates over external ones. The company does not discriminate based on race, religion, color, nationality, gender, or other factors and strictly prohibits the employment of child labor.

Employment of Persons with Disabilities

We provide equal employment opportunities for individuals with disabilities, in accordance with Article 38 of the People with Disabilities Rights Protection Act, hiring those with the capacity to work. Topview Dentsu is committed to supporting employment opportunities for people with disabilities by offering suitable work environments, fulfilling our corporate social responsibility.

Gender-wise	2020		2021		2022		2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Total number of employee	164	223	181	256	163	249	142	210
Number of employees with disabilities	3	3	3	4	3	3	2	3





Stable Workforce Structure

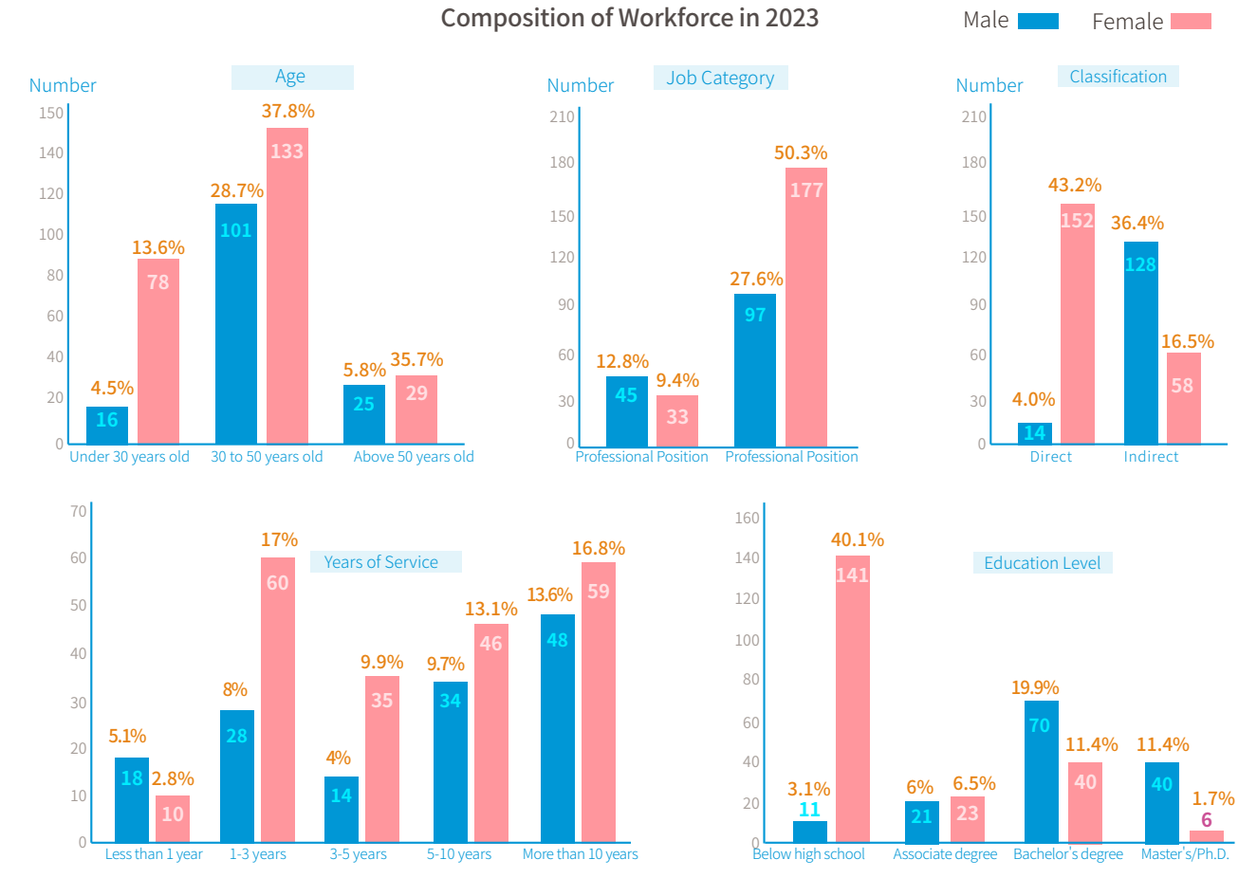
Topview Dentsu's organizational operations have entered a stable phase, but due to workforce demands arising from the structure of orders, the company began hiring foreign employees in 2019. Although operations were briefly impacted by the pandemic in 2020, Topview Dentsu remains committed to deepening its roots in Taiwan and prioritizing the employment of local talent, continuously creating job opportunities in Taiwan. Fortunately, with the collective efforts of company employees, operational growth surged after 2020. As of the end of 2023, Topview Dentsu's total number of employees has grown to nearly 352, with an analysis of the workforce composition provided on the following page:

As of the end of 2023, Topview Dentsu's total number of employees reached 352. An analysis of the 2023 workforce composition shows that female employees represent 59.7% of the total workforce, while male employees account for 40.3%. The higher proportion of female employees is attributed to the nature of employment in the production units. Direct employees and indirect employees make up 47.2% and 52.8% of the total workforce, respectively. In recent years, the company has not only strengthened its R&D capabilities but also focused on improving production quality, resulting in a balanced distribution between indirect and direct labor. In terms of management, supervisory positions account for 22.2% of the total workforce, with efforts made to rationalize the management scope for optimal organizational efficiency. The majority of the workforce consists of individuals aged 30 to 50, the prime age group for productivity and development potential. Indirect employees have shown relatively stable tenure, with balanced distribution across different years of service. The overall quality of the workforce has steadily improved, with approximately 44.4% holding university or postgraduate degrees. To attract local talent, the company’s workforce is primarily distributed between the Taoyuan plant and the Taichung office.

Composition of Workforce in 2023

Employee distribution		Male		Female		Total	Percentage
		Number	Percentage	Number	Percentage		
Age	Under 30 years old	16	4.5%	78	13.6%	64	18.2%
	30 to 50 years old	101	28.7%	133	37.8%	234	66.5%
	Above 50 years old	25	7.1%	29	8.2%	54	15.3%
Job Category	Management Position	45	12.8%	33	9.4%	78	22.2%
	Professional Position	97	27.6%	177	50.3%	274	77.8%
Classification	Direct	14	4.0%	152	43.2%	166	47.2%
	Indirect	128	36.4%	58	16.5%	186	52.8%
Years of Service	Less than 1 year	18	5.1%	10	2.8%	28	8.0%
	1-3 years	28	8.0%	60	17.0%	88	25.0%
	3-5 years	14	4.0%	35	9.9%	49	13.9%
	5-10 years	34	9.7%	46	13.1%	88	22.7%
	More than 10 years	48	13.6%	59	16.8%	107	30.4%
Education Level	Below high school	11	3.1%	141	40.1%	152	43.2%
	Associate degree	21	6.0%	23	6.5%	44	12.5%
	Bachelor's degree	70	19.9%	40	11.4%	110	31.3%
	Master's/Ph.D.	40	11.4%	6	1.7%	46	13.1%
Subtotal		142	40.3%	210	59.7%	352	100%

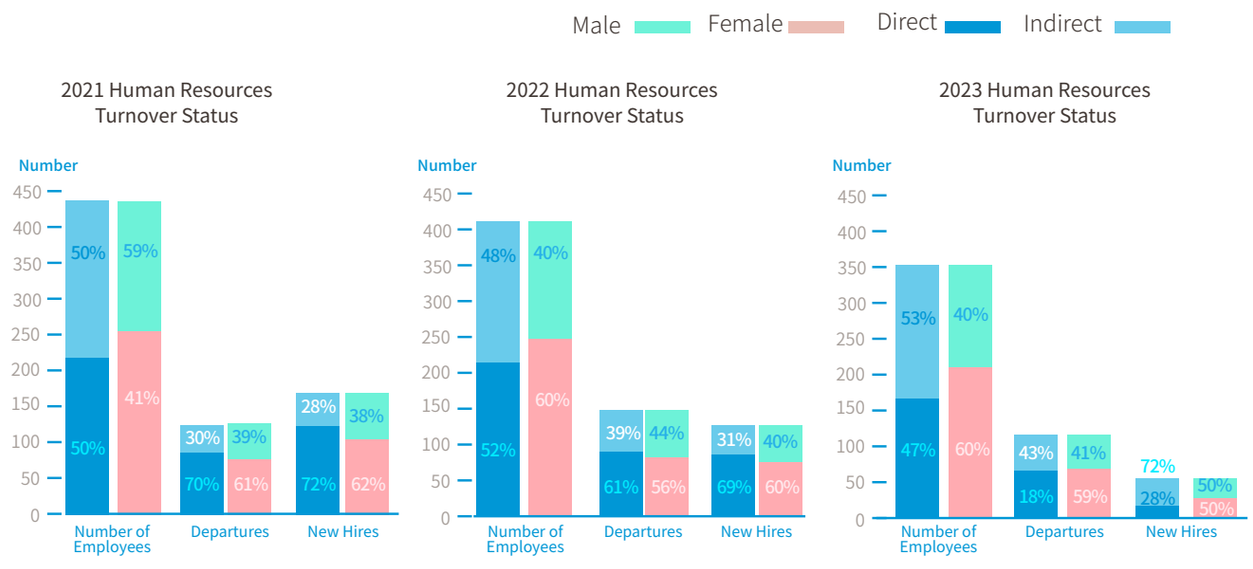
Composition of Workforce in 2023



Human Resources Turnover Status

The table below presents the human resources turnover at Topview Dentsu from 2021 to 2023. New hires are primarily based on the company's operational needs, offering diverse employment opportunities. In addition to hiring talent necessary for business expansion, the company's current HR policy encourages re-employment opportunities for women, social workers, and increasing employment opportunities for young people where suitable job roles are available. When employees submit a resignation request, the company seeks to understand the reasons for their departure and offers appropriate retention efforts.
As shown in the table, most of Topview Dentsu's employee turnover consists of female direct employees, with family caregiving responsibilities being the main reason for their resignation. Indirect employees, by comparison, have a lower turnover rate, indicating more stability in this group.
The higher turnover rate is seen among first-line direct employees. This is due to the inherently lower job stability of direct positions, compounded by the high turnover inducements within the Taoyuan Industrial Zone, which is a major manufacturing hub in Taiwan. In 2023, the number of new hires was lower than in 2022, and the number of resignations was also slightly lower in 2023 compared to the previous year. However, overall, the turnover rate in 2023 (44.2%) was significantly lower than in 2022 (65.5%).

With industry changes in the post-pandemic era and global factors like inflation, the job market saw significant fluctuations. From the severe labor shortages in 2022, the job market became more conservative in 2023 due to the global economic slowdown. Consequently, recruitment was more stable in 2023. However, Topview Dentsu continues to have a demand for workforce expansion to accommodate increasingly complex products and automation in production. In some cases, employees left the company due to personal or family reasons, or career planning considerations. The analysis of human resources turnover is as follows:



Year	Number	Job Category	Number	Percentage	Gender	Number	Percentage
2021	Number of Employees	Direct	219	50%	Female	256	59%
		Indirect	218	50%	Male	181	41%
		Total	437			437	
	Departures	Direct	89	70%	Female	77	61%
		Indirect	38	30%	Male	50	39%
		Total	127			127	
	New Hires	Direct	123	72%	Female	106	62%
		Indirect	47	28%	Male	64	38%
		Total	170			170	
2022	Number of Employees	Direct	215	52%	Female	249	60%
		Indirect	197	48%	Male	163	40%
		Total	412			412	
	Departures	Direct	92	61%	Female	84	56%
		Indirect	58	39%	Male	66	44%
		Total	150			150	
	New Hires	Direct	88	69%	Female	77	60%
		Indirect	40	31%	Male	51	40%
		Total	128			128	
2023	Number of Employees	Direct	166	47%	Female	210	60%
		Indirect	186	53%	Male	142	40%
		Total	352			352	
	Departures	Direct	65	18%	Female	68	59%
		Indirect	50	43%	Male	47	41%
		Total	115			115	
	New Hires	Direct	15	28%	Female	27	50%
		Indirect	39	72%	Male	27	50%
		Total	54			54	

4.3 Salary

Topview Optronics Corp.'s salary strategy is based on the industry's competitive environment, company performance, and market trends, providing a competitive overall compensation package, including base salary, bonuses, and dividends. Salary adjustments are made according to the job hierarchy and salary standards, taking into account factors such as education, work experience, individual development potential, professional capabilities, and performance, without being influenced by gender, race, nationality, age, or any other personal factors

Salary and Benefits

Topview Optronics Corp. adheres to legal regulations in all salary and benefits measures, including minimum wage, paid leave, and legally mandated benefits. These measures are regularly reviewed and adjusted to attract and retain outstanding talents. In terms of benefits, the company provides group insurance plans and organizes various activities, both domestic and overseas, such as gatherings, subsidized club events, etc., to enhance camaraderie and enrich the leisure life of its employees.

One of Topview Optronics Corp.'s business philosophies is "Employees as Shareholders," which is realized through the implementation of employee stock ownership plans and dividend distribution. The company values its human capital and believes in sharing profits with employees. It provides a generous employee dividend system that combines company performance and individual achievements, ensuring competitiveness in the talent market and demonstrating Topview Optronics Corp.'s sincere commitment to valuing and retaining talent.

Year		2022						2023					
Employee distribution		Male		Female		Total	%	Male		Female		Total	%
		Headcount	%	Headcount	%			Headcount	%	Headcount	%		
Job type	Management position	50	12.1%	34	8.3%	84	20%	45	12.7%	33	9.4%	78	22%
	Professional position	113	27.4%	215	52.2%	328	80%	97	27.6%	177	50.3%	274	78%
Total		163	39.5%	249	60.5%	412	100%	142	40.3%	210	59.7%	352	100%

Performance Management

Topview Dentsu conducts regular annual performance evaluations. The performance evaluation process is based on work performance, competencies, and attitude, with evaluations conducted fairly and reasonably according to the standards outlined in the performance evaluation form. Performance goals for each department and individual employees are set and executed based on the company's key performance indicators (KPIs). Every six months, performance evaluations are carried out to assess the achievement of work objectives and behavior, helping to identify any challenges employees face and offering guidance to improve work efficiency. The company also links operational profitability with performance outcomes, providing appropriate rewards to employees, such as salary adjustments or promotions for outstanding performance.

Performance management is a system that connects strategy, rewards, talent development, and competency growth. At the beginning of each period, KPI targets aligned with the company's strategy are set, which guide the development of work plans. Throughout the process of achieving these goals, regular and ad-hoc work reviews are conducted to ensure progress and alignment with company strategy.

Biannual performance evaluations assess the interim results and behavioral displays of employees in achieving their goals. Feedback is provided through performance reviews to ensure alignment between actual work and initial objectives, taking into account both the outcomes and the processes involved in reaching the goals. At the end of the year, performance evaluations are conducted to review the achievement of annual goals. During this process, managers engage in performance discussions with employees to review accomplishments and set new goals for the upcoming year through mutual understanding.

Topview Dentsu values the achievement of key objectives while also focusing on employee behavior and providing real-time feedback from supervisors. Based on the results of performance evaluations and the developmental needs of employees' careers, managers and employees collaboratively create a "Personal Development Plan" to ensure that each talent can fully utilize their potential. The company's performance management system follows

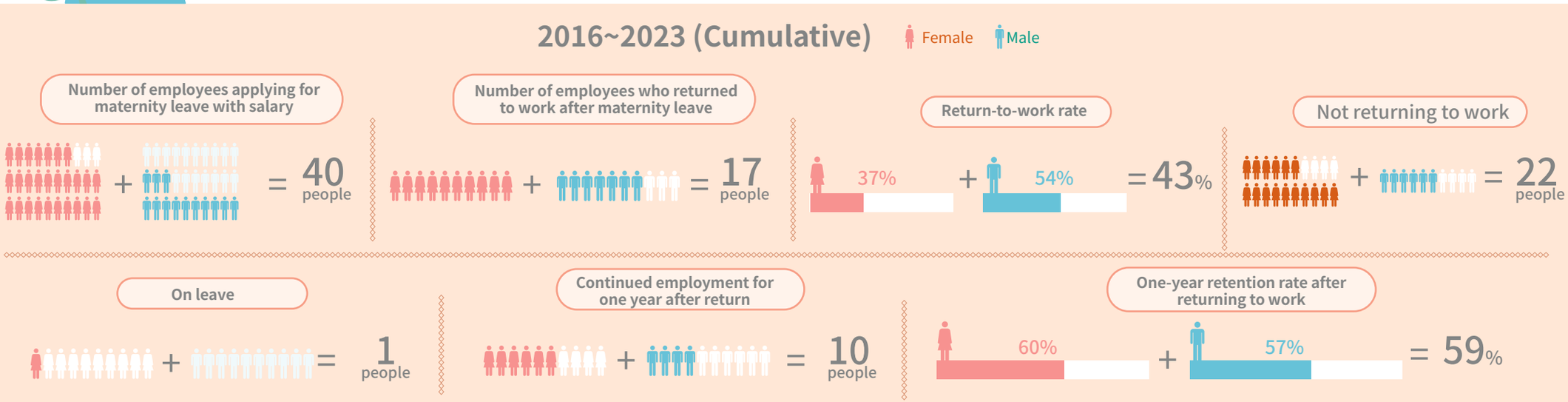
the PDCA (Plan-Do-Check-Act) cycle: setting goals at the beginning, tracking them mid-cycle, and conducting performance reviews at the end based on goal achievement, creating a comprehensive performance management loop.

Topview Dentsu emphasizes the importance of employees' work performance and career development, adhering to principles of fairness, transparency, and equality, regardless of nationality or gender.

Maternity L eave

In order to enhance the nation's future competitiveness, our company considers addressing employees' childcare and breastfeeding issues as an indispensable social responsibility. In accordance with Taiwanese regulations, we provide parental leave, and employees can apply for unpaid parental leave under the "Gender Equality in Employment Act" and the "Regulations for Parental Leave Without Pay." From 2016 to 2023, a total of 40 employees applied for parental leave, with 1 currently still on leave. As of 2023, the retention rate one year after returning to work is 59% (as shown in the table below).

Duration	Statistical items	Female	Male	Subtotal
2016~2023 (Cumulative)	Number of employees applying for maternity leave with salary suspension	27	13	40
	Number of employees who returned to work after maternity leave	10	7	17
	Number of employees who continued working for at least 1 year after returning to work	6	4	10
	Number of employees currently on maternity leave	1	0	1
	Number of employees who did not return to work after maternity leave	16	6	22
	Return rate	37%	54%	43%
	Retention rate after 1 year of returning to work	60%	57%	59%



Retirement System

Topview Optronics Corp. has established a retirement system in accordance with legal regulations to ensure that employees are entitled to retirement benefits in the future. This includes those who fall under the retirement system specified in the "Labor Standards Act." For such employees, their retirement preparation funds are estimated and deposited into the old retirement fund account. Additionally, for those covered under the "Labor Pension Act," monthly contributions of 6% are made to the employees' individual retirement pension accounts based on the applicable retirement pension levels for each qualifying employee.

Working Conditions

Topview Optronics Corp. recognizes that human resources are the company's assets and places importance on maintaining a balance between work and life for employees to enhance productivity. Therefore, the company is committed to providing a high-quality working environment, including healthy and safe workplace facilities. It also regularly reviews labor conditions to ensure compliance with legal requirements and adopts a people-oriented management approach with the flexibility to make timely adjustments.

Overtime and Working Hours Management

The company has established a work time, vacation, and overtime management mechanism in accordance with labor regulations. Overtime pay is calculated or compensatory time off is provided when employees provide labor outside regular working hours due to work needs, following the requirements of the law. The company regularly reviews and controls working hours. With the exception of emergency or special operational situations, employees are entitled to at least one day of rest per seven working days as a standard practice.

4.4 Talent Development

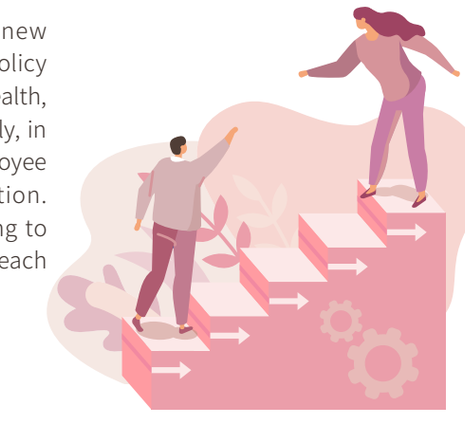
Topview Dentsu places great emphasis on employee development, believing that continuously nurturing talented individuals is the key to strengthening the company's competitive foundation and creating a high-quality workforce. The company invests significant resources to provide comprehensive training programs that align with its manpower needs and the specialized expertise required by various functional units. These training programs effectively enhance human resource development, improve the quality of employees' work, and help achieve business objectives. Furthermore, the company has successfully passed the Talent Development Quality Management System (TTQS) evaluation by the Workforce Development Agency of the Ministry of Labor.

Training Content

Topview Dentsu's training programs are divided into five main areas: new employee orientation, professional/functional training, general education training, direct employee training, and self-development training. The company places special emphasis on the training system for new employees, helping them quickly integrate into the organization. New employee orientation is conducted upon their arrival, followed by a three-month period of on-the-job training and learning implemented by their respective departments. This enables new employees to quickly understand the company's operational environment and adapt to their roles, shortening the adjustment period.

The company offers competency-based courses, ensuring that each employee acquires the necessary skills and knowledge for their position and can effectively apply them in their work. Employees are also encouraged to actively share knowledge to promote learning and knowledge transfer.

In 2023, the focus of training included improvements in new employee training, labor safety, emergency response, and policy awareness (covering topics such as occupational safety and health, environment, quality, human rights, and integrity). Additionally, in response to corporate sustainability issues, relevant seed employee training was conducted to facilitate internal implementation. In 2023, a total of 98 training sessions were held, amounting to 2,363 hours of training, with 1,331 participants. On average, each employee received 1.78 hours of training during the year.



5 Major Directions of Education and Training

New Employee Training

Pre-employment training and onboarding training for new employees, with the assistance of mentoring to help them adapt to the work environment and corporate culture.

Professional/Functional Training

Competencies required for different job functions, including production, marketing, sales, research and development, finance, management, procurement, information technology, and more.

General Education Training

Covers the company's mission, corporate culture, company values, quality awareness, occupational safety, and health.

Direct Employee Training

Knowledge, skills, and operational methods necessary for on-site operations.

Self-Development Training

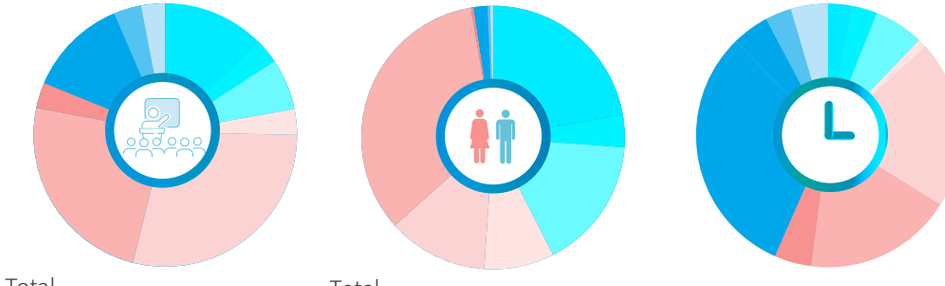
Language courses, e-Learning programs, and other self-improvement opportunities.

Environmental, Saf ety, and He alth-related E ducation and Training

To enhance employees' knowledge of work safety and health, Topview Optronics Corp. conducts safety and health education and training. Each year, training sessions are provided for new employees, current staff, emergency response, fire safety, and off-site specialized training to ensure personnel safety and minimize disaster losses. The statistics for Environmental, Safety, and Health education and training are shown in the following table, with a total of 305participants and 133.5 hours of training.

	Course Names	Number of Courses	Participants	Hours
1	Human Factors Engineering Hazard Prevention	4	67	4
2	Occupational Safety and Health Business Supervisor Safety and Health On-the-Job Training	1	12	4
3	Occupational Safety and Health On-the-Job Training - AED and CPR OperationFire Safety Manager	2	49	8
4	Fire Safety Education and Training	1	26	1.5
5	Occupational Safety and Health Management Personnel On-the-Job Education and Training	9	37	27
6	Occupational Safety and Health Education and Training (New Employees)	8	106	24
7	Occupational Safety and Health	1	1	6
8	On-the-Job Education and Training	4	5	41
9	First Aid Personnel Training Course	1	1	6
10	Firefighting Team Education and Training	1	1	12
	Total	32	305	133.5

Total Number of Environmental, Safety, and Health Education and Training (Internal and External)



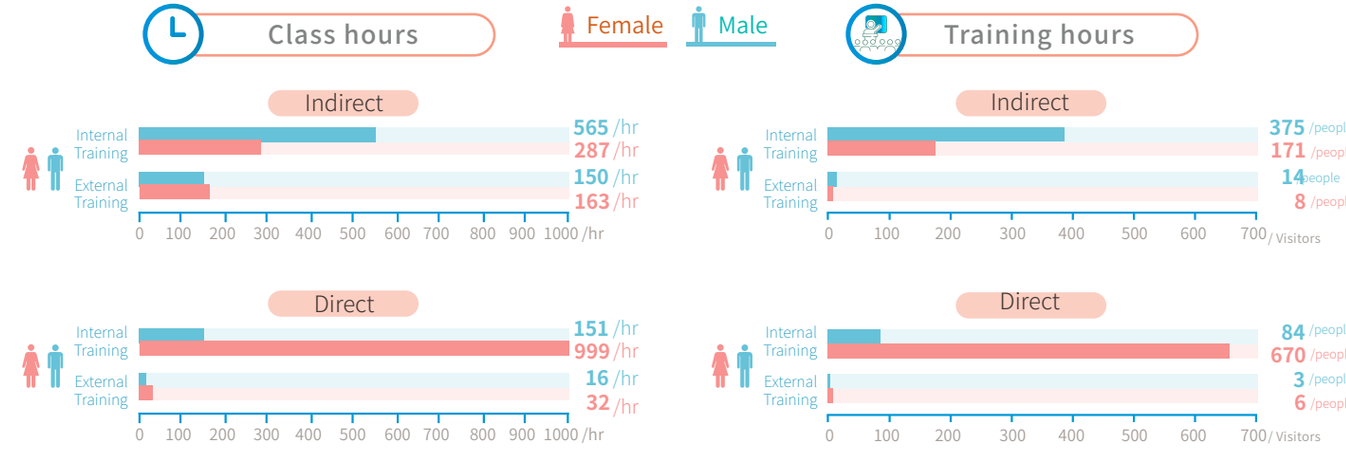
Total Number of Courses 32/sessions

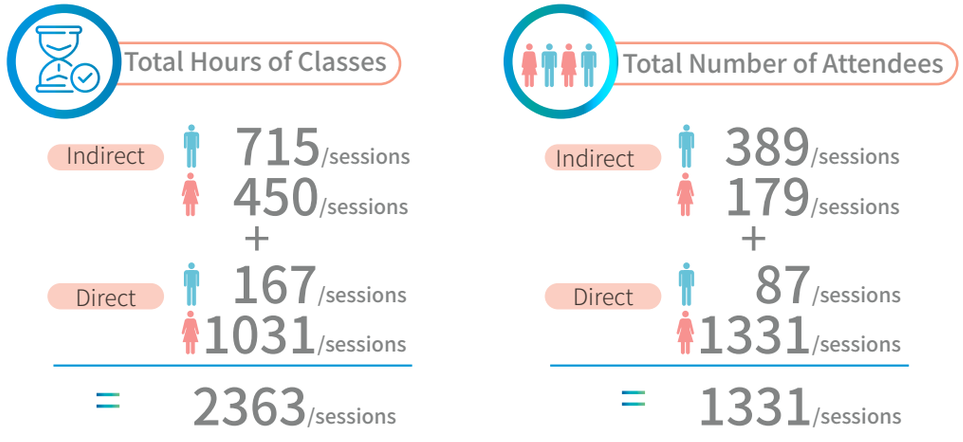
Total number of attendees 305/people

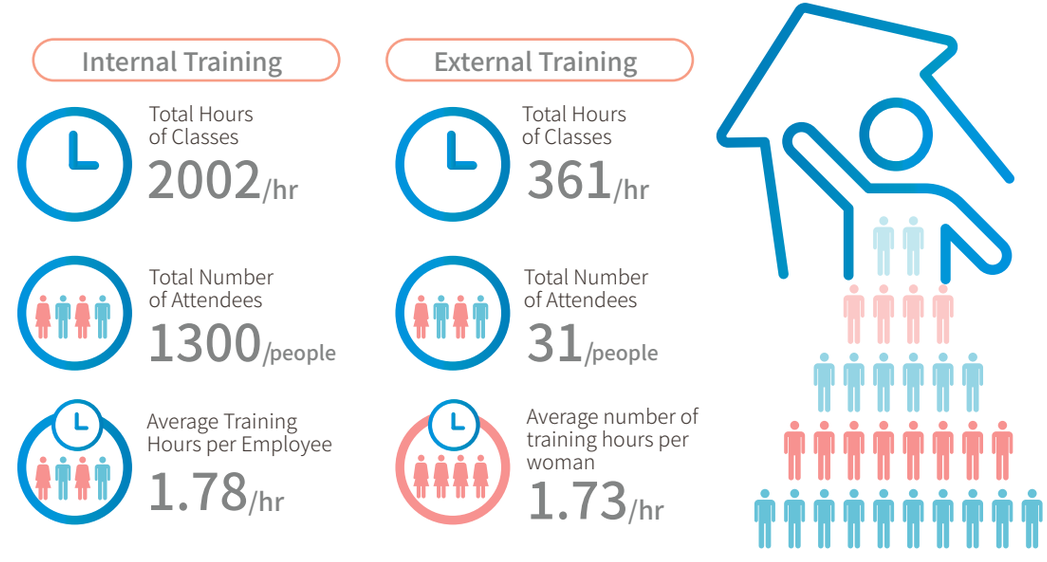
Total training hours 133.5/hr

In 2023, the focus of training was on improving new employee onboarding, labor safety, emergency response, and policy advocacy (such as occupational safety and health, environment, quality, human rights, integrity, etc.). Additionally, in response to corporate sustainability issues, relevant seed training for internal implementation was conducted. In 2023, there were a total of 98 training sessions for both current employees and new hires, with a total of 2,363 training hours and 1,330 participant instances. The average training time per employee in 2023 was 1.78 hours.

Item	Category		Internal Training	External Training	Total
Class hours	Indirect	Male	565	150	715
		Female	287	163	450
	Direct	Male	151	16	167
		Female	999	32	1031
	Total		2002	361	2363
Training hours	Indirect	Male	375	14	389
		Female	171	8	179
	Direct	Male	84	3	87
		Female	670	6	676
	Total		1300	31	1331
Average Training Hours per Employee					1.78
Average number of training hours per					1.73







4.5 Employee Benefits

Topview Optronics Corp. upholds the concept of creating a happy workplace and designs a diverse range of employee benefits to provide all our team members with a high-quality work environment and a culture of well-being and health.

5 Major Employee Benefits

Healthcare	Family Care	Festival Bonuses	Welfare Facilities	Diverse Activities
Labor Insurance and National Health Insurance	Maternity Subsidy	Birthday Voucher	Table Tennis Room	Company Gatherings
Group Insurance	Childcare Allowance	Labor Day Voucher	Nursing room	Movie Events
Annual Health Checkup	Daughter's Education Subsidy	Dragon Boat Festival Voucher	Basketball Court	Club Activities
On-site Care from Doctors and Nurses	Wedding Gift	Mid-Autumn Festival Voucher	Free motorcycle/car parking	Spring Banquet
	Funeral Allowance			Year-end Lucky Draw
	Employee Continuing Education Scholarship			

Employee Gatherings

At the end of the year, the Welfare Committee allocates funds for departmental dinners to promote interpersonal connections and strengthen relationships among employees.

Social Club Ac tivities

To foster communication and boost team morale, Topview Optronics Corp. has established various social clubs, such as the Running Club, Board Game Club, Badminton Club, Softball Club, and more. We provide financial support and venue assistance to encourage employees to form their own clubs. These social clubs aim to promote work-life balance and create a healthy and happy work environment for our employees.

4.6 Occupational Health and Safety

Topview Optronics Corp. is committed to providing a safe and healthy working environment for its employees. In line with our "Occupational Health and Safety Policy," we focus on the following

「Eliminating haz ards and risks, complying with safety regulations, involving employee consultations, and continuously improving.」

To implement this policy, Topview Optronics Corp. has established a Safety and Health Committee under the Environmental and General Affairs Department in accordance with the "Occupational Safety and Health Management Regulations." The committee comprises representatives from both labor and management, and it holds regular labor safety and health meetings on a quarterly basis.

In 2023, a total of four meetings were held, during which significant decisions were made regarding health and safety matters. These decisions included initiatives such as the presence of on-site medical personnel, epidemic prevention measures for contractors, environmental hygiene within and around the factory premises, commuting safety awareness, electrical management, and safety measures for contractors entering the premises. All these requirements were communicated to our employees through official announcements.

workplace Zero Accidents, 0 incidents per month

Approach to Major Theme Management

Major topic	Stakeholders	2023 Management Goals	2023 Goal Achievement Status	2024 Management Goals
Occupational Accident Management	employees	Reducing Occupational Accident Cases to **0** per Month	**0** cases, **Achieving the target**	**0** cases
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Environmental Health and Safety (EHS) Affairs	1.Cross-departmental collaboration for project execution. 2.External audit unit conducting verification.	1. Maintaining the validity of the ISO 45001:2018 Occupational Health and Safety Management System certificate annually. 2. Conducting relevant educational and training programs.	1. Conducting quarterly labor safety and health meetings and disseminating relevant information. 2.Providing outcome reports during management review meetings.

Topview Optronics Corp. has implemented the ISO 45001 Occupational Health and Safety Management System to manage risks through risk assessment, disaster prevention, and environmental monitoring. The company conducts various activities to reduce occupational health and safety risks for employees and contractors. The related activities are as follows:

Occupational Health and Safety Activities

一、Occupational Safety and Health Inspection

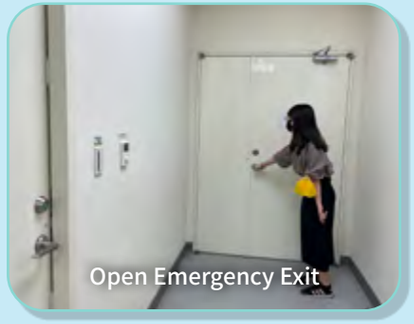
To enhance employees' knowledge of workplace safety and health, Shengpin Electronics conducts safety and health education and training, offering various training sessions each year. In addition to complying with safety and health regulations, we are committed to ingraining safety principles in our employees, aiming to minimize occupational hazards and move towards the goal of zero workplace injuries.tivities are as follows:

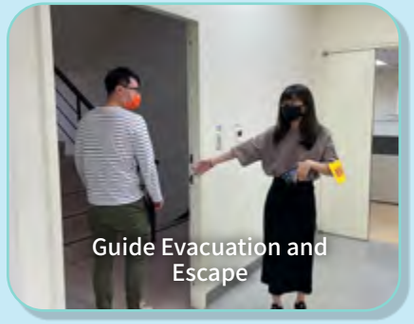
1-1 Occupational Safety and Health On-the-Job Training - AED and CPR Operation

1-2 Fire Emergency Response

The Environmental Safety and General Affairs Department conducts annual fire drills involving the entire plant. Prior to the drill, members of each functional team on the fire self-defense roster are gathered for education and training. This ensures that team members clearly understand their key responsibilities and reinforces their vigilance in the event of a disaster. The goal is to minimize safety risks and disaster losses. After the fire drill, the Environmental Safety and General Affairs Department reviews and improves based on the results of the drill.

Fire Drill



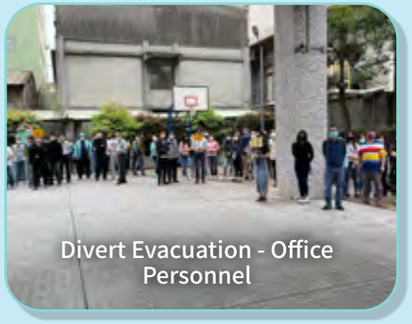


1-3 Newly hir ed emplo yees and e xisting s taff under go safety and he alth tr aining

In order to instill correct safety, health, and hygiene concepts in new and current employees, the HR and Environmental Safety and General Affairs units arrange for colleagues to undergo occupational health and safety-related training. This aims to cultivate relevant knowledge and skills, assisting the company in promoting its occupational health and safety management plan.

1-4 Non-Ionizing R adiation Training

To enhance the safety awareness of employees involved in non-ionizing radiation operations, regular retraining is scheduled in compliance with regulations. ISO 45001 audits are conducted to reinforce employees' safety and protection awareness.



Divert Evacuation - Office Personnel

Off-site Assembly - Member Roll Call

General Manager's Environmental Health Promotion

二、Safe Working Environment

2-1 Hazard Identification and Risk Assessment

To prevent occupational accidents, Topview Optronics Corp. requires personnel to use protective equipment correctly to ensure their safety during operations. Regular hazard identification and risk assessment are conducted for operational processes, and unacceptable risks are controlled. Continuous improvement of operational management and preventive mechanisms is emphasized, including safety assessments prior to acquiring machinery and enhanced safety measures. To ensure the safe operation of electrical equipment at the work site, warning devices are installed on machines as a secondary safety measure.

2-2 Chemical Manag ement

Our company does not utilize highly toxic chemicals. In our processes, we only use substances like ethanol (alcohol) and soldering flux. The chemicals used on-site are managed, labeled, and stored according to the procedures outlined by the Globally Harmonized System (GHS) for the classification and labeling of chemicals.

2-3 Workplace Environment Monitoring

In accordance with the actual operational hazards and regulatory requirements, we regularly engage monitoring agencies to conduct work environment assessments. This helps us understand the presence of hazardous factors in the work environment. Based on monitoring results, we implement improvements at the work sites to mitigate the occurrence of occupational diseases. In 2022, noise, illumination, carbon dioxide, and organic solvent monitoring results all complied with legal requirements.

Occupational Safety and Health Education and Training

To enhance employees' knowledge of occupational safety and health, Topview conducts safety and health education and training, offering various courses annually. In addition to complying with safety and health regulations, we continuously instill the concept of safety among our employees, aiming to minimize occupational hazard risks and move toward the goal of zero workplace injuries.

3-1 Occupational Injury Statistics, Analysis, and Safety Advocacy

In addition to common occupational health protection measures such as preventing musculoskeletal disorders caused by repetitive tasks, preventing diseases related to abnormal workloads, preventing incidents of unlawful attacks during work, and providing maternity health protection, the company's nurse also conducts preliminary assessments based on health examination reports. High-risk groups and pregnant employees requiring maternity protection during pre-pregnancy, pregnancy, and post-pregnancy periods are identified for health management interviews and job suitability assessments. These individuals are then arranged to have face-to-face discussions with occupational health physicians to provide health and hygiene education and to receive ongoing health management and follow-up care from the company nurse.

Annual	Total Work Hours	Number of Minor Injuries	Number of Disabling Incidents	Serious Occupational Injury Rate	Recordable Incident Rate
2021	810,624	1	0	0	1.23
2022	832,384	1	0	0	1.20
2023	759,232	1	0	0	1.32

3-2 Accident Investigation Process

The company has established an accident investigation procedure for disabling injuries, non-disabling injuries, and near-miss incidents that occur during various operations within the facility. This procedure is designed to record, investigate, and analyze incidents to prevent the recurrence of accidents or near-miss events, ensuring the safety and health of employees.

Accident Investigation and Review: The supervisor of the unit where the accident occurred is responsible for overseeing all related matters, including conducting an investigation, analyzing the incident, and determining accountability.

3-3 Improvement Tracking

After approval by the General Manager, the accident investigation report will be published, and the improvement actions will be tracked.

Employee Health Care

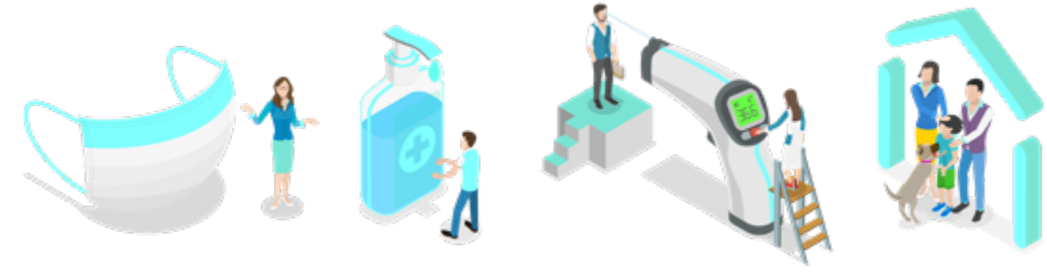
Health examination

Topview Optronics Corp. conducts annual health examinations organized by the Administration Department's Environment, Health, and General Affairs Division. The examinations are carried out every two years, which exceeds the regulatory requirement for examination frequency. Qualified medical institutions for labor health checks are commissioned to conduct the examinations on-site, with examination items surpassing regulatory standards. Certified medical personnel perform the annual health checks, and based on the abnormality ratio, annual trends, and population trends of employees, assessments are made to identify areas for improvement. Urgent matters are prioritized, and individual needs of employees are understood through periodic health care follow-ups, providing comprehensive health care. For employees engaged in high-risk tasks requiring special health examinations, individual consultations are arranged with doctors to discuss their personal health checks and provide detailed explanations regarding their dietary habits and lifestyle.

In addition to common occupational health protection measures such as preventing musculoskeletal disorders caused by repetitive tasks, preventing diseases related to abnormal workloads, preventing incidents of unlawful attacks during work, and providing maternity health protection, the company's nurse also conducts preliminary assessments based on health examination reports. High-risk groups and pregnant employees requiring maternity protection during pre-pregnancy, pregnancy, and post-pregnancy periods are identified for health management interviews and job suitability assessments. These individuals are then arranged to have face-to-face discussions with occupational health physicians to provide health and hygiene education and to receive ongoing health management and follow-up care from the company nurse.

Epidemic prevention publicity

While the pandemic is gradually being lifted, Topview Optronics Corp. continues to maintain the same pace by holding regular weekly epidemic prevention meetings and making rolling adjustments based on the situation. The Human Resources department also periodically conducts epidemic prevention health care and policy advocacy internally



4.7 Social Care and Participation

1.Charity Activities

Caring for the Vulnerable and Restarting

Topview Optronics Corp. calls on all employees to participate in public welfare and contribute to causes they care about. Since 2016, the company has been sponsoring the LeYin Foundation, and our colleagues have actively participated in related activities, such as donating receipts and spare change. Through these small actions, the collective compassion of our employees is channeled to help vulnerable women and children in society. We hope that through charitable donations, we can offer assistance and bring opportunities for life-changing experiences to these vulnerable groups.

Accompanying families in need through the storm

Many economically disadvantaged families in society face sudden and unforeseen hardships that push them into desperate situations. Especially in recent years, the impact of the pandemic not only endangers human lives but also leads to a significant reduction in donations for social welfare organizations. Recognizing the impact of the pandemic on the broader community, Topview Optronics Corp. has taken the initiative to regularly sponsor the "1919 Love Walk - Emergency Family Assistance Program" initiated by the Chinese Christian Relief Association and the Ciyun Love and Mercy Foundation in New Taipei City. Through these sponsorships, we aim to extend warmth and support from the wider community to vulnerable families who are hit even harder by the pandemic.

1919愛走動
急難家庭救助計畫

2.Public welfare implementation effect

Topview Optronics Corp. believes in measuring the "non-financial" feedback and returns obtained from investing in philanthropic activities. By supporting charitable organizations, we aim to spread positive energy throughout every corner of society. Our goal is to ensure that every dollar invested can generate higher social returns and make a positive impact on the community.

The breakdown of charitable donations for the year 2023 is as follows

Public welfare organizations	Donation amount
The Garden of Hope Foundation-International Affairs	54,000
Chinese Christian Relief Association	66,000
Total	120,000

3. Talent Recruitment and Industry-Academia Collaboration

In line with operational development and employment needs, the company has established operational sites in Taoyuan and Taichung, recruiting personnel for the required positions. We aim to increase local employment opportunities for young people while also encouraging women seeking second careers and other members of society to apply for suitable job openings. Taiwan is beginning to face a severe labor shortage challenge, and for companies to develop sustainably, 'succession' is a crucial task. To cultivate local technical talent in Taiwan, Splendid Electronics has engaged in an industry-academia collaboration project with Ming Chi University of Technology through its human resources planning initiative. As part of this collaboration, students visit the company, and after going through a formal selection and interview process, three interns were recruited. They have been assigned to positions in manufacturing, product verification, and other areas for learning. Dedicated mentors guide the interns to the departments that align with their interests, helping them understand corporate operations early on. By gaining hands-on experience while still students, they can smoothly transition into the workforce in the future. We hope that during their year of internship at Splendid, the students can apply what they have learned in school to their work, steadily growing and developing.

Industry-university collaboration

University	Number of interns	Internship period
Ming Chi University of Technology	3	112/09/12-113/09/06

Chapter 5

ENVIRONMENTAL SUSTAINABILITY AND CARBON MANAGEMENT

5.1 Smart Factories P68

5.2 Energy Management P71

5.3 Greenhouse Gas Management P72

5.4 Water Resource Management P74

5.5 Waste Management P75

5.6 Climate Change Risks and Opportunities P76

5 Environmental Sustainability Management

Topview Optronics Corp. is engaged in the research, development, and assembly of monitoring equipment. Since its establishment, the company has never violated any environmental regulations. To achieve its sustainability vision, the company integrates abundant technical expertise and resources to enhance production efficiency through process improvements while ensuring product quality and yield.

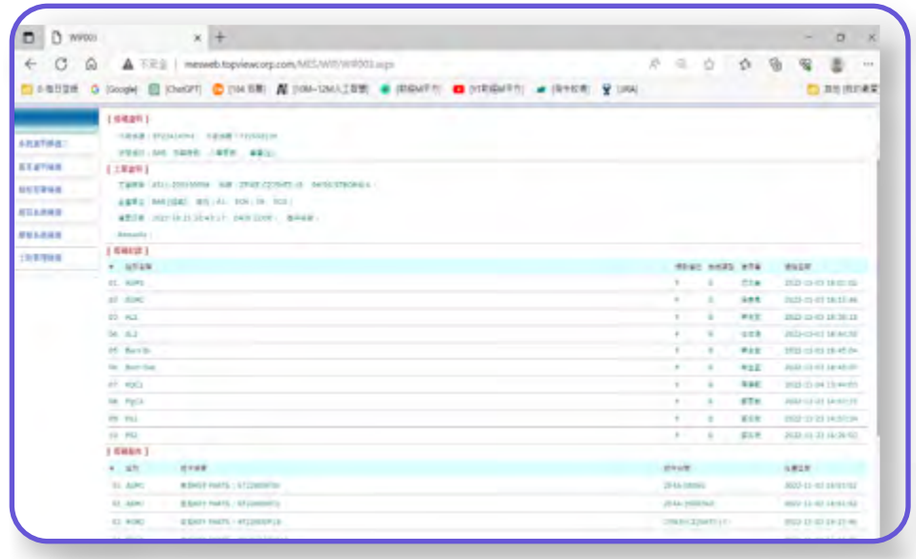
We are committed to implementing the concept of "environmental sustainability" within our organization. Moreover, we align with international standards by establishing the ISO 14001 environmental management system, integrating relevant management protocols. This enables our company to follow the PDCA cycle on both operational and administrative fronts, fulfilling our commitment to actions promoting environmental sustainability.

5.1 Smart Factory and Carbon Management

Topview Optronics Corp. is engaged in the research, development, assembly, and EMS contract manufacturing of monitoring equipment. As society increasingly emphasizes corporate social responsibility, the adoption of smart factory technologies enables the manufacturing industry to better track production quality. By standardizing processes, not only are unnecessary operational steps eliminated, but production efficiency is also improved. Increasing production capacity has always been a goal pursued by our manufacturing team, and while ensuring quality, streamlining operational processes allows for a rapid overall enhancement in production efficiency. Topview Optronics Corp. has initiated a series of transformative actions:

Manufacturing Execution System (MES System)

In order to drive lean production, the manufacturing department has initiated efforts to streamline and standardize processes. The implementation of the Shop Floor Control System enables more efficient production scheduling at each workstation. Through the system, comprehensive records of product testing results are captured, facilitating subsequent data analysis and optimization of the testing process. By generating valuable reports, overall operational efficiency is enhanced.



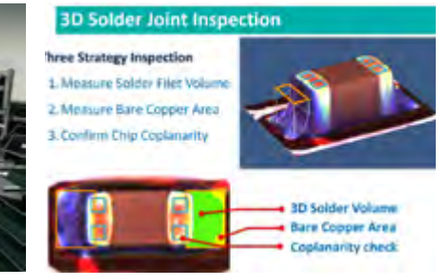
paperless

Since the implementation of the electronic approval system, Topview Optronics Corp. has expanded its scope to encompass various cross-functional documents, such as engineering changes, ISO procedural documents, and administrative forms. Additionally, the company has introduced the Manufacturing Execution System (MES System) on the production lines to closely monitor the daily production scheduling progress of each line.

Using barcode scanning actions, the online personnel can automatically access the required Standard Operating Procedures (SOP) for each station through the system. The MES system is utilized for document management on the production lines, accelerating operational efficiency, mitigating the risk of using incorrect document versions, and, at the same time, achieving the objective of paperless management in the factory.

Auto Optical Inspection

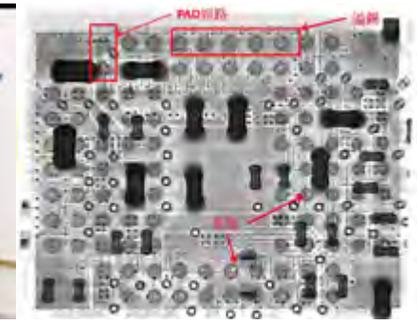
The AOI inspection equipment, combined with multiple lenses, angles, and software-based detection algorithms, is more effective in detecting common abnormalities in the SMT (Surface Mount Technology) process compared to traditional manual visual inspection. These abnormalities include wrong components, wrong polarity, lead lift, lead defects, and others. Additionally, the AOI system provides real-time feedback to the pre-SMT process, facilitating the identification of abnormal causes. This not only improves product quality and yield but also meets the production capacity requirements.



X-Ray Equipment

In the quality control process of the SMT (Surface Mount Technology) manufacturing, the most challenging issues are BGA (Ball Grid Array) short circuits and voids or cold soldering on the substrates. Conventional methods such as manual component removal (layer-by-layer approach) or trial and error (trial and error method) are not only time-consuming but also inefficient.

X-Ray equipment, on the other hand, is a non-destructive testing method that utilizes penetrating inspection and automated analysis to rapidly identify the root causes of production abnormalities. Once identified, engineers can promptly adjust relevant process parameters and implement appropriate countermeasures in collaboration with relevant departments. This significantly improves the quality and yield of the SMT manufacturing process.



SMT Material Error Prevention System

Topview Optronics Corp. operates in a low-volume, high-variety production environment, which entails frequent line changes and replenishment operations. In the SMT process, manual verification based on paper documents was the standard practice, relying heavily on human inspection. As the SMT process serves as a crucial station in the manufacturing plant, errors due to personnel fatigue can lead to increased rework costs, reduced production capacity, and even customer complaints and claims that can affect the company's reputation.

Therefore, establishing a robust SMT Material Error Prevention System becomes exceptionally important. With the implementation of the SMT Material Error Prevention System, an upgrade to scanning and reading SMD reel barcode information is introduced. This allows for offline material verification and integration with the material station, providing error prevention reminders. As a result, it effectively reduces the time and mental stress associated with personnel changes and material replenishment tasks.

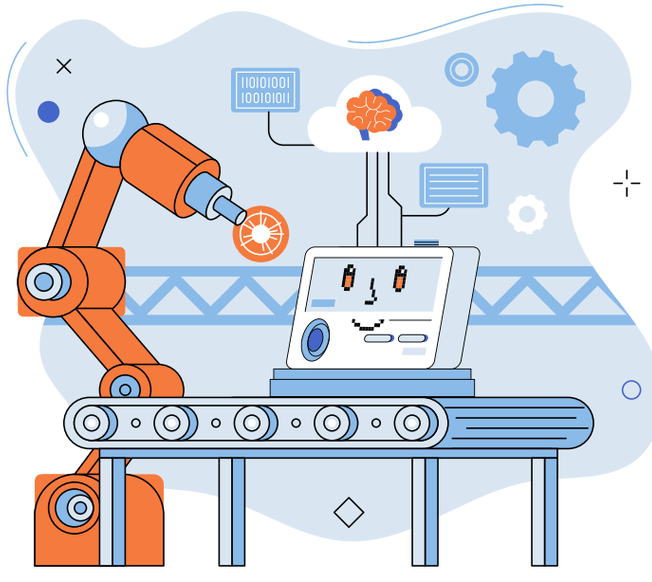
Furthermore, the system captures information from each station, which is displayed in the system reports. This data is available for production line supervisors to monitor operational efficiency, track consumption of labor hours, and manage other related aspects.

Automated Production Testing Program

As lens functionalities become increasingly complex, and resolution specifications continue to rise, the task of inspecting image quality has evolved from manual human judgment to algorithm-based software determination. This shift not only significantly reduces the risk of human error or misjudgment but also allows for real-time uploading of testing yield and results to the system.

The data uploaded to the system can serve as a valuable source of improvement for the research and development department during new product development and trial production reviews. Additionally, it provides continuous improvement insights for process engineers after mass production.

With the adoption of an automated production testing program, the inspection of image quality is efficiently managed, empowering the company with enhanced capabilities for product development and process improvement.



Establishment of Smart Factory Production Blueprint

Topview Optronics Corp. continues to outline a three-year plan for smart production, focusing on reviewing current processes and implementing improvements based on standardization, modularization, automation, and digitization. Various aspects of enhancement are being initiated, including logistics and warehouse optimization, automated packaging planning, testing process automation, and human-machine collaboration projects. These endeavors aim to continuously refine and optimize the overall production flow, reducing external processing on the production line and minimizing ineffective handling, thereby effectively improving factory space utilization and production capacity.

By leveraging more efficient space utilization and implementing automation in the processes, overall efficiency is constantly enhanced, indirectly leading to reduced space utilization, air conditioning, and power consumption in the factory. This effectively lowers and controls greenhouse gas emissions, aligning with the company's commitment to sustainable development.

The smart factory production blueprint endeavors to create a more streamlined, environmentally friendly, and sustainable manufacturing ecosystem for Topview Optronics Corp.

5.2 Energy Management

The energy consumption at Shengpin Electronics includes electricity for factory and office use, as well as gasoline and diesel. The usage of various energy types from 2018 to 2023 is shown in the table below. Recent analyses indicate that purchased electricity remains the primary source of energy consumption.

Energy Usage Records from 2018 to 2023 - Taoyuan Plant

Energy Source	Scope of Use	2018	2019	2020	2021	2022	2023
Purchased Electricity (KWH)	Office equipment, machinery equipment, air conditioning, lighting, etc.	1,885,600	2,123,200	2,422,000	3,271,200	3,122,600	2,812,800
Purchased Electricity (GJ)		6877.1	7643.5	8719.2	11776.3	11241.3	10126.0
Gasoline (L)	Government vehicles	2896	3267	4358	5127	6500	1136.16
Diesel (L)	Emergency generator	52	50	50	60	250	50

Note 1: 1 kilowatt-hour (kWh) of electricity = 3.6 megajoules (MJ)

Energy Usage Records from 2018 to 2023 -Taichung office

Energy Source	Scope of Use	2018	2019	2020	2021	2022	2023
Purchased Electricity (KWH)	Office equipment, air conditioning, lighting	951,722	961,721	163,844	161,721	222,881	203,234
Purchased Electricity (GJ)		3426.2	3462.2	589.8	582.2	802.3	731.64

Note 1: 1 kilowatt-hour (kWh) of electricity = 3.6 megajoules (MJ)
Note 2: The increase in electricity consumption in 2022 for the Taichung office is attributed to the addition of the new office space.

Smart Energy Management

Recognizing the sustainability challenges that future energy issues will pose, Shengpin Electronics is not only committed to daily energy-saving initiatives but has also implemented a phased approach to establish an energy management and monitoring system. For details, please refer to Section 5.1 on the establishment of the smart factory production blueprint.

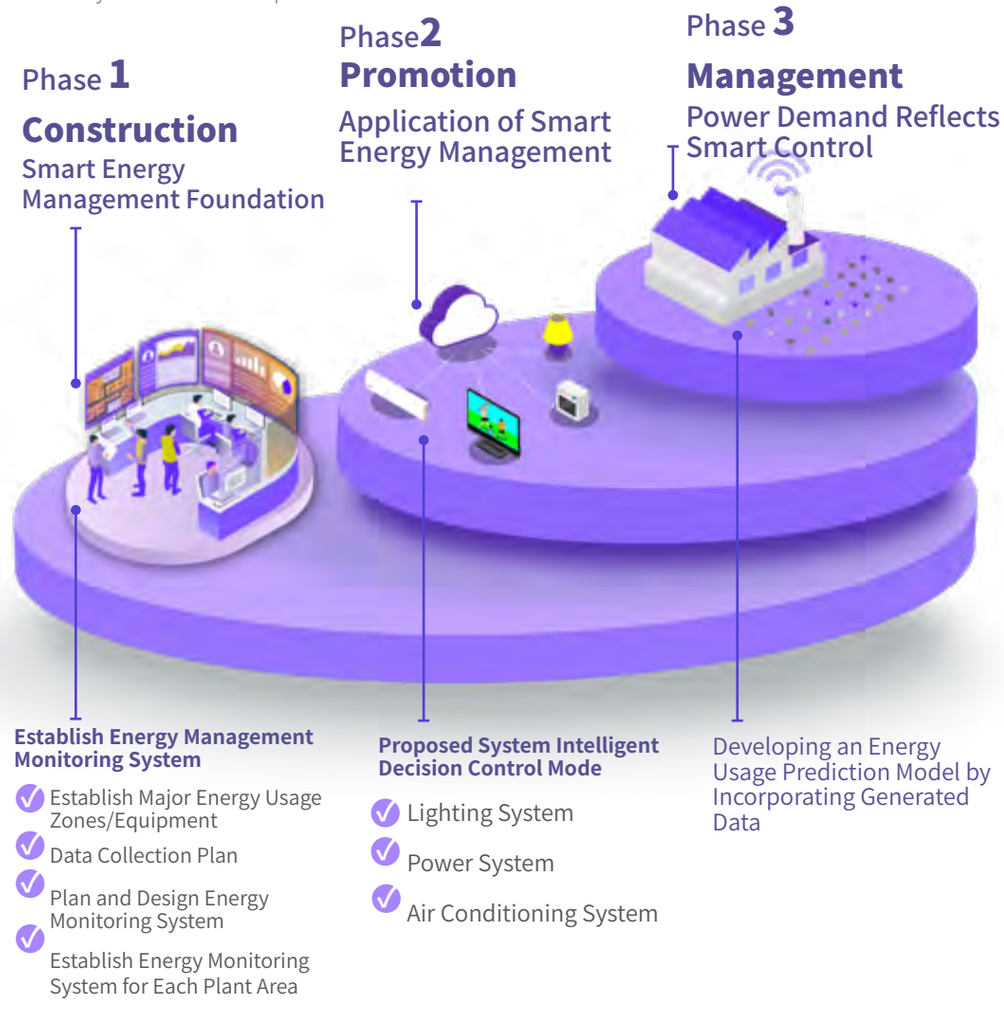
Smart Electricity Management

Management Approach for Key Themes

Major topic	Stakeholders	2022 Management Goals	2023 Goal Achievement Status	2024 Management Goals
Energy Conservation and Carbon Reduction	Government Customers Shareholders	Electricity Consumption Maintained within Targets	Achievements	Keeping electricity consumption within the target
	Responsibilities	**Resources**	**Actions**	**Assessment**
	Environmental Safety and General Affairs	Cross-Department Collaboration in Project Execution.	1.Continuously replacing T8 light fixtures with LED light fixtures. 2.Implementation of measures related to smart factories, such as phased establishment of energy management and monitoring systems: activating only specific compressors or air conditioning units during low power demand based on predefined parameters to achieve energy-saving effects. 3.Employee awareness campaign promoting turning off lights during lunch breaks and after work hours. 4.Regular maintenance of air conditioning equipment to ensure operational efficiency.	1.Conduct monthly electricity consumption statistics. 2.Provide progress reports during plant meetings.

Smart Energy Management

Topview Optronics Corp. recognizes the future challenges of sustainable energy and is proactive in preparing for them. In addition to promoting daily energy-saving practices, the company is also gradually implementing a smart energy management monitoring system. Please refer to the details provided in section 5.1, where the Smart Factory Production Blueprint is established.



5.3 Greenhouse Gas Management

The Era of Carbon Pricing is Approaching

The issue of greenhouse gases has always been one of the sustainable concerns of Topview Optronics Corp. In recent years, with the escalating global climate abnormalities and the advent of the carbon pricing era, climate change issues have continued to gain attention. Both governments and private enterprises have started focusing on carbon emissions-related topics. Given the global trend towards net-zero emissions and the carbon border adjustment mechanisms in Europe and the United States, the transition to achieving net-zero emissions has evolved from being just an environmental issue to becoming an economic issue that impacts industry's international competitiveness. As a result, companies are now dedicating efforts to energy conservation and carbon reduction activities, as reducing carbon emissions not only contributes to society but also helps lower operational costs by improving energy efficiency.

Since 2014, Topview Optronics Corp. has voluntarily taken on the responsibility and obligation of corporate efforts against global warming. It has initiated voluntary Greenhouse Gas (GHG) inventories, as these inventories form the foundation for quantifying emission reductions. The purpose is to accurately understand the company's greenhouse gas emissions and assess feasible strategies to reduce them, with the goal of achieving a reduction in greenhouse gas emissions.

Greenhouse Gas Inventory

In accordance with the requirements of the "Sustainable Development Roadmap for Listed Companies," Shengpin Electronics is implementing a four-phase approach to greenhouse gas inventory, disclosure, and verification for listed companies. Starting in 2023, progress will be reported quarterly to the board of directors.

STEP 1 December 2022: Establishment of Full-time (Part-time) Positions, Number of Personnel, and Their Job Scope

STEP 2 Education and Training for Inventory Check Team Members in 2023

STEP 3 Completion of Greenhouse Gas Inventory in 2025

STEP 4 Completion of External Verification in 2027

Carbon Reduction Performanceng

n 2023, the implementation of the smart factory plan effectively enhanced the utilization of factory space and capacity. This not only improved overall efficiency but also indirectly reduced space utilization and air conditioning power consumption. As a result, electricity consumption decreased compared to the previous year, and carbon emissions were reduced by approximately 197.07 CO2e (refer to Section 5.3 on Greenhouse Gas Management for details).

The greenhouse gas inventory results for the year 2022 are presented in the following table. The disclosed data primarily focuses on direct emissions (Scope 1) and indirect emissions (Scope 2), revealing that the emissions caused by purchased electricity constitute more than 90% of the company's overall emissions.

Greenhouse Gas Emissions from 2019 to 2023

Category		Emission Source	2019 Greenhouse Gas Emissions (Metric Tons CO2e)		2020 Greenhouse Gas Emissions (Metric Tons CO2e)		2021 Greenhouse Gas Emissions (Metric Tons CO2e)		2022 Greenhouse Gas Emissions (Metric Tons CO2e)		2023 Greenhouse Gas Emissions (Metric Tons CO2e)	
		Plant	Taoyuan	Taichung	Taoyuan	Taichung	Taoyuan	Taichung	Taoyuan	Taichung	Taoyuan	Taichung
Scope 1	Direct Emissions	Diesel fuel	N/A	N/A	N/A	N/A	N/A	N/A	0.65	N/A	0.13	N/A
		Gasoline	7.52	N/A	9.99	N/A	7.52	N/A	15.321	N/A	2.67	N/A
		Purchased Electricity	N/A	N/A	N/A	N/A	N/A	N/A	59.584	N/A	7.56	N/A
		Septic Tank	N/A	N/A	N/A	N/A	N/A	N/A	64.65	10.38	51.98	9.63
		Fire Extinguisher	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
		Total	7.52	N/A	9.99	N/A	7.52	N/A	140.21	10.38	62.34	9.63
Scope 2	Indirect Emissions	Purchased Electricity	1108.310	103.259	1264.28	85.53	1659.646	81.97	1589.403	113.446	1392.33	100.60
		Total	1115.83	103.259	1274.27	85.53	1667.17	81.97	1729.61	123.827	1454.67	110.23

Note 1: Note 1: Scope 1 and 2 information covers all factory locations in Taiwan under the operational control approach.
Note 2:Voluntary inventory and disclosure are conducted in accordance with ISO 14064-1, with a goal to obtain a verification statement by 2027.
Note 3: Scope 2 electricity emission factor is based on the Ministry of Economic Affairs' Energy Bureau's 2022 emission factor of 0.495 kilograms of CO2e quivalent.
Note 4: Global Warming Potential (GWP) values are referenced from the IPCC's 2021 Sixth Assessment Report.
Note 5 : Greenhouse Gas Emission Factors are from the Environmental Protection Administration's Greenhouse Gas Emission Factor Management Table 6.0.4.

5.4 Water Resources Management

Water Resources from Medium to Low-Risk Areas

Topview Optronics Corp. currently utilizes water resources provided by third-party water companies, which is primarily tap water. The factory locations have been assessed using the WWF Global Water Risk Assessment tool and are identified as being in areas with medium to low water resource stress risk.

Link to WWF Global Water Risk Assessment Tool :
https://waterriskfilter.org/explore/countryprofiles

The products produced by Topview Optronics Corp. do not require water in the manufacturing process, and the water usage is mainly for daily living purposes. All water currently used is sourced from the public water supply, and no groundwater extraction is involved. Despite the convenience of accessing water resources, the company consistently reminds its employees to value and conserve water resources. In addition to reminders through slogans in daily life, the company strengthens water conservation awareness during environmental and health days to encourage employees to develop water-saving habits from their daily activities and make it a part of their lifestyle.

Water Resource Usage Record for Taoyuan Plant (2018-2022)

Water Resource Categories	Usage Scope	2018	2019	2020	2021	2022	2023
Tap Water (cubic meters m3)	Domestic Use	7730	8068	141560	174805	8748	7678
Groundwater (cubic meters m3)	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used	Not Used
Total Water Withdrawal (million liters)		7.730	8.068	141.560	174.805	8.748	7.678

Note: The Taichung office is located in a general commercial building, and water resource usage is limited to domestic use. The water consumption data is centrally managed by the building management office and is therefore not included in the calculation.

Water Conservation Plan

Water Conservation Plan To reduce water resource consumption, Topview Optronics Corp. has replaced the toilets and faucets inside the factory with water-efficient toilets and faucets that have obtained the water-saving certification from the Water Resources Agency, Ministry of Economic Affairs. This measure effectively reduces water resource usage.

Wastewater Management

Wastewater Management During the product manufacturing process, Topview Optronics Corp. does not generate any industrial wastewater. Only domestic sewage is produced. Domestic sewage is managed in compliance with the regulations of the Guishan Industrial Zone, Taoyuan. It is directed to the wastewater treatment plant for proper treatment, ensuring that there is no secondary pollution to rivers or land. The personnel at the wastewater treatment plant conduct random and unannounced sampling of domestic sewage for testing on a yearly basis, and all test results meet the required standards.

Results of Domestic Wastewater Analysis

Operating Sites	Wastewater Discharge Standards	Testing Criteria
Taoyuan Plant	Wastewater Treatment Plant Effluent Quality Standards for Guishan Industrial Zone Service Center	Water Temperature, pH, BOD, COD, SS, Boron, Fluoride, Copper, Zinc, Nickel

5.5Waste Management

The waste generated by Shengpin Electronics is categorized into general waste, industrial waste, and recyclable waste. All industrial waste is handled by qualified external contractors with no violations. The total amount of waste is summarized as follows:

Industrial Waste	2022	2023
Hazardous Waste (Metric Tons)	3.348	7.285
Non-Hazardous Waste (Metric Tons):	0.775	0.621
Total (Metric Tons)	4.123	7.906

Note: Industrial waste generated by the Taoyuan plant is categorized and stored according to relevant regulations, and is subject to proper recycling procedures.

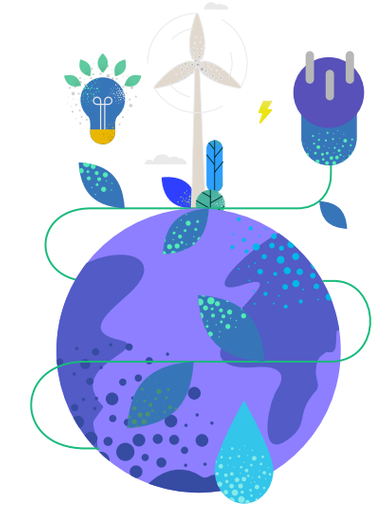
Waste Transportation and Management

All types of waste generated by Topview Optronics Corp. are entrusted to qualified and professional waste management companies for recycling or proper disposal. Each year, during the contract renewal process, the validity of their waste handling permits is confirmed. Topview Optronics Corp. also conducts periodic on-site inspections to ensure that all waste is being properly handled. General waste: Professional and qualified waste management companies are responsible for the transportation and disposal. For the Taoyuan Plant, waste is transported to the Lucao Chemical Plant in Chiayi for incineration. Business waste: Qualified waste management companies are responsible for centralized collection and recycling.

Waste Reduction

Topview Optronics Corp. continues to promote waste reduction activities and implements resource recycling and classification at the source. For example, proper resource classification training is provided to cleaning personnel, and employees are encouraged to participate in garbage sorting. In recent years, the company has been actively promoting the principle of "source reduction and resource recycling" in line with the concept of sustainable resource management. With continuous efforts to educate employees on correct waste sorting, the proportion of waste in the resource recycling stream has been decreasing year by year. This reflects the growing integration of environmental awareness into the daily habits of our employees.

- Continuously promote the collection of trays for recycling within the production line.
- Decompose waste into the smallest units for recycling.
- Collaborate with certified recycling vendors to jointly handle plastic and metal recycling.

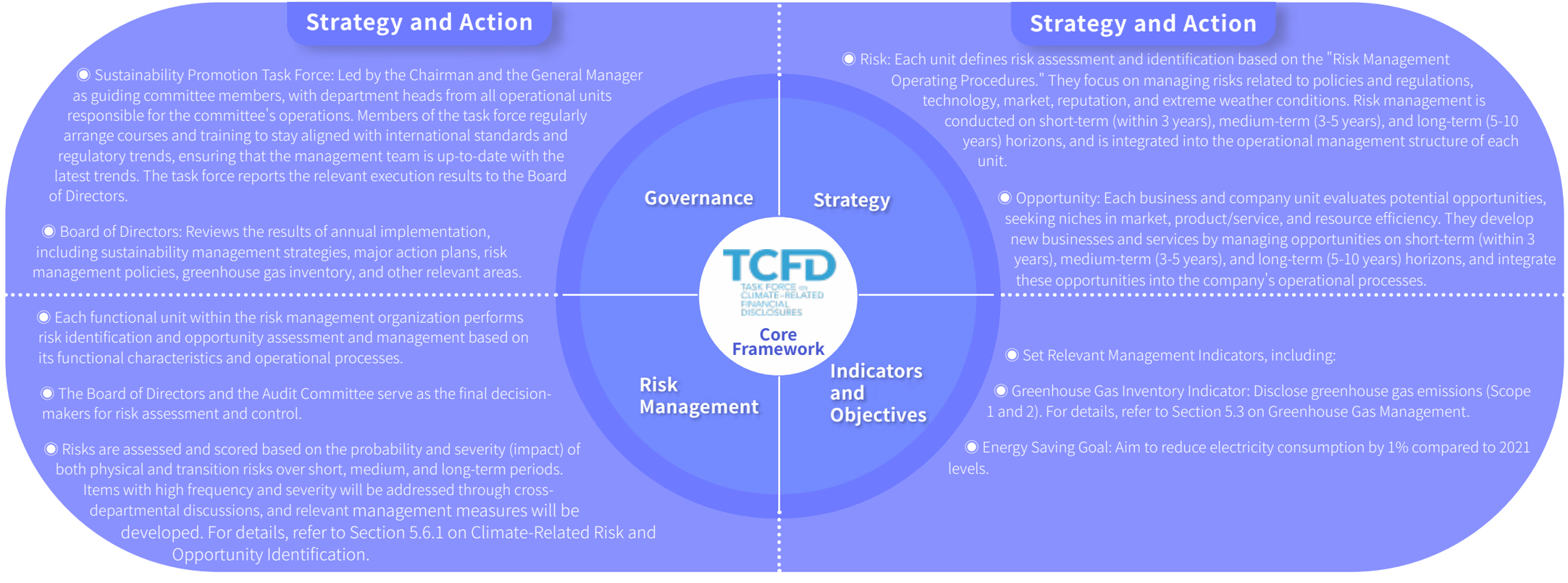


5.6 Climate Change Risks and Opportunities

In response to United Nations Sustainable Development Goal (SDG) 13 - Climate Action, Topview Optronics Corp. has initiated the collection of decision-relevant and forward-looking financial impact information to facilitate the company's transition towards a low-carbon economy. Following the framework of the Task Force on Climate-related Financial Disclosures (TCFD), the company is outlining its current practices in climate change governance, strategies, risk management, metrics, and targets, which constitute the four core elements.

5.6.1 TCFD Management Framework at Topview Optronics Corp.

Following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), Topview Optronics Corp. is disclosing its approach in the areas of governance, strategy, risk management, metrics, and targets. The main strategies and actions are as follows:



5.6.1 Climate Risk and Opportunity Identification

Topview Optronics Corp. references TCFD reports and sustainability-related disclosures from advanced domestic and international enterprises to assess the significance of climate-related risks. By considering the probability and impact of risks occurring in the short, medium, and long term, the company has identified four major risk issues.

1. Calculation and third-party verification of carbon emissions disclosure, along with associated costs.
2. Domestic greenhouse gas emission pricing (carbon fee) and carbon tax revenue generation.
3. Uncertainty regarding new regulations such as international carbon trading, carbon tax, etc.
4. Product substitution by low-carbon advanced technologies.
5. Increasing demand for renewable energy on the international level.
6. Growing awareness of sustainable consumption.
7. Increased costs related to sustainable procurement.
8. Heightened attention from stakeholders.
9. Changes in rainfall patterns and extreme climate events (typhoons, heavy rains, floods, etc.).
10. Rising average temperatures (heatwaves, water scarcity, increased electricity consumption) and sea-level rise (water-related disasters).

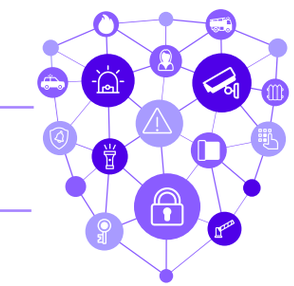
Climate Change Risk Matrix Chart

5.6.2 Climate Scenario Analysis and Management

Topview Optronics Corp. conducts an evaluation of the potential risks and financial impacts of climate change on the company's operations. Based on the high frequency and severity of climate change impacts, the company engages in cross-departmental discussions to formulate relevant management measures.

Identify potential risk areas

Risk category	Identification of major risk issues			Impact on future finances	Management
Transition risk	Short-term	Policy	1. Carbon emissions disclosure requirements. 2. Domestic carbon pricing, carbon tax revenue increase.	1.Increased verification costs. 2. Higher operating costs.	1. Conduct greenhouse gas inventory according to ISO 14064-1 management practices. 2. Participate in the Ministry of Economic Affairs' Industrial Development Bureau' s low-carbon guidance program to help verify the accuracy of greenhouse gas inventory data for subsequent third-party verification. Utilize consultants and experts to identify carbon emission hotspots, which will guide the setting of future carbon reduction targets.
	Medium term	Technology	Products being replaced by low-carbon advanced	Increase in research and development (R&D) expenses.	1. Evaluate raw materials for circular economy compliance starting from the design phase. 2. Actively collaborate with customers to apply for various energy efficiency labels and product carbon labeling.
	Long - term	Market	International carbon trading and carbon tariffs, such as CBAM (Carbon Border Adjustment Mechanism), Clean Energy for America Act, and other regulations, are being implemented.	Increased operational costs.	Continuously track the dynamic of international carbon tariffs regulations and internally plan for carbon pricing.



Risk category	Identification of major risk issues			Impact on future finances			Management
				RCP 2.6	RCP 4.5-6.0	RCP 8.5	
Physical risk	Long - term	Extreme weather conditions/ climate events.	Changes in rainfall patterns and extreme climate events. (e.g., typhoons, heavy rainfall, floods, and other extreme weather conditions) • Rising average temperatures (heatwaves, water shortages, increased electricity usage) and rising sea levels (flooding).	• Carbon tax leading to increased costs. • Increased insurance liability due to climate-related impacts.	• Increased costs due to carbon tax. • Reduced revenue caused by decreased productivity (e.g., supply chain disruptions).	• Extreme weather leading to damage to facilities and equipment, and operational disruptions. • Extreme weather causing supply chain disruptions.	• Implement an annual disaster emergency response plan in accordance with the established guidelines to mitigate the impact of climate change. • Conduct risk assessment and management for the supply chain to ensure uninterrupted production and smooth shipping (refer to Chapter 3.3 Value Chain Management). • Evaluate the potential impact of extreme weather on the plant site and develop mitigation/adaptation plans to reduce the impact and consequences on infrastructure caused by extreme weather events.

Note 1: Physical risks are assessed using the Representative Concentration Pathways (RCP), which are "scenario assumptions" based on different levels of anthropogenic greenhouse gas emissions. Transition risks are primarily simulated based on stakeholder requirements, regulatory demands in product sales regions, and other relevant factors.

Note 2: RCP2.6 represents a low greenhouse gas emission scenario, assuming strict control of global warming and active reduction of greenhouse gas emissions by countries.

Note 3: RCP4.5-6.0 represents scenarios where radiative forcing reaches a stable state by the end of the 21st century, indicating countries' efforts to achieve greenhouse gas reduction targets while maintaining moderate to moderately high emissions.

Note 4: RCP8.5 represents the worst-case scenario with continuously increasing radiative forcing beyond 8.5Wm-2, where countries take no action to reduce emissions, resulting in high greenhouse gas emissions.

Identify potential opportunities

Opportunities	Projects	Opportunities for Future Financial Revenue Increase	Management
Products/ Services	Developing low-carbon and net-zero products.	Align with market trends to increase revenue and gross profit margin.	• Continuously improve product energy efficiency through research and development efforts. • Achieve product recycling rates that exceed WEEE regulations; ensure packaging materials meet customer sustainability procurement standards. • Embrace the concept of circular economy and strengthen collaboration with the value chain to develop next-generation products with net-zero impact, using low-carbon, low-energy, and low-toxicity materials.
Resource efficiency	◉ Implement energy-saving measures ◉ Enhance energy use efficiency: Introduce smart factory solutions	Reduce production and operational costs, and increase customer procurement rates.	Continuously promoting energy-saving, carbon reduction, water conservation, and waste reduction management plans within the factory to reduce resource consumption. For more details, refer to Chapter CH 5.1、CH5.2.
Market	Participating in government incentive measures.	Obtaining incentive subsidies to increase opportunities for entry.	Actively seeking government incentives and subsidies to obtain financial support.

Chapter 6

APPENDIX

Appendix 1: GRI Content Index Table P81

Appendix2: SASB Standard Comparison Table P89

Appendix 3: ISO 26000 Comparison Table P90

Appendix 4: SDGs Comparison Table P92

Appendix 1: GRI Content Index

GRI 1

Statement of use	Publishing a sustainable report for the year 2021 in accordance with the GRI guidelines, the data and information scope covers the period from January 1, 2023, to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

General Standard Disclosure

STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Organization and reporting				P10
2-1	Organizational details	1. 1.1 Company Overview. 2. Annual Report for the Year 2023: Special Notations.		Annual Report
2-2	Entities included in the organization's sustainability reporting	1.1 Company Overview		P10
2-3	Reporting period, frequency and contact point	About This Report		P2
2-4	Restatements of information	1.1. No changes in consolidation or mergers, reporting period, business nature, and measurement methods, etc.		N/A
		2. 5.3 Greenhouse Gas Management: In the past, only mobile sources of gasoline were listed under Scope 1. Starting from 2022, in response to the disclosure and verification timeline requirements for publicly listed companies' greenhouse gas inventories, voluntary inventory and disclosure are conducted in accordance with ISO 14064-1 requirements.		P60
2-5	External assurance	This report has not undergone third-party verification.	14Third-party verification is expected to be completed by 2027.	N/A
Activities and workers				
2-6	Activities, value chain and other business relationships	2.1 Scope of Product Innovation and Services. 3.3 Value Chain Management.		P23 P43
2-7	Employees	4.2 Employee Profile 4.4 Talent Development		P51 P56
2-8	Workers who are not employees	4.6 Occupational Health and Safety.		P61
2-9	Governance structure and composition	2.2 Corporate Governance.		P27
2-10	Nomination and selection of the highest governance body	2.2 Corporate Governance.		P27

STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
2-11	Chair of the highest governance body	2.2 Corporate Governance.		P27
2-12	Role of the highest governance body in overseeing the management of impacts	2.2 Corporate Governance.		P27
2-13	Delegation of responsibility for managing impacts	2.2 Corporate Governance.		P27
2-14	Role of the highest governance body in sustainability reporting	2.2 Corporate Governance.		P27
2-15	Conflicts of interest	2.2 Corporate Governance.		P27
2-16	Communication of critical concerns	2.2 Corporate Governance. 4.1 Labor Relations.		P27 P48
2-17	Collective knowledge of the highest governance body	2.2 Corporate Governance.		P27
2-18	Evaluation of the performance of the highest governance body	2.2 Corporate Governance.ESG-related management performance has not yet been included in the board's performance assessment criteria.		P27
2-19	Remuneration policies	This committee is responsible for formulating executive compensation policies and principles, assessing the achievement of performance targets for senior executives on a regular basis, and setting compensation based on the assessment results according to the performance evaluation criteria.		Annual Report
2-20	Process to determine remuneration			Annual Report
2-21	Annual total compensation ratio	Omission of disclosure.	30The salary scale of senior executives is disclosed in the annual report.	Annual Report
Strategy, policies and practice				
2-22	Statement on sustainable development strategy	Sustainable Operations of Topview. 3.3 Value Chain Management		P6 P43
2-23	Policy commitments	3.3 Value Chain Management 4.6 Occupational Health and Safety.		P43 P61
2-24	Embedding policy commitments	2.2 Corporate Governance 3.3 Value Chain Management 4.6 Occupational Health and Safety.		P27 P43 P61
2-25	Processes to remediate negative impacts	4.1 Labor Relations.	Remedy	P48
2-26	Mechanisms for seeking advice and raising concerns	2.3 Integrity and Fair Transactions.	Whistleblower system	P32
2-27	Compliance with laws and regulations	2.2 Corporate Governance. 4.6 Occupational Health and Safety. 5.Environmental Sustainability and Carbon Management.	No violation of relevantregulations in 2023	P27 P61 P67
2-28	Membership associations	Participation in domestic associations in Taiwan includes: Taiwan Institute of Sustainable Energy International associations、Open Network Video Interface Forum (ONVIF)		N/A
Stakeholder engagement				
2-29	Approach to stakeholder engagement	1.2 Stakeholder Engagement and Materiality Analysis.		P13
2-30	Collective bargaining agreements	No signed group agreements.		N/A

GRI 3 Material Topics

STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
3-1	Process to determine material topics	1.2 Stakeholder Engagement and Materiality Analysis.		P13
3-2	List of material topics	1.2 Stakeholder Engagement and Materiality Analysis.		P13
3-3	Management of material topics	1.2 Stakeholder Engagement and Materiality Analysis.		P13

2022 Major Themes

TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Energy 2016	302-1	Energy consumption within the organization	5.2 Energy Management.		P71
	302-4	Reduction of energy consumption	5.2 Energy Management.		P71
	302-5	Reductions in energy requirements of products and services	3.1 Green Products and Carbon Reduction Design.		P39
Emissions 2016	305-1	Direct (Scope 1) GHG emissions)	5.3 Greenhouse Gas Management.		P72
	305-2	Energy indirect (Scope 2) GHG emissions)	5.3 Greenhouse Gas Management.		P72
	305-5	Reduction of GHG emissions	5.3 Greenhouse Gas Management.		P72
TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.6 Occupational Health and Safety.		P76
	403-2	Hazard identification, risk assessment, and incident investigation	4.6 Occupational Health and Safety.		P76
	403-3	Occupational health services	4.6 Occupational Health and Safety.		P76
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.1 Labor Relations.		P48
	403-5	Worker training on occupational health and safet	4.6 Occupational Health and Safety.		P76
	403-6	Promotion of worker health	4.6 Occupational Health and Safety.		P76
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.6 Occupational Health and Safety.		P76
	403-8	Workers covered by an occupational health and safety management system	4.6 Occupational Health and Safety.		P76
	403-9	Work-related injuries	4.6 Occupational Health and Safety.		P76
	403-10	Work-related ill health	4.6 Occupational Health and Safety.		P76
Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.3 Value Chain Management 4.1 Labor Relations.		P43 P48
Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.1 Green Products and Carbon Reduction Design.		P39
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and servicesRequirements	3.1 Green Products and Carbon Reduction Design.		P39
Marketing and Labeling2016	417-1	Requirements for product and service information and labeling	3.1 Green Products and Carbon Reduction Design.		P39

STANDARD		DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Marketing and Labeling 2016	417-2	Incidents of non-compliance concerning product and service information and labeling	3.1 Green Products and Carbon Reduction Design		P33
Customer Privacy 2016	418-1	Number of Customer Privacy Violation/Data Loss Complaints	3.2 Customer Ser vice and Pr oduct Quality		P43

TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Economic Performance 2016	201-1	Direct economic value generated and distributed	1.1 Company Overview		P10
	201-2	Financial implications and other risks and opportunities due to climate change	5.6 Climate Change Risks and Opportunities.		P76
	201-3	Defined benefit plan obligations and other retirement plans	4.5 Employee Benefits.		P74
	201-4	Financial assistance received from government	Apply for government low-carbon and smart transformation guidance in 2023.		N/A
Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	4.2 Employee Profile.		P51
	202-2	Proportion of senior management hired from the local community	4.2 Employee Profile.		P51
Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	4.7 Social Engagement.		P66
	203-2	Significant indirect economic impacts	4.7 Social Engagement.		P66
Procurement Practices 2016	204-1	Proportion of spending on local suppliers	3.3 Value Chain Management.		P43
Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	2.2 Corporate Governance.	(Not applicable, no corruption incidents will occur in 2023)	N/A
	205-2	Communication and training about anti-corruption policies and procedures	2.3 Integrity and Fair Transactions.		P27
	205-3	Confirmed incidents of corruption and actions taken	2.3 Integrity and Fair Transactions.		P27
Anti-competitive Behavior 2016	207-2	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No relevant incidents in 2023.		N/A
Taxation 2019	207-1	Approach to tax	From the perspective of pursuing sustainable development, we adopt a balanced and prudent approach to tax management. This includes the following key points: • Compliance with local tax regulations and disclosure requirements. • Enhancing sustainable value creation for shareholders. • Implementing effective risk management. • Strengthening tax expertise through continuous talent development. • Not engaging in tax planning or tax avoidance schemes. Not artificially shifting profits to low-tax jurisdictions with no substantial operations.		N/A
	207-2	ax governance, control, and risk management	The Financial Accounting Department manages tax governance for the company and subsidiaries. Tax law changes can impact operations. topview main activities are in Taiwan, subject to its tax laws. We monitor global policies and adapt strategies to manage tax risks.		N/A

TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Taxation 2019	207-3	Stakeholder engagement and management of concerns related to tax	From the perspective of pursuing sustainable development, we adopt a balanced and prudent policy in managing taxation. This includes the following key points: • Adhering to local tax regulations and disclosure requirements. • Enhancing sustainable value creation for shareholders. • Implementing effective risk management. • Strengthening tax expertise through continuous talent development. • Not engaging in tax planning or tax evasion through tax havens. • Not artificially transferring profits to low-tax countries with no substantial operations.		N/A
	207-4	Country-by-country reporting	Fails to meet the standard for disclosing country-by-country reports.	Not applicable.	N/A
Materials 2016	301-1	Materials used by weight or volume	Not applicable (not a significant topic).	Not applicable	N/A
	301-2	Recycled input materials used	Not applicable	No recycled materials are used	N/A
	301-3	Reclaimed products and their packaging materials	Topview's products are Original Design Manufacturer (ODM) products following a B2B model. Once the products, along with the packaging materials, are shipped to the customers, ownership is transferred to the customers. Therefore, recycling is not possible due to the ownership structure.	Not applicable	N/A
Energy 2016	302-1	Energy consumption within the organization	5.3 Greenhouse Gas Management.		P72
	302-2	Energy consumption within the organization	Not applicable (not a significant topic).		N/A
	302-3	Energy intensity	5.2 Energy Management.		P71
	302-4	Reduction of energy consumption	5.3 Greenhouse Gas Management.		P72
	302-5	Reductions in energy requirements of products and services	5.3 Greenhouse Gas Management.		P72
Water and Effluents 2018	303-1	Interactions with water as a shared resource	5.4 Water Resources Management.	Not applicable.	P74
	303-2	Management of water discharge-related impacts	Not applicable (not a significant topic).	Not applicable.	N/A
	303-3	Water withdrawal	Not applicable (not a significant topic).	Not applicable.	N/A
	303-4	Water discharge	Not applicable (not a significant topic).	Not applicable.	N/A
	303-5	Water consumption	5.4 Water Resources Management.	Not applicable.	N/A
Biodiversity 2016	304-1	Land Profile within or Near Protected Areas	Neither the factory premises nor the operational sites are located within protected areas	Not applicable.	N/A
	304-2	Significant Impacts of the Organization on Biodiversity	Neither the factory premises nor the operational sites are located within protected areas	Not applicable.	N/A
	304-3	Habitats protected or restored	Neither the factory premises nor the operational sites are located within protected areas	Not applicable.	N/A
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Neither the factory premises nor the operational sites are located within protected areas		N/A

TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Emissions 2016	305-1	Direct (Scope 1) GHG emissions	5.3 Greenhouse Gas Management.		P72
	305-2	Energy indirect (Scope 2) GHG emissions	5.3 Greenhouse Gas Management.		P72
	305-3	Other indirect (Scope 3) GHG emissions	5.3 Greenhouse Gas Management.	The information obtained is incomplete.	P72
	305-4	GHG emissions intensity	5.3 Greenhouse Gas Management.		P72
	305-5	Reduction of GHG emissions	5.3 Greenhouse Gas Management.		P72
	305-6	Emissions of ozone-depleting substances (ODS)	The processes and products do not involve the use of ozone-depleting substances (ODS).	Not applicable	N/A
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Topview's manufacturing involves purely assembly operations. Diesel, heavy oil, or similar fuels are not used as indirect materials in the production process. Only the emergency generator in the utility equipment has minimal environmental impact, hence, measurements of SOx and NOx are not conducted.	Not applicable	N/A
Waste 2020	306-1	Waste generation and significant waste-related impacts	5.5 Waste Management.		P75
	306-2	Management of significant waste-related impacts	5.5 Waste Management.		P75
	306-3	Waste generated	5.5 Waste Management.		P75
	306-4	Waste diverted from disposal	5.5 Waste Management.		P75
	306-5	Waste directed to disposal	5.5 Waste Management.		P75
Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	3.3 Value Chain Management.		P43
	308-2	Negative environmental impacts in the supply chain and actions taken	3.3 Value Chain Management.		P43
Employment 2016	401-1	New employee hires and employee turnover	4.2 Employee Profile.		P51
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.5 Employee Benefits.		P59
	401-3	Parental leave	4.2 Employee Profile.		P51
Labor Relations 2016	402-1	Minimum notice periods regarding operational changes	Before implementing significant operational changes that could potentially have a serious impact on employee rights, the company provides advance notice to employees and their representatives in accordance with relevant applicable laws or labor regulations.		N/A
Occupational Health and Safety 2018	403-1	Occupational health and safety management system	4.6 Occupational Health and Safety.		P61
	403-2	Hazard identification, risk assessment, and incident investigation	4.6 Occupational Health and Safety.		P61
	403-3	Occupational health services	4.6 Occupational Health and Safety.		P61
	403-4	Worker participation, consultation, and communication on occupational health and safety	4.1 Labor Relations.		P48
	403-5	Worker training on occupational health and safety	4.6 Occupational Health and Safety.		P61
	403-6	Promotion of worker health	4.6 Occupational Health and Safety.		P61
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.6 Occupational Health and Safety.		P61

TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
Occupational Health and Safety 2018	403-8	Workers covered by an occupational health and safety management system	4.6 Occupational Health and Safety.		P61
	403-9	Work-related injuries	4.6 Occupational Health and Safety.		P61
	403-10	Work-related ill health	4.6 Occupational Health and Safety.		P61
Training and Education 2016	404-1	Average hours of training per year per employee	4.4 Talent Cultivation and Development.		P56
	404-2	Programs for upgrading employee skills and transition assistance programs	4.4 Talent Cultivation and Development. For laid-off employees, the company follows the advance notice period regulations, provides job-seeking leave, and calculates severance pay according to the Labor Standards Act.		P56
	404-3	Percentage of employees receiving regular performance and career development reviews	4.3 Compensation		P54
Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	4.2 Employee Profile.		P51
	405-2	Ratio of basic salary and remuneration of women to men	4.3 Compensation Committed to ensuring wage equality in order to retain outstanding employees, under the premise of promoting diversity, eliminating gender bias, and supporting equal opportunities.		P54
Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	4.1 Labor Relations.		P48
Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.3 Value Chain Management. 4.1 Labor Relations. No relevant incidents occurred.		P43 P48
Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	3.3 Value Chain Management.		P43
Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	4.1 Labor Relations.		P48
Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures.	Human rights-related training has not been conducted for security personnel in 2023.		N/A
Indigenous Rights 2016	411-1	Incidents of violations involving rights of indigenous peoples	4.1 Labor Relations.		P48
Local Communities 2016	412-1	Total number and proportion of operations subject to human rights review and/or impact assessment	4.1 Labor Relations.		P48
	412-2	Employees received human rights related training and ratio	4.1 Labor Relations.		P48
	412-3	Total number and percentage of significant investment agreements and contracts that contain human rights clauses or have been screened for human rights	Not applicable, no major investments have been reviewed for human rights.	Not applicable	N/A
Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	4.7 Social Engagement.		P66

TOPICS	STANDARD	DISCLOSURE	REPORT SECTION OR EXPLANATION	OMITTED EXPLANATION	PAGE
	413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable, as the operational locations are situated within industrial or commercial zones and do not impact the local community.	Not applicabl	N/A
Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	3.3 Value Chain Management.		P43
	414-2	Negative social impacts in the supply chain and actions taken	3.3 Value Chain Management.		P43
Public Policy 2016	415-1	Political contributions	No political donations.	Not applicabl	N/A
Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	3.1 Green Products and Carbon Reduction Design.		P39
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.1 Green Products and Carbon Reduction Design.		P39
Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	3.1 Green Products and Carbon Reduction Design.		P39
	417-2	Incidents of non-compliance concerning product and service information and labeling	3.1 Green Products and Carbon Reduction Design.		P39
	417-3	Incidents of non-compliance concerning marketing communications	Not applicable, Topview is a professional contract manufacturing company that manufactures electronic products for monitor brand customers.		N/A
Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.2 Customer Service and Product Quality.		P41

Appendix 2: SASB Standard Comparison

TOPIC	DISCLOSE ITEM	CHARACTERISTIC	INDICATOR DESCRIPTION	DISCLOSURES	CHAPTER	PAGE
Energy Management	RT-EE-130a.1	Quantification	• Total Energy Consumption: 1 billion joules (GJ) • Percentage of Purchased Electricity (%) • Percentage of Renewable Energy Usage (%)	1.Taoyuan: 10126.08 (GJ) Taichung: 731.64(GJ) 2. 99% 3. 0%	5.2 Energy Management 2. Not applicable 3.Not applicable	P71
Water Management	TC-ES-140a.1	Quantification	• Total Water Intake: Thousands of cubic meters (m3) • Total Water Consumption	1.Water is not required in the product manufacturing process at Topview. The use of water resources is primarily for domestic purposes. Currently, 100% of the water used is tap water. The water intake is 7678 thousand cubic meters (m3). The company is also not located in an area with high or extremely high baseline water pressure. 2.Total Water Consumption: Water is not required in the manufacturing process, so this does not apply.	1.5.4 Water Resources Management 2.5.4 Water Resources Management	P74 P74
Waste Management	TC-ES-310a.1	Quantification	Total Hazardous Waste Quantity and its Recycling Percentage	1.In 2023, waste management was categorized into "General Waste" and "Business Waste," with a total amount of 48,437 kilograms. 2.Waste Recycling Rate: 9.8%.	5.5 Waste Management	P75
Labor Practices	TC-ES-150a.1	Quantification	• Number of Shutdowns • Total Days	No work stoppage or strikes occurred at Topview in 2023, so this does not apply.	N/A	
Labor Conditions	TC-ES-320a.1	Quantification	For Full-time and Contract Employees • Recordable Incident Rate • Near-Miss Incident Rate	Topview's Occupational Injury Statistics and Analysis: In 2023, there were no cases of occupational diseases or work-related fatalities. Accidents remained at 0. • Recordable Incident Rate: 1.32 • Near-Miss Incident Rate: 0	4.6 Occupational Health and Safety	P61
Product Life Cycle Management	TC-ES-410a.1	Discussion and Analysis	Percentage of Recycled Scrap Products and Electronic Waste Weight	Topview is an internationally renowned manufacturer of surveillance monitors, serving as an ODM supplier. The company follows a B2B industrial market sales model, and after product shipment to customers, ownership is transferred to the customers. Packaging materials for products are 100% recyclable and compliant with RoHS regulations.	3.1 Green Products and Carbon Reduction Design	P39
Material Procurement	TC-ES-440a.1	Discussion and Analysis	Risk Management Related to Key Materials.	Considering supply chain security and risk diversification, Topview's major raw material suppliers each have two alternative suppliers and have passed customer certifications to reduce the risk of supply disruptions. To prevent shortages of raw materials due to significant disasters or other reasons, we also require suppliers to maintain safety stock levels and regularly review and control them to ensure a steady supply.	3.3 Value Chain Management	P43

Appendix 3: ISO 26000 Comparison

TOPIC	CHAPTER		PAGE	NOTE
Organizational Governance	Decision-making processes and structures	Chairman's words Sustainable Operations of Topview. 2.2 Corporate Governance.	P4 P6 P27	
Human Rights	Compliane Audit	4.1 Labor Relations.	P48	
	Human Right Risk	4.1 Labor Relations.	P48	
	Solve Complaints	4 Employee Care and Social Participation	P47	
	Discrimination and Underpriviliged Group	4.1 Labor Relations 4.2 Employee Profile.	P51 P51	
	Citizen and Political Rights	4.1 Labor Relations.	P48	
	Economic, Social and Cultural Rights	5.Environmental Sustainability and Carbon Management 4.7 Social Engagement.	P67 P66	
	Basic Working Right	4.1 Labor Relations. 4.2 Employee Profile.	P48 P51	
Labor Practice	Hiring Relationship	3.3 Value Chain Management 4.1 Labor Relations. 4.2 Employee Profile.	P43 P48 P51	
	Working Condition and Social Protection	4.2 Employee Profile. 4.3 Compensation 4.5 Employee Benefits.	P51 P54 P59	
	Social Dialogue	About this report	P2	
	Work Health and Safety	4.6 Occupational Health and Safety.	P61	
	Human Resource Development and Training	4.4 Talent Cultivation and Development.	P56	
Environment	Pollution	4.6 Occupational Health and Safety. 5.4 Water Resources Management. 5.5 Waste Management.	P61 P74 P75	
	Sustainable Resource Utilization	5.3 Greenhouse Gas Management. 5.4 Water Resources Management.	P72 P74	
	Climate Change Mitigation and Adjustment	5.3 Greenhouse Gas Management. 5.6 Climate Change Risks and Opportunities.	P72 P76	
	atural Enviornment Protection and Recovery	5.Environmental Sustainability and Carbon Management	P67	
Fair Operational Practice	Anti-Corruption	2.2 Corporate Governance.	P27	
	Responsible Political Participation	N/A	N/A	
	Fair Competition	N/A	N/A	
	Promote Value Chain Social Responsibility	4.7 Social Engagement.3.3 Value Chain Management	P66	
	Respect IP Right	3.2 Customer Service and Product Quality.	P41	

TOPIC	CHAPTER		PAGE	NOTE
Consumer Issue	Fair Marketing, Information and Agreement Practices	3.1 Green Products and Carbon Reduction Design.	P39	
	Protect Consumer Health and Safety	3.1 Green Products and Carbon Reduction Design.	P39	
	Sustainable Consumption	3.1 Green Products and Carbon Reduction Design.	P39	
	Solutions for Consumer Service, Support, Complaint or Dispute	3.2 Customer Service and Product Quality.	P41	
	Consumer Data Protection and Privacy	3.2 Customer Service and Product Quality.	P41	
	Oer Necessary Service	4.7 Social Engagement.	P66	
	Education and Awareness	3.1 Green Products and Carbon Reduction Design.	P39	
Social Participation and Development	Community Participation	N/A	N/A	
	Education and Culture	4.7 Social Engagement.	P66	
	Create Employment and Technology Development	3.3 Value Chain Management . 4.4 Talent Cultivation and Development. 4.7 Social Engagement.	P43 P56 P61	
	Technology Development	4.7 Social Engagement.	P66	
	Create Wealth and Income	1.1 Company Overview. 3.3 Value Chain Management 4.7 Social Engagement.	P10 P43 P66	
	Health	4.6 Occupational Health and Safety.	P61	
	Social Investment	4.7 Social Engagement.	P66	

Appendix 4: Table of SDGs Comparison

SDGs	Actions in 2022.	Responses
SDGs 3 Health and Well-being.	Providing employees with a safe working environment and maintaining employee health. 1.All operational environment assessment results were compliant in 2023. 2.Employee health examinations were conducted in 2023. 3.No major occupational accidents occurred in 2023.	4.6 Occupational Health and Safety.
SDGs 4 Educational Quality.	A comprehensive training and assessment system is in place to achieve the right talent in the right positions. In 2023, the average employee training hours met the set target.	4.4 Talent Cultivation and Development.
SDGs 8Employment and Economic Growth.	Enhancing corporate governance, continuously improving operations and profitability to align with stakeholders' interests.	1.1 Company Overview.
SDGs 9 Industrial and Infrastructure Innovation.	Enhancing corporate governance, continuously improving operations and profitability to align with stakeholders' interests.	2.1 Product innovation and service scope 3.1 Green Products and Carbon Reduction Design.
SDGs 11 Sustainable Cities.	Compliance with environmental regulations, commitment to pollution prevention, and meeting customer requirements for environmental and quality standards in 2023: 1. Adopted the TCFD (Task Force on Climate-related Financial Disclosures) methodology toidentify transformation and physical risks in operational processes, annually reviewing response measures, and establishing a resilient climate change culture. 2. Initiated various energy-saving and carbon reduction initiatives. 3. Achieved zero environmental violations.	3.1 Green Products and Carbon Reduction Design 5.1 Smart Factory 5.2 Energy Management 5.3 Greenhouse Gas Management 5.4 Water Resources Management 5.5 Waste Management 5.6 Climate Change Risks and Opportunities
SDGs 12 Responsible Consumption and Production	1. Enhance raw material production efficiency and reduce scrap rate 2. Resource recycling and reuse.	3.3 Value Chain Management 5.5 Waste Management.
SDGs 13 Climate Action.	1. Conduct risk assessment for the supply chain.Implement energy-related management and energy-saving measures, such as switching to LED light bulbs,adopting smart factory technologies, etc. 2. Implement greenhouse gas inventory and undergo verification according to the schedule required for listedcompanies. 3. Adopt the TCFD framework to facilitate the company's transition towards a low-carbon economy.	3.3 Value Chain Management 5.1 Smart Factory 5.2 Energy Management 5.3 Greenhouse Gas Management 5.6 Climate Change Risks and Opportunities
SDGs 16 Peace, Justice, and Strong Institutions.	Compliance with both local and international regulations while requiring or supporting business partners to comply with regulations.	3.1 Green Products and Carbon Reduction 4.1 Labor Relations
SDGs 17 Partnerships for the Goals	Establishing long-term and stable cooperative relationships with suppliers based on mutual assistance, trust, and mutual prosperity. 1. Completed annual supplier audit operations. 2. Achieved 100% completion rate for conflict mineral investigations. 3. Conducted specialized Continuous Improvement Projects (CIP) guidance for key suppliers.	3.3 Value Chain Management

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